



MEMORANDUM

Austin Police Department *Office of the Chief of Police*

TO: Joya Hayes, Director of Civil Service

FROM: Brian Manley, Chief of Police

DATE: April 7, 2020

SUBJECT: Temporary Suspension of Police Sergeant Christopher Vetrano #4885
Internal Affairs Control Numbers 2018-0500

Pursuant to the provisions of Chapter 143 of the Texas Local Government Code, Section 143.052, and Rule 10, Rules of Procedure for the Firefighters', Police Officers' and Emergency Medical Service Personnel's Civil Service Commission, I have temporarily suspended Police Sergeant Christopher Vetrano #4885 from duty as a City of Austin, Texas police officer for a period of three (3) days. The temporary suspension is effective beginning on April 10, 2020 and continuing through April 12, 2020.

I took this action because Sergeant Vetrano violated Civil Service Commission Rule 10.03, which sets forth the grounds for disciplinary suspensions of employees in the classified service, and states:

No employee of the classified service of the City of Austin shall engage in, or be involved in, any of the following acts or conduct, and the same shall constitute cause for suspension of an employee from the classified service of the City:

- L. Violation of any of the rules and regulations of the Fire Department or Police Department or of special orders, as applicable.

The following are the specific acts committed by Sergeant Vetrano in violation of Rule 10:

On May 24, 2018, Sergeant Christopher Vetrano, while off-duty, was involved in an argumentative exchange with his neighbor. The argument stemmed from the way Sgt. Vetrano was disciplining his dog in front of [REDACTED]. During this exchange, Sgt. Vetrano admittedly was frustrated when he used profanity towards his dog and then towards his neighbor. Sgt. Vetrano also acknowledged that he should have avoided the confrontation, in which his neighbor expressed to others that she felt “*threatened and terrified*” by him.

By these actions, Sergeant Vetrano violated Rule 10.03(L) of the Civil Service Rules by violating the following rules and regulations of the Austin Police Department:

➤ **Austin Police Department Policy 900.3.2: General Conduct and Responsibilities: Acts Bringing Discredit Upon the Department**

900.3.2 Acts Bringing Discredit Upon the Department

Since the conduct of personnel both on-duty or off-duty may reflect directly upon the Department, employees must conduct themselves at all times in a manner which does not bring reproach, discredit, or embarrassment to the Department or to the City.

- (a) Employees will not commit any act which tends to destroy public confidence in, and respect for, the Department or which is prejudicial to the good order, efficiency, or discipline of the Department.

By copy of this memo, Sergeant Vetrano is hereby advised of this temporary suspension and that the suspension may be appealed to the Civil Service Commission by filing with the Director of Civil Service, within ten (10) days after receipt of a copy of this memo, a proper notice of appeal in accordance with Section 143.010 of the Texas Local Government Code.

By copy of this memo and as required by Section 143.057 of the Texas Local Government Code, Sergeant Vetrano is hereby advised that such provides for an appeal to an independent third party hearing examiner. If appeal is made to a hearing examiner, all rights of appeal to a District Court are waived, except as provided by Subsection (j) of Section 143.057 of the Texas Local Government Code. That section states that the State District Court may hear appeals of an award of a hearing examiner only on the grounds that the arbitration panel was without jurisdiction or exceeded its jurisdiction, or that the order was procured by fraud, collusion or other unlawful means. In order to appeal to a hearing examiner, the original notice of appeal submitted to the Director of Civil Service must state that appeal is made to a hearing examiner.

Jennifer
Stephenson 3019
BRIAN MANLEY, Chief of Police

Digitally signed by Jennifer
Stephenson 3019
Date: 2020.04.07 14:15:15 -05'00'

04/07/2020

Date

TO WHOM IT MAY CONCERN:

I hereby acknowledge receipt of the above and foregoing memorandum of temporary suspension and I have been advised that if I desire to appeal that I have ten (10) calendar days from the date of this receipt to file written notice of appeal with the Director of Civil Service in accordance with the provisions of Chapter 143 of the Texas Local Government Code.



Police Sergeant Christopher Vetrano #4885

4/7/20

Date