

To the attention of City of Alice City Manager Michael Esparza and City of Alice Council Members.

We, the Alice Police Department, to include members of the Alice Police Department Patrol Division and Alice Police Department Criminal Investigations Division that proudly serve the Citizenry of Alice, respectfully submit this letter as our official notice regarding the Letter of No Confidence in the City of Alice Police Chief Aniceto Perez. We wish to let our signatures indicate that we have lost all trust, faith, and confidence in the current Chief of Police Aniceto Perez.

With the respect and support of the Police Officers of the City of Alice, we write this Letter of No Confidence with great hesitation, only after much discussion, contemplation, and prayer. There is a hesitation because we consider ourselves a team of dedicated, well trained, and educated professionals. It goes against our nature to break the chain of command. We hesitate because we fully believe and understand that if this letter does not have the desired result, and we continue to operate under the current Alice Police Department Police Chief Aniceto Perez that there will certainly be retaliation against us leading to and continuing with the hostile work environment that has been created by this Police Administration. At this time several Alice Officers have advised they are afraid to sign this letter because they fear of retaliation that has been practiced by Chief Perez. This letter is being written in an attempt to educate the Citizenry of Alice and its Members of the City Council of issues that have been kept in house by Chief Perez. Officers have been asked to refrain from letting the public know how shorthanded we are, and other negative issues created by Chief Perez within the Alice Police Department. We have tried to reach out to City Manager Michael Esparza about these issues, but he has failed to consult with members of the Alice Police Department.

From the time that City of Alice Police Chief Aniceto Perez was selected to the position of Chief by City Manager Michael Esparza there has been a total of 14 Police Officers that have left the Alice Police Department. Needless to say, this has left the Alice Police Department Patrol Division, who are assigned the task of protecting and serving our neighborhoods amongst many other duties, with a skeleton crew of two to three total Officers at times. This is not only a safety issue for Alice Police Officers, but it is unfair to the Citizenry of Alice since there is a lack of man power to effectively cover the entire City of Alice. This has crippled the Criminal Investigations Division with only three Investigators with the task of investigating an impossible amount of incoming cases. Since the appointment of Chief of Police Aniceto Perez he has fostered an atmosphere of hostility, division, retaliation, and unethical behavior.

During this time only three employees of the City of Alice Police Department have been transferred over to the Patrol Division, and only two outside Police Officers have been hired. In essence, we have lost more Officers than we are gaining. In fact, the mere attitude the Alice Police Department Administration was exhibiting when Officers were planning to leave was "let them leave, we don't need them anyway, they were bad apples" This was not the case. The case is that we were losing valuable, highly trained Officers in which the City of Alice has invested much time and money into. In fact, other Agencies were thanking us for giving them such well trained and skilled Officers.

Since Alice Police Chief Aniceto Perez's appointment by the City Manager Michael Esparza there has been a hostile work environment that has overshadowed this Police Department. Chief Aniceto Perez has created a hostile work environment with thoughtless and unethical decisions which lack integrity.

Under the leadership of Alice Police Chief Aniceto Perez morale has plummeted to a level never seen before at this Police Department. We call in question the leadership of Chief Aniceto Perez. During his tenure as Chief of Police, we have seen numerous instances where Chief Perez has been informed of important issues regarding the Alice Police Department such as meeting with its Officers as a whole to receive opinions and concerns.

Another instance where Chief Perez bestowed his thoughtless actions was by the appointment of Interim Lieutenant of Patrol Roland Lerma. Interim Patrol Lieutenant Roland Lerma has received several complaints by Alice Police Officers under the ex-Chief of Police Rex Ramon. Roland Lerma is Family Members with the current Mayor of the City of Alice Jolene Vanover. It is because of this Conflict of Interest that Chief of Police Aniceto Perez has placed Roland Lerma in a position where he is now in charge of the Patrol Division, and has been awarded with a pay increase by acting as a Lieutenant. While Rex Ramon was Chief of Police for the City of Alice Roland Lerma had to be reassigned as a Warrants Officer so he could be away from Patrol Officers who felt the Hostile Work Environment created by him. Interim Lieutenant Roland Lerma has complimented Chief Perez's actions by lacking Supervisory Skills, Leadership Skills, and Profession Work Ethics. Roland Lerma has made a mockery of this Police Department by doing whatever he wants, whenever he wants without any input and under the Chief of Police Aniceto Perez. Roland Lerma has weakened our relationship with the Jim Wells County Sheriff's Office by constantly calling its proud employees "County Trash". Alice Officers consider the employees of the Jim Wells County Sheriff's Office our Family, and this has weakened our relationship with them.

