

Officer Antonio De Leon, #0117
San Antonio Police Department
San Antonio, Texas

MAR 26 '19 10:52 AM

CITY OF

SAN ANTONIO TX

Fire Fighters' and Police Officers' Civil Service Commission
111 Soledad, Suite 123
San Antonio, Texas 78205

Commissioners and Officer Antonio De Leon

Under and by virtue of the authority vested in me by Title 5, Subtitle A, Chapter 143 of the Local Government Code, V.T.C.S., said chapter entitled "Municipal Civil Service", I do hereby suspend Officer Antonio De Leon from paid duty with the San Antonio Police Department for a period of five calendar days, commencing on April 10, 2019, and ending on April 14, 2019.

Officer De Leon has violated Subsection C of Rule XIII of the City of San Antonio Fire Fighters' and Police Officers' Civil Service Commission Rules, said rules having been adopted on February 23, 1998, and thereafter from time to time amended, by the Fire Fighters' and Police Officers' Civil Service Commission as the Civil Service Rules for the Fire and Police Departments of the City of San Antonio. The particular civil service rule violated by Officer De Leon and ground for suspension is as follows:

- (12) Violation of an applicable fire or police department rule or special order.

The Rules and Regulations of the San Antonio Police Department which Officer De Leon has violated are as follows:

RULE 3.04 – RESPONSIBILITY TO SERVE THE PUBLIC: Members shall serve the public through direction, counseling, assistance, and protection of life and property. Members shall also respect the rights of individuals and perform their services with honesty, sincerity, courage, and sound judgment. (C) **CONDUCT AND BEHAVIOR:** Members, on- or off-duty, shall be governed by the ordinary and reasonable rules of good conduct and behavior, and shall not commit any act tending to bring reproach or discredit on themselves or the department.

The factual basis for the instant disciplinary suspension is as follows:

In the early morning hours of October 28, 2018, Officer Antonio De Leon, while on duty, handled a call for service at 308 N. Presa Street, in which Mr. Emmanuel Gonzales was alleged to have assaulted Mr. Gonzales' estranged girlfriend, Ms. Desiree Rodriguez. Mr. Gonzales was arrested for the assault and for criminal mischief to a vehicle. Later that same date, Officer De Leon began a text message exchange with Ms. Rodriguez that, over the following days, culminated with an attempt to pursue a personal relationship with her. Officer De Leon's text exchange and attempt to pursue a personal relationship with Ms. Rodriguez did not conform to the ordinary and reasonable rules of good conduct and behavior and/or brought reproach and discredit on himself and the San Antonio Police Department. Further, it was discovered that during the course of Officer De Leon's and Ms.

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Rodriguez's text exchanges, Officer De Leon coached and directed Ms. Rodriguez on how to recant her allegation of the alleged assault which resulted in the arrest of Mr. Gonzalez on October 28, 2018 when new information came to light. In his police report, Officer De Leon distorted his personal involvement in Ms. Rodriguez's decision to recant. In doing so, Officer De Leon failed to perform his duties with sound judgment.

A copy of the instant disciplinary suspension order is being filed with the Fire Fighters' and Police Officers' Civil Service Commission.

WPM

MAR 22 2019

WPM
WILLIAM P. MCMANUS, CHIEF OF POLICE
SAN ANTONIO POLICE DEPARTMENT

DATE

I hereby acknowledge receipt of the original of the foregoing five-day suspension. I acknowledge having received notification that I have fifteen days from the date of receipt of this suspension during which to file a written appeal of this suspension with the Personnel Director of the City of San Antonio requesting either arbitration or the hearing of my appeal by the Fire Fighters' and Police Officers' Civil Service Commission. I acknowledge that I have been informed that if I appeal to a hearing examiner/arbitrator, I waive all rights to appeal to a district court except as provided by subsection 143.057(j) of the Texas Local Government Code. I also acknowledge that I have been informed that my right to appeal the decision of a hearing examiner/arbitrator to district court pursuant to section 143.057 of the Texas Local Government Code may have been modified by the provisions of article 28 of the Collective Bargaining Agreement by and between the City of San Antonio and the San Antonio Police Officers' Association.

[Signature]
OFFICER ANTONIO DE LEON, #0117
SAN ANTONIO POLICE DEPARTMENT

3-23-19
DATE

0100
TIME

WITNESSED BY:

[Signature] 4210 DATE: 3/23/19 TIME: 0100
[Signature] 3221 DATE: 3/23/19 TIME: 0100

FILED on this the 26 day of March, 2019, with the Fire Fighters' and Police Officers' Civil Service Commission.

[Signature]
DIRECTOR, FIRE FIGHTERS' AND POLICE
OFFICERS' CIVIL SERVICE COMMISSION

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CITY OF

SAN ANTONIO HR

CITY OF SAN ANTONIO NOTICE OF SUSPENSION

OFFICER MUST SIGN THIS FORM EVEN IF FORFEITING TIME

EMPLOYEE NAME: Officer Antonio De Leon, #0117

UNIT OF ASSIGNMENT: CFB

JOB CLASS NO. AND TITLE: 0600 Police

<u>SAP NUMBER</u>	<u>TRANS. DATE</u>			<u>BEGIN DATE</u>			<u>END DATE</u>		
	MO	DA	YR	MO	DA	YR	MO	DA	YR
[REDACTED]	03	21	19	04	10	19	04	14	19

NARRATIVE REMARKS: Five-Day Suspension

AUTHORITY: Written Order of the Chief of Police


EMPLOYEE

3-23-19
DATE


DEPARTMENT HEAD

MAR 22 2019
DATE

LEGAL ADVISOR'S OFFICE

MAR 26 2019

SAN ANTONIO POLICE DEPARTMENT

LEAVE FORFEITURE FOR SUSPENSION REQUEST

To: Chief of Police

From: Antonio De Leon 0117
Officer's Name Badge Number

Date: 3-22-19

Copies to: Accounting, Budget and Personnel, Pension Board, File

TYPE OR PRINT ONLY- Use Ink

I, Antonio De Leon, hereby agree to the 5 day disciplinary
(Print Name)
suspension received on 3-22-19 and request to forfeit leave time in lieu of
serving the disciplinary suspension.

Type of leave forfeited: Vacation
 Compensatory Time
 Holiday
 Bonus Day


Officer's Signature

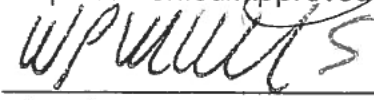
3-22-19
Date

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Request Denied/Approved


Chief of Police

03/26/19
Date

The Chief of Police is not prohibited from denying this request.

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MAR 26 2019

SAN ANTONIO POLICE DEPARTMENT