

Officer Jonathan Palmer, #1113
San Antonio Police Department
San Antonio, Texas

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

SAN ANTONIO HR

AGREED SUSPENSION

CITY OF

Commissioners and Officer Jonathan Palmer:

JUL23 '19 10:48AM

WHEREAS, Officer Jonathan Palmer, 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 June 27, 2019, with a one-day contemplated suspension; and

WHEREAS, pursuant to said contract, Officer Palmer 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 Officer Palmer; and

WHEREAS, Officer Palmer 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 Officer Palmer shall be suspended without pay from the San Antonio Police Department for a period of one day, commencing on August 8, 2019, and ending on August 8, 2019. Officer Palmer 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 Palmer 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 Palmer 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 Palmer 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 April 26, 2019, at approximately 11:36 p.m., while on duty and operating a city-owned vehicle in the 8300 block of Culebra Road, Officer Jonathan Palmer negligently struck a vehicle.

LEGAL ADVISOR'S OFFICE

JUL 22 2019

SAN ANTONIO POLICE DEPARTMENT

The level of this suspension is based upon Officer Palmer'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.

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

AGREED TO BY: W.P. McManus
WILLIAM P. MCMANUS
CHIEF OF POLICE
SAN ANTONIO POLICE DEPARTMENT

JUL 18 2019

DATE

J.P. #1113
OFFICER JONATHAN PALMER, #1113
SAN ANTONIO POLICE DEPARTMENT

7-20-19 17:11
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 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.

J.P. #1113
OFFICER JONATHAN PALMER, #1113
SAN ANTONIO POLICE DEPARTMENT

WITNESSED BY:

[Signature] #3160
TIME: 1715
M. Vaughan TIME: 1716

DATE: 07-20-19 SAN ANTONIO HR
CITY OF
DATE: 7-20-19 JUL 23 '19 10:48AM

FILED on this the 23rd day of July, 2019, with the Fire Fighters' and Police Officers' Civil Service Commission.

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