Chief Aniceto Perez and Interim Lieutenant Roland Lerma are lacking professionalism, integrity, and adequate leadership skills to lead this Department. While many Sergeants who could have done the job of Interim Patrol Lieutenant were available Chief Perez appointed Roland Lerma in a position where he lacked the knowledge and training clearly displayed his Abuse of Office. The appointment was clearly made with Chief Perez's (who was Interim Chief at the time) hope to secure a permanent appointment of Chief with his decision to place a relative of the City of Alice Mayor Jolene Vanover in that position.

Chief Aniceto Perez has displayed to many Officers the lack of Integrity over the past several years by being known as an Officer who works very short hours by coming in late to work, and leaving early. Chief Perez is known as "Casper the Ghost" in the Law Enforcement Community around the City of Alice, and it is a mockery that he was awarded the position of Chief of Police. Chief Perez has been known as the Officer to give other Officers insulting/derogatory nicknames around this Department. Chief Perez's constant poor management, poor policy decisions, disregard for the current Collective Bargaining

Agreement, and his inability to lead have caused severe damage to the relationship between the City of Alice, and Alice Police Officer's Association.

Chief Aniceto Perez has shown that he is untrustworthy after he filed false complaints against Sergeant Enrique Saenz. It was shown in the Arbitration Hearing that Chief Perez continuously made up lies so that Sgt. E. Saenz would be fired and in an attempt to keep Sgt. E. Saenz from being rehired. Chief Perez stated that he was first made aware of Officers charging two hours as overtime when they actually did not come out to a call by _____ testified under oath that she never once said anything about any call out and that she would not even know who puts what on their time sheets because she does not see the time sheets. Chief Perez stated during the Arbitration Hearing, while under oath, that he did not know Officers charged two hours for a call back. According to the testimony of Rex Ramon he stated that Chief Perez would charge two hours, and that Chief Perez was being dishonest. Until this date Chief Perez nor any other administrator has advised us not to charge two hours, and even though several Officers practice this he only went after Sergeant Saenz. Chief Aniceto Perez lacks integrity since he lied under oath.

Chief Aniceto Perez was dishonest about disciplining Interim Lieutenant R. Lerma on the complaints that were filed against him by Sgt. E. Saenz. To this day Chief Perez never investigated the complaint, but when it came to the complaint he filed against Sgt. E. Saenz, he hired an outside investigator costing the City of Alice money. It was then shown in the Arbitration Hearing that the outside investigator turned in a one sided incomplete investigation. Chief A. Perez then accepted the incomplete investigation and used it to terminate Sgt. E. Saenz. Chief Perez at one time during his career was an Investigator, and should have had the knowledge to properly investigate this matter. Chief Perez has proven that he will go above and beyond when it comes to keeping Sgt. E. Saenz from being employed with the City of Alice and makes Alice Police Officers wonder if he does not have the necessary intelligence to conduct an investigation, has a personal vendetta, or has a political agenda against Sgt. E. Saenz.

By continuously failing to tell the truth and telling lies Chief Aniceto Perez shows that he has no integrity. We officers have lost all respect and faith in Chief A. Perez. Chief Perez does not have the best interest of the Alice Police Department at heart, and at this time continues to destroy and rip apart what is left of a once great Police Department. To this date no Mission Statement has been created by Chief Perez, nor any goals have been set for its men and women. To this date no whole department meetings have been held by Chief Perez, and a divide and conquer method has been practiced.

We, the Alice Police Department Police Officers will consider it retaliation if we or our Family begin to get treated in a negative manner because of the signing of this letter, and we will take appropriate actions if need be. As Police Officers who proudly serve the City of Alice we ask the City of Alice Council Members for help in creating an environment where Alice Officers are happy to come in to work without fear of retaliation and a hostile work environment. We Plea that the City of Alice Mayor Jolene Vanover respectfully not be involved in evaluation of City of Alice Police Chief Perez because of the

conflict of Interest she holds with Roland Lerma. We also plea that the City Manager Michael Esparza, who appointed Chief Aniceto Perez, let our Council Members act freely and contribute to the betterment of the City of Alice Police Department.

Respectfully, Members of the City of Alice Police Officers.

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