

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

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

Commissioners and Officer Russell G. Seguin:

Under and by virtue of the authority vested in me by Title 5, Subtitle A, Chapter 143 of the Local Government Code, V.T.C.S., said chapter entitled "Municipal Civil Service", I do hereby suspend Officer Russell G. Seguin from paid duty with the San Antonio Police Department for a period of six calendar days, commencing on May 6, 2014, and ending on May 11, 2014.

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 rule violated by Officer Seguin and ground for suspension is as follows:

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

The Rules and Regulations of the San Antonio Police Department which Officer Seguin has violated are as follows:

**RULE 3.04 - RESPONSIBILITY TO SERVE THE PUBLIC:** Members shall serve the public through direction, counseling, assistance, and protection of life and property. Members shall also respect the rights of individuals and perform their services with honesty, sincerity, courage, and sound judgment. (C) **CONDUCT AND BEHAVIOR:** Members, on-duty or off-duty, shall be governed by the ordinary and reasonable rules of good conduct and behavior, and shall not commit any act tending to bring reproach or discredit on themselves or the department.

**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.

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

At 12:57 p.m. on or about October 17, 2013, Officer Russell G. Seguin was assigned as a cover officer for a "Burglars in Action" report at 4031 Thousand Oaks. At 1:33 p.m., Officer Seguin left that address without notifying the dispatcher of his return to service and drove to the Valero store located at 3411 Thousand Oaks. Officer Seguin remained at the Valero store until 1:51 p.m., when he cleared from the original call only after being called in by the dispatcher at the end of his tour of duty. Officer Seguin should have cleared from the call immediately upon completion of the call and returned to duty.

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While he was at the Valero store, Officer Seguin went inside the store and asked the store manager for a free car wash for his patrol vehicle. The store manager, Diane Neitzel, told Officer Seguin that it was not store policy to give free carwashes to police officers, but gave him one anyway. Officer Seguin became "cocky" and told Ms. Neitzel that he had been an officer for several years and had been getting carwashes at Valero for free. Officer Seguin brought discredit and reproach to himself by arguing with Ms. Neitzel about the free carwash.

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

William P. McManus  
WILLIAM P. MCMANUS, CHIEF OF POLICE  
SAN ANTONIO POLICE DEPARTMENT

APR 08 2014  
DATE

On this 10 day of APRIL, 2014, I hereby acknowledge receipt of the original of the foregoing six-day 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 Collective Bargaining Agreement by and between the City of San Antonio and the San Antonio Police Officers' Association.

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

04/10/14, 2014 0605  
DATE TIME

WITNESSED BY:

[Signature] DATE: 4/10/14 TIME: 0605  
[Signature] DATE: 4-10-14 TIME: 0605

FILED on this the 11th day of April, 2014, with the Fire Fighters' and Police Officers' Civil Service Commission.

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

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