



The Shield

The Official Publication of the Dallas Police Association

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January/February 2020



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President's Message



There Are Two Sides To Every Story, But Only One Side To Facts... by Michael Mata

"One of the great challenges in this world is knowing enough about a subject to think you're right...but NOT enough about a subject to figure out you're wrong."

I read this quote and couldn't find any other that correctly described the role that Chief Hall played in the Vice investigation debacle. This investigation began in November 2017 and discipline was given on January 29, 2020. On the day that discipline was given to say I was shocked how these men and women were treated was an understatement. I didn't think that these 20 detectives and 3 sergeants could be disrespected and insulted anymore than they already had been over the last 1,100 days...but I was so wrong!

Let's just start on November 9, 2017, that was the day that these detectives showed up for work thinking it was going to be another regular day where they were getting ready to run a warrant on a gambling house and bring to a close another successful investigation. This day was the first time these detectives felt the first kick in the gut. This day was the first day they felt betrayed by the very department they had risked their lives for 5,10,15 plus years. This was the day they were told that the unit was disbanded.

November 10, 2017 was the day that these dedicated detectives and sergeants who over decades of police careers had collectively arrested thousands of criminals were treated like criminals themselves. This was the day that these dedicated detectives were escorted out of their own unit by their peers, fellow Dallas Police officers, and sent home after a directed "perp walk" for nothing more than to humiliate these good men and women.

That was just the beginning of a three-year bogus investigation that was more about covering Chief Hall's failings and even more the years of failings of the past leadership of the Dallas Police Department. Because past lieutenants, majors, and chiefs were no longer around this chief used the convenient "scapegoats"; the everyday detective.

Now let's just stop there and think about what should have been done. Chief Hall was hired and brought into this city to bring about (in TC Broadnax words) transparency, efficiency, credibility, and to bring the Dallas Department into the 21st century of policing. So, Chief Hall arrives from a Detroit Police Department that has been plagued by decades of corruption of the police, city leadership, and has been under consent decree by the government for years. I believe her mindset upon coming to Dallas and being handed this "Vice problem" caused her to overreact and to believe that this was a "Detroit Corruption" problem. She was given very poor information from a person who doesn't understand what they are even auditing. Now because of bad information and a lack of willingness to listen to others that have been in the process of already correcting many of these problems, Chief Hall decided to use this as her "first" major example of "I'm gonna fix this broken department" and "I'm going to root out this corruption". The problem is she's wrong on both points!

This should have been about correcting failed policies and institutional practices. This should have been about writing an SOP that was up-to-date with what the court required and what was necessary to meet the goal of reducing illegal gambling within the City of Dallas. But Chief Hall made it about her and that was a great failure.

I believe every "great leader" is created by that person making thousands of little mistakes, but that leader becomes great by understanding that a mistake was made and having the humility to "own it" and make it right. A great police leader looks over those

that they lead and understands that officers' lives and their careers are at the whim of the organizational leader. They have to understand that it's the responsibility of leaders to take great care of the workers reputations and integrity that fall underneath them, especially in the police profession.

What should have happened was that the audit should have been given enough time to be completed and after the completion then look at the corrections that have already been implemented and decide with the assistance of those that have the institutional knowledge of the unit create an updated SOP. If Hall would have paused and allowed all the information to be brought forward, she would have seen the results which concluded there was no system in place, no procedure in place, no process in place, and no checklist. She would also have seen as concluded by the consulting company hired that many of these corrections were already in place. These failures fall squarely on the feet of the department and its commanders, not at the feet of the detectives

that were told and taught to use failed practices.

The investigation was completed in November 2018 and it sat on desks on the 6th floor for the next 14 months. No one seems to be able to explain why it sat for 14 months other than statements made by Chief Hall "that is a very complex investigation that is ongoing." Most officers knew then and the public knows now that was a lie. The departments uncharacteristically released the investigation which states and shows the investigation was closed in November 2018. We now move forward to January 2020 and the day is finally here, although 6 months prior all the detectives had their disciplinary hearing and were told that they would be receiving the actual discipline the following week.

