

NOTICE OF SIX-DAY SUSPENSION WITHOUT PAY

CITY OF
SAN ANTONIO HR

MAR15 '19 11:02AM

Engineer Geoffrey Stebbings
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 Engineer Geoffrey Stebbings:

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 Engineer Geoffrey Stebbings from the San Antonio Fire Department without pay for a period of six days. Said suspension shall be served on consecutive calendar days beginning on the 17 day of March, 2019.

Engineer Geoffrey Stebbings 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 Engineer Geoffrey Stebbings 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 Engineer Geoffrey Stebbings 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 Engineer Geoffrey Stebbings has violated are as follows:

2.02 ABIDE BY LAWS AND DEPARTMENTAL ORDERS:

- A. LAWS: Members shall abide by the laws of the United States and the State of Texas, and ordinances of the City of San Antonio.
- 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.

The acts committed by Engineer Geoffrey Stebbings which violated the aforementioned Civil Service Rules and Fire Department Rules are as follows:


On or about October 6, 2018 at approximately 2:30 a.m., Engineer Geoffrey Stebbings was involved in a public, physical altercation outside a bar located in downtown San Antonio. San Antonio Police were called to the scene and while there, Engineer Stebbings was seen by an officer striking another individual. As a result, Engineer Stebbings was "Arrested on Scene" and issued a citation for Disorderly Conduct - Fighting. Engineer Stebbings' actions tend to bring reproach upon himself and the San Antonio Fire Department.

Engineer Geoffrey Stebbings' violation of the cited rules is the basis for these charges and the reason for his six day suspension without pay.

In determining the appropriate punishment to assess herein, please be advised that consideration was given to Engineer Geoffrey Stebbings' disciplinary record.

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

CITY OF
SAN ANTONIO HR
MAR 15 '19 11:02AM



Fire Chief Charles N. Hood

3/15/19
Date

1040
Time

NOTICE OF RIGHT OF APPEAL

I hereby acknowledge receipt of a copy of the foregoing six 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.



Engineer Geoffrey Stebbings

3-15-19
Date

10:40
Time

WITNESSED BY:

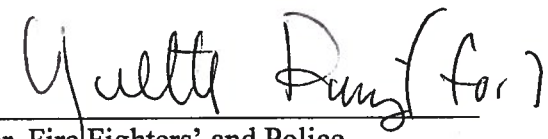


Signature

3-15-19
Date

10:40
Time

FILED on this the 15th day of March, 2019, with the Fire Fighters' and Police Officers' Civil Service Commission.



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