



The Shield

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Follow the DPA on:



President's Message



Well We Asked For Change

By Michael Mata

As we eagerly awaited the command staff reductions and the bets were being placed. We all thought we had an idea of how it would shake out. To say I was surprised or shocked is a bit of an understatement.

Well, I would have lost a paycheck on this one! When an officer accepts a rank within the command staff, it is known that you are "at will" and have no recourse to reassignment or, even worse, termination (the Bolton Rule). I've never completely agreed with that because an officer who has invested so much of their professional life into a position should have a bit of stability, but I also see that the Chief of Police should not have their hands tied on restructure and should be able to set their command staff as they see fit. I suppose what really bothered me was the way things went down. I agree that there was no "easy" way to do it, but I do believe in the fact that those who have given so much deserve to be treated better in one of the most career changing situations of their lives.

This brings us to the organizational structure. This was a huge change in day to day operations. The new structure puts a lot of responsibility on Lieutenants and Majors throughout the department. Majors will now run the divisions along with a Deputy Chief, who will be over two divisions. I do agree that a Major can run a division and there will be a day Major and a night Major. I think, for the most part, this can be effective if both Majors have the same leadership style and agree on path to attaining a vision. I understand that the mission will still be decided by the Chief of the Police and the direction be implemented by the Deputy Chief, but the Major will decide on the day to day operations. Will it work? I truly hope so. It must.

All testing is over: Lieutenants (still not promoted), Sergeants (still under investigation) and Senior Corporals (pending). With testing behind us, we should feel as we are "moving forward." Unfortunately, we have folks whose lives are dangling in the wind and cannot see an end to that any time soon. I am not going to put all this at the feet of the Chief. There were actions made by a few individuals that slowed this process down and the fact that we had a "new" company that oversaw the testing process didn't help. In my opinion, someone needs to ask for a refund! There doesn't seem to be an easy answer on how to

proceed from here and I don't have a quick fix. What I do know is that a great opportunity to improve morale and move the career paths of hundreds of officers has come to a grinding halt and that was not what we needed.

Where do we go from here?

I believe we need a defined mission statement and a path to accomplish it and we need to hear this from our Chief of Police. We need to see that the command staff is set and has defined roles and responsibilities so we all know where to go to get the answers we need. The individuals that make decisions need to feel confident to make those decisions and to stand by them. For too long, we have imposed a "cookie cutter" application of policing and it doesn't work! You cannot police every part of the city the same. The city is very diverse and complex, and it takes an officer that can adapt to multiple situations and the ability to relate to all people.

In my opinion, this starts with the "bid process." This is where I get in trouble with many of you, so hear me out. Bid is a great thing, it allows a patrol officer who truly loves to be in patrol to stay fresh and continue to grow in an assignment that can make you cynical if you don't experience new things. The problem with bid is that because it is ever year, you never truly become a part of the division you work in. When I say "part of," I mean a part of every aspect of that division and that includes the officers you work with. Because we have been forced to ride one man for so many years, there has been a disconnect created between officers. Not that you don't become friendly with your coworkers, you just never become close friends and that is a huge problem. You must be invested in your fellow officers and vice versa. The idea is that when you're truly invested in one another's well-being, you will keep each another safe. This investment in each other is what makes you grab and stop your friend before they head down the wrong road.

I hear disciplinary hearings frequently that "the officer at the scene should have said something or done something" to prevent the event. The problem is the people saying that are remembering a time when being corrected by another officer was acceptable and even more, advocated by officers. Officers just don't feel that comfortable anymore because so many get "offended." This is what I hope is corrected when the command staff is required to get out and answer calls. They will see what "21st Century Policing" really is. They will understand that some policies that look amazing and forward thinking on paper are actually, in reality, counterproductive and a total waste of time

and manpower.

So, I suppose we will start the New Year off with a new department and a new philosophy.

To be honest, I'm not too upset because the last philosophy didn't make the cut. I hope you all had a wonderful holiday and spent time with those that really matter in your life. The folks in your lives is what makes you who you are. Those people are the reason why you work so hard, and remember, nothing you could ever buy could take the place of them. So, remember to hug them a little tighter and tell them you love them a little more often.

Take care of yourself, each other and be safe!