That didn't happen. They waited 6 months hearing rumor after rumor that the department was trying to fire them, which later was found to be true. As we entered those hearings, to

Continued on page 6

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say I was shocked by what I heard from Chief Moore is an understatement. I heard phrases such as their acts were an “embarrassment, unbelievable, lack of integrity, shocking, and so many more. You would have thought that these detectives were found to have killed President Kennedy. I could not believe that at no point during this tirade did I hear that the police department took any fault in this at all. No sir, all I heard about was the collusion of 20 detectives and 3 sergeants that alone came up with some master plan to circumvent policies and blatantly thumb their collective noses at the stated policy and practices (that didn’t exist). There have been very few days in my 25-year career that I was embarrassed to wear the Dallas Police badge or paused in boldly stating I was a Dallas Police Officer, but that day was one.

This whole investigation has been a sham. It has been more about posturing and politics than about rooting out corruption. It became obvious very early on that it there was no illegal activity by these dedicated officers. This was about a leader that believed they needed to make a statement and show authority and command presence. She was so wrong. We needed a leader that showed fairness and restraint. We needed a leader that knew that these detectives deserved the benefit of doubt and an opportunity to explain in exchange for 10, 20, 30 years of service. We needed a leader that understood that in police work all an officer has is his or her good name and integrity, and the last person who should drag those 2 things through the mud was their organizational leader.

Unfortunately, what was shown through all of this is that it could be any of us. Any officer has the possibility of being the officer who pulls over the wrong person, who is a member of a unit that arrest a controversial person or is in a violent possible deadly encounter that goes bad. Trust me when I say you should be worried, and you should pause because I’ve been in the room when I have heard these “leaders” say “but what will the public say/think” they say, “we owe the public”.

The law doesn’t matter, your training doesn’t

matter, police practices doesn’t matter. The ones making these decisions haven’t used the law or police practices. Most importantly, they haven’t had to battle physical resistance in making an arrest in decades, but they decide your fate. I have begged the chief to do what she said she did routinely in Detroit and that was clear detail and answer calls, and I mean really answer calls not ride around with a sergeant. She hasn’t and she won’t because then she would need a body camera, she would have to know search and seizure and our arrest policy, she would have to know how to put a person in jail, and she would have to know RMS. She knows none of that and doesn’t care to learn. Because if so, she would be judged by the same rules and expectations that are held to each one of us every day. And to tell you the truth, the unwillingness to except that challenge and responsibility is her true greatest failure.

Take care and always be ready,
Michael Mata
President

Board Meetings

March 10, 2020- 11:00 a.m.

May 12, 2020 - 11:00 a.m.

General Meeting

April 14, 2020 - 11:00 a.m.

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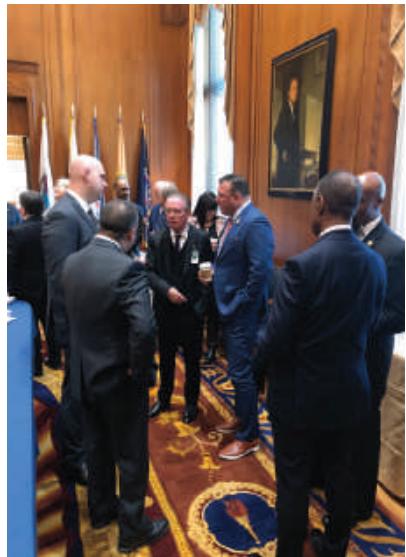
DPA'S FREDERICK FRAZIER APPOINTED TO PRESIDENT'S LAW ENFORCEMENT COMMISSION

Frederick Frazier was appointed to the Presidential Commission on Law Enforcement and the Administration of Justice during a ceremony in Washington, D.C. on Jan. 22. The commission, at the direction of President Donald Trump, was created to explore modern issues affecting law enforcement and the ability to reduce crime.

Trump signed Executive Order No. 13896 in October, designating and authorizing Attorney General William P. Barr. to create the commission and assemble its members. Barr appointment Frazier, along with 15 other law enforcement officials from around the U.S.

"There is no more noble and important profession than law enforcement," Barr said in a Department of Justice press release. ... "But as criminal threats and social conditions have changed the responsibilities and roles of police officers, there is a need for a modern study of how law enforcement can best protect and serve American communities."

The commissioners will work together to discover and study opportunities for progress, improvement and innovation across American law enforcement, Frazier said. Thanks to the National FOP and President Pat Yoes for the partnership with DPA and paving the way for us to have a voice in Washington!



