

Officer Grady Coleman, #1378  
San Antonio Police Department  
San Antonio, Texas

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

**AGREED SUSPENSION**

Commissioners and Officer Grady Coleman:

**WHEREAS**, Officer Grady Coleman, 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 May 22, 2019, with a one-day contemplated suspension; and

**WHEREAS**, Officer Coleman and his then captain, Troy Torres, have agreed and Chief McManus has approved of settling this matter with a one-day suspension without pay; **NOW THEREFORE**:

The undersigned parties hereby enter into this suspension agreement wherein it is provided that Officer Coleman shall be suspended without pay from the San Antonio Police Department for a period of one day, commencing on July 11, 2019, and ending on July 11, 2019. Officer Coleman 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.

Officer Coleman 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 Officer Coleman 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 Officer Coleman has violated are as follows:

**RULE 3.04 - RESPONSIBILITY TO SERVE THE PUBLIC: (B) COURTESY:** Members shall at all times be courteous, kind, patient, and respectful in dealing with the public, and shall strive to merit the esteem of all law abiding citizens by an impartial discharge of their official duties.

**RECEIVED**

**JUL 01 2019**

**BY: \_\_\_\_\_**

LEGAL ADVISOR  
JUN 27 2019  
SAN ANTONIO POLICE DEPARTMENT

COPY

PROCEDURE 410 - BODY WORN CAMERAS (.06)  
RECORDING (D) Officers shall begin recording the following events and continue recording until the event is concluded; (Any deviations will require a supervisor's approval and must be documented in the Officer's video, report, or CFS comment entry field in accordance with Section .07 of this procedure): (3) Officer-initiated contacts: (b) Field Contacts.

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

On or about May 1, 2019, Officer Grady Coleman was working an off-duty traffic assignment in full SAPD uniform. During the course of the assignment, Officer Coleman became involved in a heated verbal altercation with a motorist in which Officer Coleman utilized profanity. The motorist filed a complaint against Officer Coleman. During the subsequent investigation of the incident, it was determined Officer Coleman had failed to wear his issued Body Worn Camera during the assignment.

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

AGREED TO BY:

WPMULLS  
WILLIAM P. MCMANUS  
CHIEF OF POLICE  
SAN ANTONIO POLICE DEPARTMENT

JUN 18 2019  
DATE

R. C. #1378  
OFFICER GRADY COLEMAN, #1378  
SAN ANTONIO POLICE DEPARTMENT

6-27-19 632  
DATE TIME

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 the instant 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

COPY

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.

Grady Coleman #1378

OFFICER GRADY COLEMAN, #1378  
SAN ANTONIO POLICE DEPARTMENT

WITNESSED BY:

B. J. 4061  
Al 82 #3233

TIME: 0632

DATE: 6-27-19

TIME: 0632

DATE: 6-27-19

FILED on this the 23<sup>rd</sup> day of June, 2019, with the Fire  
Fighters' and Police Officers' Civil Service Commission.

Sue Smith

For

DIRECTOR, FIRE FIGHTERS' AND POLICE  
OFFICERS' CIVIL SERVICE COMMISSION