

Officer Javier A. Perales, Jr., #1489
San Antonio Police Department
San Antonio, Texas

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

Commissioners and Officer Javier A. Perales, Jr.:

Under and by virtue of the authority vested in me by Title 5, Subtitle A, Chapter 143 of the Local Government Code, V.T.C.S., said chapter entitled "Municipal Civil Service", I do hereby suspend Officer Javier A. Perales from paid duty with the San Antonio Police Department, indefinitely, without pay, from his position as an officer of the San Antonio Police Department, effective immediately.

Officer Perales 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 rule violated by Officer Perales and ground for suspension is as follows:

- (12) Violation of an applicable fire or police department rule or special order.

The Rules and Regulations of the San Antonio Police Department which Officer Perales 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.

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

The Administration, acting on information provided by Tabatha Garcia, alleges during the time frame from November 16, 2016, and continuing through August 5, 2017, off-duty Officer Javier A. Perales, Jr. sent personal photographs of [REDACTED] that he obtained from [REDACTED] cell phone and inappropriate photographs through text messaging and Facebook to [REDACTED]. Officer Perales's actions did not conform to the ordinary and reasonable rules of good conduct and behavior and brought reproach and discredit on himself and the San Antonio Police Department.

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

LEGAL ADVISOR
FEB 01 2018
SAN ANTONIO POLICE DEPARTMENT
CITY OF

SAN ANTONIO HR
FEB 1 12 1:05 PM

OFFICE OF
SAN ANTONIO HR

FEB 13 1:05PM

Following separation from the Department, the training requirements to maintain an officer's peace officer's license for the current training cycle and unit are that officer's responsibility. An officer should refer to the TCOLE website <http://www.tcole.texas.gov/content/training-requirements> for further information and to establish a TCOLE account to review current training records.

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

JAN 31 2018
DATE

I hereby acknowledge receipt of the original of the foregoing indefinite suspension. I acknowledge having received notification that I have fifteen days from the date of receipt of this 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 Collective Bargaining Agreement by and between the City of San Antonio and the San Antonio Police Officers' Association.

Javier A. Perales, Jr.
OFFICER JAVIER A. PERALES, JR., #1489
SAN ANTONIO POLICE DEPARTMENT

1-31-18 3:20
DATE TIME

WITNESSED BY:

Anthony Powers 3032 DATE: 1/31/18 TIME: 1521

[Signature] # 3114 DATE: 1/31/18 TIME: 1521

FILED on this the 1st day of Feb., 2018, with the Fire Fighters' and Police Officers' Civil Service Commission.

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DIRECTOR, FIRE FIGHTERS' AND POLICE OFFICERS' CIVIL SERVICE COMMISSION