L to R: FOP Nashville President James Smallwood, DPA/FOP #716
1st VP Frederick Frazier, FOP President Pat Yoes, DPA/FOP #716
President Michael Mata and Alabama Sheriff John Samaniego



L to R: Frederick Frazier, US Attorney General William Barr and Michael Mata











People

Our Deepest Sympathy

The family of **Retired Sergeant Jose Losoya, Jr., #4286.** Sergeant Losoya retired in 2016 after thirty-six years of service.

The family of **Retired Senior Corporal James W. Nunn, #3119.** Senior Corporal Nunn retired in 1991 after twenty years of service.

The family of **Retired Sergeant Donald E. Kirkpatrick, #1234.** Sergeant Kirkpatrick retired in 1984 after twenty-nine years of service.

The family of Mr. James "Dickie" Waters, uncle of **Senior Corporal Samuel Butler, Jr.** (Crimes Against Persons Unit).

The family of Mr. Michael Ellison, father of **Sergeant Michael Manual** (Southeast) and the father-in-law of **Senior Corporal Tawanna Manuel** (Southwest).

The family of Mr. Theodore R. Gonzales, father of **Police Officer Joseph Gonzales** (Auto Pound).

The family of Ms. Freida M. Compton, grandmother of **Police Officer Claire Swenson** (Southwest).

The family of Mr. Michael "Mike" Dexter Disman, Sr., father of **Police Officer David Disman** (Southeast).

The family of **Retired Senior Corporal James R. Gammill, #3065.** Senior Corporal Gammill retired on October 1, 2005 after thirty years of service.

The family of **Retired Sergeant Homer L. Hinton, #2486.** Sergeant Hinton retired in 1990 after twenty-three years of service.

The family of Mr. James William Hood, uncle of **Major Catrina Shead** (Central).

Thank You

DPA & Friends,

I wanted to express our gratitude for the beautiful plant that was sent for my father's funeral. My entire family was touched and will be forever thankful! Reasons like this is why I have been a member since I joined DPD!

Thank You Chris Anderson #7788 & Family



Have something you'd like to see in The Shield? Contact DPA at 214.747.6839 or info@dallaspa.org for more information on being a guest contributor.

Birth Announcement



Lakelyn Latavia Sykes was born to parents Senior Corporal Latoya Evol Sykes #9319 (Open Records) and husband, Arttavin Sykes on December 10, 2019. She weighed 6lbs. 5 oz. and 19.75 inches.



Augustus Rose Norcross was born to parents Senior Corporal Katie Roos #9405 (Narcotics) and Sam Norcross on September 13, 2019. He weighed 7lbs. 13 oz. and 20.75 inches.

Have a birth to announce in The Shield? Email info@dallaspa.org for a submission form.

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If you are interested in the DPROA's lawsuit, go to our website at dproa.org for more information. Or email us at: info@dproa.org or contact Carol Richtsmeier at savethepension@gmail.com. There is a **March 31, 2020** deadline to join.



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Second Vice President



The Purpose Driven Life by DeMarcus Turner

I believe that things happen on a time frame that is not in our control.

Lately, a lot of officers have appeared to get caught up in stuff going on within the department that they cannot control, and it begins to affect their work. They tend to not be who they were before the pinning of the badge and it shows. Over time this creates a jaded officer who may lose sight of the real reason for their job. Don't be consumed by politics. Your job is to serve and protect the community and as thankless of a job as this is, we don't do it for the kudos.

So, what choice will you make? From this point on it is never too late to alter the direction of your path. Our profession forces us to see things and be involved in things that most people will never experience in their lifetime. How do we deal with that? Agreed, somethings about our profession are out of our control, but should that change who we are? Life is not about what happens to you, but how to react to what happens. We must make the choice to stay true to the mission.

Jesus himself was once criticized, laughed at, spit on, hit with rocks, amongst many other things. Did that change him? Now granted he was the only one walking this earth to have been perfect. Our goal is not to be perfect like him. I believe that it is possible though to emulate his qualities. Be caring, be helpful, and continue to do your job with honesty and integrity.

Throughout this career, I have observed many things that have the capability of dehumanizing me should I let it. I have found that I made an active decision to not allow this to change who I am and to stay true to my calling.

Amid all the chaos and white noise around us,

we tend to forget what we were sent to do. It's no accident why we do what we do, we didn't just lotto pick this profession. This is a calling, and you answered it. As heavy of load that it is we bear, we made a commitment and it should always be done with the best of intentions. We must remember where our strength comes from. We can handle this. This too shall pass. Don't let some of these unfortunate circumstances alter your sight of the purpose. Stay strong in your calling and don't fail those who depend on you.

