

Officer Ronaldo Segovia #0638 (CPA)
San Antonio Police Department
San Antonio, Texas

DEC 14 '18 10:52AM
CITY OF
SAN ANTONIO HR

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

AGREED SUSPENSION

Commissioners and Officer Ronaldo Segovia:

WHEREAS, Officer Ronaldo Segovia, pursuant to Article XXVIII, Section 15 of the Collective Bargaining Agreement by and between the City of San Antonio and the San Antonio Police Officers' Association, agrees to a Forty (40) Day suspension; and

WHEREAS, pursuant to said contract, Officer Ronaldo Segovia initiated a timely written request to Chief McManus to waive the normal investigative track through Internal Affairs for the investigation to be submitted to an expedited disciplinary track; and

WHEREAS, Chief McManus agreed to the expedited disciplinary track for an expedited disciplinary finding; and

WHEREAS, Chief McManus and Officer Ronaldo Segovia agree that the Forty (40) Day suspension is warranted and enacted, both understanding that the disciplinary action did not proceed through the conventional track; and

WHEREAS, Chief McManus and Officer Ronaldo Segovia agree to the following terms:

NOW THEREFORE:

The undersigned parties hereby enter into this suspension agreement wherein it is provided that Officer Ronaldo Segovia shall be suspended without pay from the San Antonio Police Department for a period of Forty (40) Days, commencing on January 24, 2019 and ending on March 4, 2019. Officer Ronaldo Segovia 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 Ronaldo Segovia 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 Ronaldo Segovia and grounds for suspension are as follows:

LEGAL ADVISOR'S OFFICE
DEC 13 2018
SAN ANTONIO POLICE DEPARTMENT

- (7) Intoxication while off duty, and
- (12) Violation of an applicable fire or police department rule or special order.

The Rules and Regulations of the San Antonio Police Department General Manual which Officer Ronaldo Segovia has violated are as follows:

**RULE 3.04 – RESPONSIBILITY TO SERVE THE PUBLIC,
C. CONDUCT AND BEHAVIOR:**

Members, on-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 3.06 – RELATIONSHIPS WITH CO-WORKERS:

Members shall conduct themselves in such a manner so as to bring about the greatest courtesy or understanding and cooperation among the various units of the Department.

F. WORKING RELATIONSHIPS: Members shall abstain from performing any acts or making any statements, oral or written, which are directed at their co-workers with the intent to destroy the morale, good order, and working relationships with such co-workers.

RULE 3.11 – USE OF INTOXICANTS:

B. INTOXICATION: Members shall not, at any time, be intoxicated while on-duty. Members shall not be intoxicated while in public view. No member, while off-duty, shall drink intoxicating beverages to an extent which renders them unfit to report for duty.

DEC 14 '18 10:53AM

CITY OF

SAN ANTONIO HR

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

On September 5, 2018, San Antonio Police Officers were dispatched to 14811 Huebner Road for a woman screaming. During the handling officer's investigation, Officer Ronaldo Segovia, #0638 (CPA), who was off-duty at this time, interfered when he refused to comply with the officer's commands to step aside during the interview of another male subject who was present at the scene. Additionally, Officer Segovia became loud and verbally combative with the responding officers, which necessitated his handcuffing and removal from the situation. This incident was handled under SAPD18189456.

During the same investigation described above, Officer Ronaldo Segovia, #0638 (CPA) was handcuffed because he refused to

comply with the officers' commands. Additionally, Officer Segovia made the following statements to the investigating officers.

- " You ain't got no complaint asshole"
- "Look at me I got more time on than you"
- "Look at you, you ain't got no complainant rookie"
- " No bullshit,when you act stupid"
- "This is the problem with Prue Rd. No complainant"
- " shut up bro, you're the problem"
- " You are in more trouble than I am"
- "Marte, you gonna do it now or do it later,.... apology"
- "You are a straight up boot"
- "You are still a fucking boot" (multiple times)
- "I don't know how long you have been on but I promise you it's less than five years."
- " you're a fucking bota"
- "no Vale Verga bro you, take that to fucking IA"
- "that's what's wrong with our department pieces of shit like you"

DEC14 '18 10:53AM

CITY OF

SAN ANTONIO HR

Further, during the same investigation described above, handling officers made contact with Officer Ronaldo Segovia, #0638 (CPA) in a public area. All of the responding officers said they felt Officer Segovia was intoxicated in their reports. Additionally, Officer Segovia admitted he had consumed intoxicants on Body Worn Camera.

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

AGREED TO BY:

DEC 07 2018

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

DATE

OFFICER RONALDO SEGOVIA, #0638 (CPA)

12-11-18

DATE

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 the instant 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.


OFFICER RONALDO SEGOVIA, #0638 (CPA)

12-11-18
DATE

WITNESSED BY:

Carlos Garcia # 5036 DATE: 12-11-18 TIME: 0900

Chf 4063 DATE: 12-11-18 TIME: 0900

FILED on this the 14 day of December, 2018, with the Fire Fighters' and Police Officers' Civil Service Commission.


DIRECTOR FIRE FIGHTERS' AND POLICE OFFICERS' CIVIL SERVICE COMMISSION

DEC14 '18 10:53AM
CITY OF
SAN ANTONIO HR

**CITY OF SAN ANTONIO
NOTICE OF SUSPENSION**

OFFICER MUST SIGN THIS FORM EVEN IF FORFEITING TIME

EMPLOYEE NAME: Officer Ronaldo Segovia, #0638

UNIT OF ASSIGNMENT: CPA

JOB CLASS NO. AND DEPARTMENT: 0600 Police

SAP NUMBER	TRANS DATE			BEGIN DATE			END DATE		
	MO	DA	YR	MO	DA	YR	MO	DA	YR
[REDACTED]	12	06	18	01	24	19	03	04	19

NARRATIVE REMARKS: Agreed Forty-Day Suspension

AUTHORITY: Written Order of the Chief of Police

DEC14 '18 10:53AM

CITY OF

SAN ANTONIO HR



EMPLOYEE

12-11-18

DATE



DEPARTMENT HEAD

DEC 07 2018

DATE

LEGAL ADVISOR'S OFFICE

DEC 13 2018

SAN ANTONIO POLICE DEPARTMENT