



MEMORANDUM

Austin Police Department *Office of the Chief of Police*

TO: Mark Washington, Director of Civil Service

FROM: Art Acevedo, Chief of Police

DATE: March 19, 2014

SUBJECT: Agreed Temporary Suspension of Police Officer Ricardo Zapata #6706
Internal Affairs Control Number 2013-0900

By memorandum dated January 10, 2014, I notified you, as Director of Civil Service, of the indefinite suspension of Officer Ricardo Zapata. Officer Zapata subsequently appealed his indefinite suspension.

By this memorandum, I am hereby notifying you that I have changed the terms of the suspension from an indefinite suspension to an agreed temporary suspension of ninety (90) days effective beginning on January 10, 2014, and continuing through April 9, 2014, for violations of the following rules and regulations of the Austin Police Department:

- **Austin Police Department Policy 900.1.1: General Conduct and Responsibilities: Responsibility to Know and Comply**

900.1.1 Responsibility to Know and Comply

The rules of conduct set forth in this policy do not serve as an all-inclusive list of requirements, limitations, or prohibitions on employee conduct and activities; employees are required to know and comply with all Department policies, procedures, and written directives.

- (a) Employees will maintain a working knowledge and comply with the laws, ordinances, statutes, regulations, and APD written directives which pertain to their assigned duties.

➤ **Austin Police Department Policy 900.3.2: General Conduct and Responsibilities: Acts Bringing Discredit Upon The Department**

900.3.2 Acts Bringing Discredit Upon The Department

Since the conduct of personnel both on-duty or off-duty may reflect directly upon the Department, employees must conduct themselves at all times in a manner which does not bring reproach, discredit, or embarrassment to the Department or to the City.

- (a) Employees will not commit any act which tends to destroy public confidence in, and respect for, the Department or which is prejudicial to the good order, efficiency, or discipline of the Department

I am taking this action because I have reached agreement with Officer Zapata. As part of this agreement, Officer Zapata will provide you with written notice of the withdrawal of his appeal of his indefinite suspension.



Art Acevedo
Chief of Police