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BACK THE BLUE
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Sweetheart Dance



Take A Hike



Take a Hike By Mike Dana

It's the spring of 1991 and I'm driving around with my 2nd phase trainer Richard who is a rarity to the evenings shift. He is an old head since most of the officers on evenings are younger in their 20's while

Richard was in his 40's. Richard is a jovial guy and even though I'm younger and from the Northeast coast, we build a good working rapport as I value his years of experience as a police officer. Richard was an avid gun collector and had a side business setting up tables at the local gun shows. Richard also spoke to me numerous times about financial planning and put the bug in my ear to start early with a retirement savings plan. On the calls we answered together I distinctly remember his walking into loud volatile disturbances and bringing calm to an erupting storm with his demeanor and savvy choice of words. I recall Richard telling me about tubing on the Guadalupe River and invited me to attend when I was off training. I always regretted not going with Richard but I made sure to do so with some other officers many years later. While I was on training Richard had a certain training scenario he did with all his recruits. The lesson involved was to always know where you are. As most officers know things happen incredibly fast and unexpected. If you find yourself in a critical incident or hurt would you be able to get out on the radio and clearly ask for help and give your exact location. Unfortunately it is a lesson that I have seen over and over again and not always for the better. Officers are in a life and death situation and the adrenaline dump causes them to yell unintelligibly over the radio which is compounded by not giving out their exact location. Over the years this may have been helped with GPS and our dispatcher's ability to track us but when seconds count it's imperative to give out the information over the radio clearly. While on training geography for most of us is difficult, since we are new to the area. I was always trying to study my maps

and pay attention to our location as we drove around the division. Richard stopped the car behind a strip center on a road that paralleled interstate 30. Richard clutches his chest and yells "I'm shot! I'm shot! Where am I?" Of course I can't see any street signs so I say we are near St. Francis and I30 which isn't bad but the lesson is learned that no one can help you if they don't know where you are. Richards's words would haunt me over the years and to this day for other reasons. In November of 1993 Richard Lawrence #3066 was 46 years old when he was shot and killed trying to stop a burglary at his apartment complex at La Prada and John west road which was not even a mile from where he conducted his training scenario with me. Richard was the 6th Dallas Police officer to be killed in the line of duty in my first 3 years. Before my career with the Dallas Police Department would come to an end 23 Dallas officers would be killed in the line of duty. My 2nd phase trainer on deep nights was Carlton Marshall who was my most proactive trainer who got me into my 1st foot chase. Carlton was seriously injured and escaped death after also being shot in the line of duty. I could not give the numbers to the amount of officers who were seriously injured in the line of duty but I think we all know it's pretty high. We also see the psychological consequences of our occupation in a lower life expectancy and high suicide rate among LEO'S. When my law enforcement career was coming to an end in May 2018 I was busy with multiple issues and was preparing for a big retirement party complete with a live band. The 23rd and final officer to be killed in the line of duty during my tenure came in my last month while I was assigned to days at northeast patrol. A shoplifting call in our division would end with the suspect shooting Home Depot employee Scott Painter, Officer Crystal Almeida, and Officer Rogelio Santander who did not survive. Rogelio was only 3 years into his career and 27 years old. I'm sure I had passed him numerous times when he was arriving for 3rd watch detail at our station. I felt guilty having any type of retirement party at all and my thoughts were consumed with the 23 officers

