

**NOTICE OF TEN DAY SUSPENSION WITHOUT PAY**

CITY OF

SAN ANTONIO HR

JUL 12 '18 8:43AM

Firefighter Jason Persyn  
San Antonio Fire Department  
315 S. Santa Rosa  
San Antonio, Texas 78207

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

Commissioners and Firefighter Jason Persyn:

Under and by the virtue of the authority vested in me by Chapter 143, Municipal Civil Service, Subtitle A, Title 5, V.T.C.A. Local Government Code, I do hereby suspend Firefighter Jason Persyn from the San Antonio Fire Department without pay for a period of ten days, beginning on the 12 day of July, 2018.

Firefighter Jason Persyn has violated Subsection C of Rule XIII of the City of San Antonio Fire Fighters and Police Officers Civil Service Commission Rules which were adopted on February 23, 1998, by the Fire and Police 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 Firefighter Persyn and which are grounds for suspension are as follows:

Rule XIII, Subsection C(12): Violation of an applicable fire or police department rule, or special order.

The Rules and Regulations of the San Antonio Fire Department which Firefighter Persyn has violated were those approved by the Firemen's and Policemen's Civil Service Commission on February 10, 2003, to be effective March 7, 2003. The particular rules thereof which Firefighter Persyn has violated are as follows:

**2.02 ABIDE BY LAWS AND DEPARTMENTAL ORDERS:**

**B. ORDERS, RULES, REGULATIONS, DIRECTIVES, POLICIES AND PROCEDURES:** Members shall abide by the Rules and Regulations, Departmental roles and responsibilities, administrative orders, directives, policies and procedures of the San Antonio Fire Department.

**3.01 CONDUCT AND BEHAVIOR:** Members, whether 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.

- 4.07 **NEGATIVE PUBLIC IMAGE:** Members shall not engage in any activity tending to create a negative public perception of the Fire Department.
- 8.01 **IMPROPER OR NEGLIGENT HANDLING:** Improper or negligent handling of any city property, or willful damage to city property is prohibited.
- 8.02 **SAFE OPERATION OF VEHICLES:** City vehicles will be operated in a safe manner, in compliance with all traffic laws, and in accordance with appropriate rules and regulations, administrative orders, directives, policies, procedures and guidelines.
- 8.03 **PERMISSION FOR USE OF CITY PROPERTY:** City property including city vehicles, shall not be used by any Member of the Department without the knowledge and permission of the person responsible for said equipment or vehicle.
- 8.13 **DEPARTMENT VEHICLES:** All Department vehicles shall be used only for official Fire Department business unless otherwise authorized by the Fire Chief.

The acts committed by Firefighter Persyn which violated the aforementioned Civil Service Rules and Fire Department Rules are as follows:

On or about February 24, 2018, Firefighter Jason Persyn's [REDACTED] visited Fire Station 8, including an [REDACTED] and [REDACTED]. After giving them a walking tour of his station, Firefighter Persyn proceeded without the knowledge or permission of any supervisor to drive [REDACTED] on Engine 8. During this ride, Firefighter Persyn had an unseatbelted [REDACTED] as he drove. Firefighter Persyn also admitted that he did not wear a seatbelt as well. Shortly thereafter, SAFD administration/his chain of command discovered that a video of this ride had been posted on social media. His actions tend to bring reproach upon yourself and the SAFD.

Firefighter Persyn's violation of the cited rules is the basis for these charges and the reason for his ten day suspension without pay.

An original of this disciplinary suspension order is being filed with the Fire Fighters' and Police Officers' Civil Service Commission.

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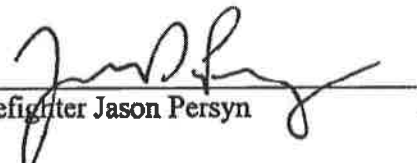
  
\_\_\_\_\_  
Fire Chief Charles N. Hood

7/11/18  
Date

1505  
Time

**NOTICE OF RIGHT OF APPEAL**


I hereby acknowledge receipt of a copy of the foregoing ten day suspension without pay and further acknowledge that I have been notified that I have ten days to file a written appeal of this suspension with the Fire Fighters' and Police Officers' Civil Service Commission for hearing before the Commission or an independent third party hearing examiner. I also understand that if I appeal to the hearing examiner, I waive all rights of appeal to a District Court, except as provided by subsection (j) of Section 143.057 of Title 5, V.T.C.A. Local Government Code.

  
\_\_\_\_\_  
Firefighter Jason Persyn

07/11/2018  
Date

1505  
Time

WITNESSED BY:

  
\_\_\_\_\_  
Signature

7/11/18  
Date

15:05  
Time

FILED on this the 12<sup>th</sup> day of July, 2018, with the Fire Fighters' and Police Officers' Civil Service Commission.

  
\_\_\_\_\_  
Director, Fire Fighters' and Police Officers' Civil Service Commission

**LEAVE FORFEITURE FOR SUSPENSION REQUEST**

Name: Jason Persyn

Rank: Fire Fighter SAP No.: 138147

Length of Suspension: Ten (10) days Date Issued: 7/11/18

I acknowledge that Section 2 of Article 27 of the collective bargaining agreement provides that (1) an employee may only forfeit leave in lieu of serving a disciplinary suspension where the suspension is agreed to by the employee and (2) no appeal to the civil service commission or to arbitration may be instituted on suspensions where an employee has forfeited leave.

I hereby agree to the above-referenced disciplinary suspension and request to forfeit leave in lieu of serving said suspension.

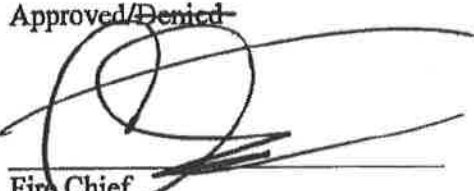
Leave Forfeited:

X Vacation Amount: 89

       Holiday Amount:       

  
Employee's Signature

07/11/2018  
Date

~~Approved/Denied~~  
  
Fire Chief

7/11/18  
Date