

Officer Russell G. Seguin, #1377  
San Antonio Police Department  
San Antonio, Texas

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CITY OF SAN ANTONIO  
HUMAN RESOURCES DEPT

2014 FEB 10 PM 12:37

LEGAL ADVISOR CPO  
FEB 0 0 2014  
CITY ATTORNEY'S OFFICE  
SAN ANTONIO, TEXAS

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

### AGREED SUSPENSION

Gentlemen and Officer Russell G. Seguin:

**WHEREAS**, Officer Russell G. Seguin, pursuant to Article XXVII, 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 January 23, 2014, with a six-day contemplated suspension; and

**WHEREAS**, pursuant to said contract, Officer Seguin 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 Seguin; and

**WHEREAS**, Officer Seguin and Chief McManus have agreed to reduce the discipline in this matter to a one-day suspension without pay; **NOW THEREFORE**:

The undersigned parties hereby enter into this suspension agreement wherein it is provided that Officer Seguin shall be suspended without pay from the San Antonio Police Department for a period of one day, commencing on February 25, 2014, and ending on February 25, 2014. Officer Seguin 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 Seguin 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 Seguin 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 Seguin has violated are as follows:

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RULE 4.07 - PROMPT RESPONSE TO ALL CALLS: Officers shall respond without delay to all calls for police service from citizens or other members. Immediately upon completion of the call, officers shall notify the dispatcher of their return to service.

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

On or about August 22, 2013, Officer Russell G. Seguin was dispatched to Northeast Baptist Hospital for an Emergency Warrantless Detention. Officer Seguin arrived at the hospital at 12:07 p.m., and met with RN Stephanie Ruiz who provided him with the necessary information to fill out an Application for Emergency Detention. Several minutes later, RN Ruiz advised Officer Seguin that there was a second request for emergency detention. Rather than handle both requests as he should have done, Officer Seguin advised RN Ruiz to call the Police Dispatcher and request another officer to handle the second request, supposedly because he was getting off his tour of duty. Actually, Officer Seguin was not due to get off work until 2:00 p.m. on that day. Officer Seguin failed to respond without delay to the second call for service as required by the SAPD 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: William P. McManus  
WILLIAM P. MCMANUS, CHIEF OF POLICE  
SAN ANTONIO POLICE DEPARTMENT

FEB - 6 2014  
DATE

Russell G. Seguin  
OFFICER RUSSELL G. SEGUIN, #1377  
SAN ANTONIO POLICE DEPARTMENT

02/6, 2014  
DATE TIME

On this 6 day of FEB, 2014, 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.

Russell G. Seguin  
OFFICER RUSSELL G. SEGUIN, #1377  
SAN ANTONIO POLICE DEPARTMENT

WITNESSED BY:

Michael [Signature] 4021

TIME: 1547

DATE: 2/6/14

B. B. [Signature] 3349

TIME: 1547

DATE: 2/6/14

FILED on this the 10<sup>th</sup> day of February, 2014, with the Fire Fighters' and Police Officers' Civil Service Commission.

For Yvette Ramos  
DIRECTOR, FIRE FIGHTERS' AND POLICE  
OFFICERS' CIVIL SERVICE COMMISSION

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