that served in my time but did not get to see a retirement party of their own. In May 2018 I retired after 28 years of service which was the same week of Rogelio Santander's funeral. I carried Rogelio's picture with me that day and expressed some of these thoughts to those in attendance. Within that same month I sold my truck, house, personal belongings and got married before packing up some gear in our hybrid Toyota. My wife and I ventured out to travel across the country to enjoy the things that so many people have made the ultimate sacrifice for us to enjoy. Over the next 6 months we hiked numerous trails and mountains between Dallas and the west coast. In my pack for my hikes was Rogelio's picture from his memorial service. On June 30th 2018 the annual cops on top memorial hike occurred around the country to honor and remember our fallen brothers and sisters. I normally hike with Team Texas to the top of the Guadalupe Peak 8750 feet in west Texas. I was on the road and had planned on doing Humphries Peak 12635 feet in Flagstaff Arizona for the cops on top event but Humphries was closed due to fire hazards. I hiked with a few other law enforcement supporters to the top of Kendrick's Peak 10,243 feet with Rogelio on my mind and in my pack. A week later they reopened Humphries Peak and I was able to complete this hike with some determination. Rogelio's photo remained in my pack with my hiking gear and on June 29, 2019 I carried his photo on my pack for the Cops on Top hike at the Guadalupe Mountain. My Facebook page will continue to be filled with images from my retirement adventures but there is rarely a moment that I do not think about Rogelio and other officers who have endured so much or even made the ultimate sacrifice. I encourage any officer or law enforcement supporter to join us in the June 2020 cops on top event in Texas or your home state. This is a good way to not only memorialize our fallen but to share in a healthy event. Exercise is one of the healthiest ways for us to offset the toxic nature of what we have collectively endured. You can learn more about Cops on Top on the team Texas site on Facebook or feel free to contact me mdana6469@gmail.com.



Extra Dues Schedule

**January 2020 - Half Month
Senior Corporal Alan L. Haynes**

**February 2020 - Half Month
Officer Joseph M. George**



8AM Registration

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Lieutenant Sponsor - \$3,000

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The Assist the Officer Foundation provides financial assistance to officers who are facing the loss of income due to a serious injury or illness. ATO also provides confidential counseling to officers and their families. Since its creation in 1999, the foundation has provided assistance to hundreds of officers and their families who were faced with any number of different life-altering situations. If you would like to learn more about the foundation visit www.atodallas.org.

For more information, please contact Vicky at 214.747.6839 or kevinjamesendowment@dallaspa.org



December 2019 Raymond Dominguez

There aren't too many officers that stand out more nor have done more for the families of fallen Dallas police officers as Ray Dominguez. In June of 2014 he created the Dallas police cycling team. In 2015 he created the HALOS fund. His vision and thousands of tireless hours have helped so many of our families during their time of need. Thank you Ray for being there for us. It's an honor to name you Decembers cops cop.

January 2020 Edgar Morales



Edgar Morales is currently assigned to the fugitive unit. His unwavering drive has proven effective. He constantly leads the sector with the highest number of arrests. Edgar needs no motivation and is continuously giving of himself to help others. He is regarded as the "go to guy" within the unit when you need help. Edgar also has a yearly tradition to volunteer at the Meals on Wheels program dispersing meals to the lower socioeconomic areas of the city. Thank you for bringing such a positive light to the Dallas police department. We are honored to name you January's Cops Cop!

Congratulations!!



Dallas Police Retirees Annual Banquet

** 2020 **

April 4, 2020 11am-3pm

Meet/Greet In Sports Bar Friday April 3, 2020 5pm till ??? In the bar area.

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Third Vice President



Our Own Worst Enemy

by Jaime Castro

First and foremost, I would like to congratulate Brandon Dye on being named 2019 Cop's Cop! Thank you to all of you who came out to help us recognize and celebrate some of the best officers DPD has to offer.

As I write this article, I am both disappointed and upset and let me explain to you all exactly why. Last year the internal affairs division logged a total of 231 internal complaints against officers. That means that 231 cops filed a complaint against another cop. Of those 231, 175 received a control number, 38 were sent down as division referrals, and 18 were cleared with no investigation necessary. WOULD ANYONE LIKE TO GUESS HOW MANY COP'S COP NOMINATIONS WE RECEIVED LAST YEAR? ...19! YES...19! THAT'S IT!!!!

So, here's the bottom line. What I'm telling you is 231 cops took the time to write a formal complaint against another officer, but only 19 took the time to nominate an officer for an award. Now can you understand why I'm upset and disappointed? Yes, I do understand we all have a job to do. I understand that we must report if one of us screws up. We have to sometimes be watchdogs and check ourselves as well as others. I can also understand the supervisor's position and that they are tasked with handling these complaints, but what I can't wrap my mind around is the unbalance. The good that we do far outweighs our mistakes. I challenge every one of you to nominate a deserving officer for Cop's Cop. It takes less than 10 minutes! You don't have to be a supervisor; the only requirement is that you be a member of the DPA. I challenge supervisors to check the scale and make sure that they're being fair and balanced when it comes to discipline and commendations. Let's make 2020 the year we stop being our own enemy. Instead, it can be the year where we recognized the awesome men and women that make up the best police department in the nation! Stay safe and take care of each other.





