

Detective Charlie Griffin, #2536
San Antonio Police Department
San Antonio, Texas

CITY OF

SAN ANTONIO HR

FEB22 '19 11:21AM

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

AGREED SUSPENSION

Commissioners and Detective Charlie Griffin:

WHEREAS, Detective Charlie Griffin, pursuant to Article XXVIII, Section 2 of the Collective Bargaining Agreement by and between the City of San Antonio and the San Antonio Police Officers' Association, was served on February 2, 2019, with a one-day contemplated suspension; and

WHEREAS, pursuant to said contract, Detective Griffin was given an opportunity to rebut those charges being brought against him to Police Chief William P. McManus; and

WHEREAS, said opportunity was exercised by Detective Griffin; and

WHEREAS, Detective Griffin and Chief McManus have agreed that the discipline in this matter shall be a one-day suspension without pay; **NOW THEREFORE**:

The undersigned parties hereby enter into this suspension agreement wherein it is provided that Detective Griffin shall be suspended without pay from the San Antonio Police Department for a period of one day, commencing on March 6, 2019, and ending on March 6, 2019. Detective Griffin waives any rights to appeal this Agreed Suspension and agrees no administrative or judicial body shall have power to review this Agreed Suspension or alter the terms of this agreement.

Detective Griffin 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 rules violated by Detective Griffin and grounds for suspension are as follows:

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

The Rules and Regulations and Procedures of the San Antonio Police Department which Detective Griffin has violated are as follows:

RULE 3.18 - CITY EQUIPMENT/PROPERTY (C) SAFE OPERATION OF VEHICLES: City vehicles will be operated in a safe manner and in compliance with all traffic laws.

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

On or about November 30, 2018, at approximately 7:15 a.m., while on duty and operating a city-owned vehicle in the 2200 block of S.E. Loop 410, Detective Charlie Griffin negligently struck a vehicle.

LEGAL ADVISOR'S OFFICE

FEB 20 2019

SAN ANTONIO POLICE DEPARTMENT

The level of this suspension is based upon Detective Griffin's cumulative point total for this accident and other chargeable accidents within the twenty-four month period prior to this accident as per Procedure 303.17 of the San Antonio Police Department General Manual.

CITY OF

SAN ANTONIO HR

FEB22 '19 11:22AM

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

AGREED TO BY: WPMMS FEB 15 2019
WILLIAM P. MCMANUS DATE
CHIEF OF POLICE
SAN ANTONIO POLICE DEPARTMENT

Charlie Griffin 20 Feb 19 0618
DETECTIVE CHARLIE GRIFFIN, #2536 DATE TIME
SAN ANTONIO POLICE DEPARTMENT

I hereby acknowledge receipt of the original of the foregoing Agreed 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 current Collective Bargaining Agreement by and between the City of San Antonio and the San Antonio Police Officers' Association. I further acknowledge that in light of my entry into this Agreed Suspension, I shall have no right to appeal said suspension nor will any administrative or judicial body have power to review same or alter its terms. I do hereby waive any and all rights to appeal said suspension and no administrative or judicial body shall have power to review same or alter its terms.

Charlie Griffin
DETECTIVE CHARLIE GRIFFIN, #2536
SAN ANTONIO POLICE DEPARTMENT

WITNESSED BY:

m. Jern 3357 TIME: 0644 DATE: 2/20/19

M. Ramo #3030 TIME: 0644 DATE: 2-20-19

FILED on this the 22nd day of Feb., 2019, with the Fire Fighters' and Police Officers' Civil Service Commission.

Yvette Ramo (for)
DIRECTOR, FIRE FIGHTERS' AND POLICE OFFICERS' CIVIL SERVICE COMMISSION

CITY OF SAN ANTONIO
NOTICE OF SUSPENSION

CITY OF
SAN ANTONIO HR


FEB22 '19 11:22AM

OFFICER MUST SIGN THIS FORM EVEN IF FORFEITING TIME

EMPLOYEE NAME: Detective Charlie Griffin, #2536

UNIT OF ASSIGNMENT: EPA

JOB CLASS NO. AND TITLE: 0603 Police

<u>SAP NUMBER</u>


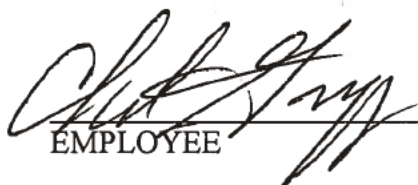
<u>TRANS. DATE</u>		
MO	DA	YR
02	15	19

<u>BEGIN DATE</u>		
MO	DA	YR
03	06	19

<u>END DATE</u>		
MO	DA	YR
03	06	19

NARRATIVE REMARKS: Agreed One-Day Suspension

AUTHORITY: Written Order of the Chief of Police


EMPLOYEE

20 Feb 2019
DATE


DEPARTMENT HEAD

FEB 15 2019
DATE

LEGAL ADVISOR'S OFFICE
FEB 20 2019
SAN ANTONIO POLICE DEPARTMENT

LEAVE FORFEITURE FOR SUSPENSION REQUEST

CITY OF
SAN ANTONIO HR

FEB22 '19 11:22AM

To: Chief of Police

From: CHARLIE GRATTIN 2536
Officer's Name Badge Number

Date: 20 Feb 2019

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

TYPE OR PRINT ONLY- Use Ink

I, CHARLIE GRATTIN, hereby agree to the 1 day actual
Suspension will be served _____ and request to forfeit leave time in lieu of
serving the disciplinary suspension.

Type of leave forfeited:

- Vacation
- Compensatory Time
- Holiday
- Bonus Day

Charlie Grattin
Officer's Signature

20 Feb 2019
Date

Request Denied/Approved.

[Signature]
Chief of Police

02/20/19
Date

LEGAL ADVISOR'S OFFICE

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

FEB 20 2019

SAN ANTONIO POLICE DEPARTMENT