DALLAS POLICE ASSOCIATION FOP 716



Members:

This notice is to inform you that the DPA dues will increase on the first paycheck in March 2020. Per the Constitution of the DPA Article III section 1 (b), which states “Dues for active membership will be (1%) of the base salary of a (6) year police officer”. Your new contract for effective dates of October 1, 2019 - September 30, 2022 has resulted in substantial increases to your pay, as such Dues will only increase \$4.05 a check. Per the contract each year pay will be evaluated for increases.

As always if you have any questions please contact me.

Thank You,
James Parnell
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Fourth Vice President



Stronger Together
By: Anthony Andujar

The first annual 2020 Board of Directors Leadership Summit was held on January

8th at the Hilton Doubletree Love Field. This was the first time we have held an all-day, off-sight meeting just for our board of directors. This was an opportunity for the executive board and the regular board to meet in a more relaxed atmosphere without the burden of a regular board meeting. The big questions we asked ourselves were, how are we best serving our members, what are we doing right and what can we do better, and what value are we providing our members?

The main subject of the summit was to discuss current strategies and moving the DPA FOP 716 forward. Topics discussed were the DPA constitution and by-laws and what the DPA merger with the Fraternal Order of Police means for all of us from here on out. Other topics included, ATO events and fundraisers and the need for greater participation due to the increased cost and need for ATO services such as confidential counseling. Melissa McLemore, a Licensed Professional Counselor with Dallas Counseling and Treatment Center, gave an overview presentation on the effectiveness and benefits of counseling and returning to work more effectively.

The ATO is a separate non-profit organization within the DPA that has a separate board and budget. The ATO budget relies solely on donations to fund programs like confidential counseling and pays benefits to officers who are sick, injured or killed.

The cost of confidential counseling has more than tripled in the last few years mostly due to a greater need with more officers reaching out for help for various issues. While this is a good thing, we all have to understand that free counseling is not free. The greater need for counseling requires the ATO to raise more money to continue providing those services

to officers and their families. Counseling, whether after a traumatic event, family issues or any other daily stressors, helps officers more effectively deal with life issues and return to and perform better at work and life in general. As a board, we agreed to participate in and promote all events that benefit ATO this year to raise more money for ATO.

The list of ATO counselors can always be found in the Shield or on the DPA website. Also, each station representative can help with connecting you with ATO resources.

It will be 2 years, this year, since the merger with the FOP was completed. Recently, we have started seeing the importance and significance of this merger on a national scale.

A few months ago, the National FOP started a series of conversations with the Department of Justice regarding progressive district attorneys and the social justice movement across this country. These conversations led to the National FOP asking for a meeting with the White House. The National FOP asked DPA FOP 716 to send 1 representative and DPA Vice President Fred Frazier attended and met with President Trump at the White House.

Even more recently the National FOP was instrumental in forming the President's Commission on Law Enforcement and the



Administration of Justice and again Fred Frazier was asked to hold a position on the board for this commission. The DPA is now a major player, with a seat at the big boys' table, on the national scene due to our relationship with FOP.

Things are also happening at the state level as well. Three years ago, Texas FOP only had 3500 members and a handful of lodges. In the last 2 years, the Texas FOP has grown to over 15,000 members and is still adding new lodges across the state of Texas. Some of the agencies who have joined FOP include but are not limited to; Houston, Plano, Richardson, McKinney, Tyler, Laredo, TMPA and the newest lodge, Harris County. What does all of this mean to us here in Dallas? TOGETHER WE ARE STRONGER.

The DPA is poised to move into the future as a stronger organization with a national, state and local platform. The DPA is now FOP Strong!

As always, stay safe out there.



Thank You Dallas Manufacturing Company for the donated beds!



Assist The Officer



Time To Move On By: Fredrick Frazier

For those of you that missed the ATO Golf Tournament last September, I announced that it

would be my last as ATO Chairman. I have been on the lookout and praying that someone would step up and take over. We had many ask what comes with this position? My answer was time and commitment. In this role, you absolutely have to believe in ATO and be committed to helping officers and their families when they need it the most. This position is about being available in a moment's notice, saying a few words in tragic times and be ready to face the unknown. The hardest part of the job is raising enough money to help everyone. ATO has come a long way since 1999 and it has become a household name with our officers in Dallas and around the metroplex. This is due to years of planning, organizing and believing in ATO's mission.

As hard as it is to let go, I can no longer give ATO the time it deserves. My current duties on the department, my position as 1st VP of the Dallas Police Association, along with my McKinney City Council position and being appointed to the President's Commission on Law Enforcement is all I can handle. It's time to step back to a Board position where I can contribute to the effort as needed.

There are so many people to thank, but first and foremost ATO founder Bill Carollo. Bill's vision set everything in motion and built a foundation that was way before its time. Now, 21 years later, ATO is leading the state of Texas among police foundations. My mentor Tom Popken brought me in, gave me the keys and said go. I had no idea how this experience would ultimately shape me as a person and my future. Who can forget Glenn White. He was tough, but he gave me direction, never wanted to see us fail, and constantly pushed us to the limits of hard work. Ron Pinkston and Michael Mata- for obvious reasons- Thank You! To all the current and past board members, thank you for your help and commitment to ATO.

I am pleased to announce Ed Lujan is your new ATO chairman. Ed, I cannot thank you enough for accepting this role. Your story of survival alone and the impact that ATO has had on you and your family is what built our foundation. To the new board members, Beth Sundquist, Joe Meno and Justin Bowen, you three have huge shoes to fill with Christine Dreher and Bill Knobel stepping into an advisory board position and Kim Mayfield helping with the transition. This is a great group of new and experienced members that will take the ball and run with it. I hope you all enjoy it as much as I have!

Below is what ATO did in 2019, can't wait to see 2020 and beyond!

FY2019

	Number of Officers.	Amt.
Injury/Illness Assistance Checks Cut	144 Individuals	\$106,198.20
Death Benefit Checks Cut	4 Families	\$8,000.00
Line of Duty	0 Families	\$-
Counseling	194 Individuals, 545 Appointments	\$100,455.00

Business



DALLAS POLICE ASSOCIATION FRATERNAL ORDER OF POLICE LODGE 716 MINUTES, BOARD OF DIRECTORS

January 2020

The Board of Directors, Dallas Police Association, FOP Lodge 716, met at the offices of the Dallas Police Association (referred to as "DPA"), 1412 Griffin Street East, Dallas, Texas 75215 on January 14, 2020 at 10:09 a.m.. The meeting was called to order by the President, Michael Mata.

The following proxies were received: J. Bowen to H. Bowen; Clore to Gordon; Stolarzyk to Taylor; Hertel to White; Garst to Janse. Minutes of the meeting.

- The minutes of the December 10, 2019 Board of Directors meeting was presented to the board for approval.

MOTION by Peeler seconded by Gordon to accept the minutes as presented. Motion passes, no opposition.

- Mata discussed possible promotions in the near future in supposedly all ranks. Discussion by the board members.

- The social media issue has been disposed of by the Dallas PD. 16 officers involved with a range of discipline from documented counseling to advice and instruction. Questions and answers by the board members.

- Castro presented the results of the 2019 DPA General Election. A new election has been scheduled for the South-Central Director position because of several issues regarding members receiving and not receiving ballots. This election will begin on January 17, 2020 and continue through January 24, 2020.

MOTION by Belew seconded by Taylor to accept the results of the 2019 DPA General Election excluding the election for South Central Director. Motion passes, no opposition.

- Castro requested a motion by the board to elect by acclamation those candidates for positions on the DPA Board of Directors who ran unopposed.

MOTION by Winkler seconded by Meno to elect by acclamation, as provided for in the DPA Constitution and By-Laws, those candidates

who were unopposed in the 2019 DPA General Election. Motion passes, no opposition.

- Parnell gave a financial report to the Board for the month of December 2019.

- Discussion by the board on Chief Hall's new Crime Plan. Mata stated the main issues as the current leadership of DPD and the attitude of the Dallas County DA's Office.

- Mata discussed the development of new shift times for the South-Central Division. These proposed shift times failed to factor equipment needs to support the shift; an internal bid is to be conducted only among the officers assigned to South Central instead of city-wide; this plan is to be effective around March 2020. Discussion and questions by the board.

The Board Meeting was adjourned at 10:55 a.m., January 14, 2020.

The minutes of the Dallas Police Association were duly recorded on January 14, 2020

Original Signed
E. J. Brown
Recording Secretary



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