Michael Mata
President
Dallas Police Association



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First Vice President



Political Action Committee

By Frederick Frazier

The Dallas Police Association Political Action Committee has endorsed Greg Abbott for four more years as Governor of the great state of Texas. Frederick Frazier, 1st Vice President of the Dallas Police Association and Chairman of DPA's Political Action Committee, praised Governor Abbott for his commitment to increasing public safety and fostering a stronger relationship between law enforcement and the communities they serve. In a newly released video, Frazier highlighted Governor Abbott's unwavering support of law enforcement by saying, in part, "Governor Greg Abbott has been a true advocate for law enforcement in Dallas and throughout our state. He has strengthened protections for our officers in the line of duty, and has worked to make sure we have the resources to better serve our communities. Texas needs four more years of Governor Greg Abbott to ensure our officers here in Dallas have the support they need to keep our communities safe."

"I, along with so many Texans, have a deep respect for our law enforcement officers," said Governor Abbott. "They put their lives on the line each and every day to make our communities safer, and we remain grateful for their sacrifice and dedication. I am committed to increasing support and protections for our police officers, and I will do whatever I can to make sure they know that Texans have their backs. I am honored to receive the endorsement of the Dallas Police Association. I am committed to working alongside our law enforcement officers over the next four years to improve public safety and to make sure that the men and women in law enforcement have the support and protection that they need to carry out their duties."





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Opinion



Morale, It's The Little Things

By Dan Russell

Ladies and gentlemen, badges both silver and gold of the Dallas Police Department:

The age of the patrol beard has dawned.

For too long, our cheeks have felt the sharp steel of the razor blade, depriving our faces of our God-given whiskers.

Chief Hall saw this. She heard the pleas of her people. She gave the order, alleviating the burden (on a Saturday, no less. First Chief's Update on a weekend in recent history).

And when the first bearded patrol officer sans medical slip strode within her keen eyesight, she saw the results of what she had allowed;

And it was good.

"What's next?!" Came the clamor from patrol, from the bureaus, from the associations.

And this brings us to the point of this article. "What's next?" Indeed.

I write this aware that the readership is divided on the issue of patrol beards, or beards in uniform, period. If you know me, then you know that my own opinions have me deep within the pack of unshorn cheeks, eagerly awaiting to see the results of beard growth by month's end. (If it looks terrible, I'll shave).

I think similar conversations and grumbling were probably had by the rank and file regarding previous uniform or grooming changes. I imagine cries of unprofessionalism or an accusation of tradition betrayal were heard when class B's were introduced ten years ago, or when hats were no longer required in uniform, or when short sleeves were allowed, or when ties became optional.

Change is uncomfortable. And cops hate change.

But from my perspective, the introduction of beards in uniform has been an unmitigated morale success story - and we are in desperately short supply of those.

Sure, we have those guys with patchy growth resembling a down and out middle schooler, or those that haven't learned to shave their neck and keep it professional looking, (clean it up brothers, or we're sure to mess this up). The spectrum of disapproval on beards runs from mild distaste to apoplectic hatred.

But have you heard as much laughter or seen as many proud selfies as have been occurring in the last two weeks? I'm hearing guys poking fun at each other's beards. Boasting about their facial hair. Talking about

what their significant others think about it.

For something so relatively minor as a beard, the benefit to overall morale - at least from where I sit in the back of my detail - has been remarkable. I think the bump in workplace mood over something as simple as a beard is an indicator of how desperately the troops have been seeking a command staff culture indicative that someone just CARES. For so long, it seemed that the prevailing nihilistic attitude of since-departed leadership was to be the way of the department on into the misty, distant, depressing future.

I will give credit where it is due, especially to Chief Pughes, for some positive changes that occurred under his tenure; including the introduction of "Ask the Chief." Another relatively minor, free, much appreciated way to open up communication with a resulting improvement in morale.

So Chief Hall has now allowed beards, and seems to be (so far) receptive to ideas on how to make some of the irritants on the department better. That begs the question, what's next?

Well y'all, it's fixin' to be the holidays, and that seems like an appropriate time for a wish list.

Beards barely scratch the surface. (If you want to hear me rant about the ridiculousness that is Blue Team that absolutely needs to change, see me after detail.)

What about pony tails for female officers? How about feminine hygiene product dispensers in their locker rooms and restrooms?

Or authorization of stetsons, purchased at Officer expense. Or final approval of external vests. Or allow visible tattoos on so Officers can wear short sleeves in the summer.

How about ten hour shifts? Unfreezing patrol and opening up some of those jobs in bureaus, so our overworked investigators can see a leavening of the numbers of cases assigned? I've even heard a request for higher quality issue pens and notepads, because often the pens don't work and the whip out books are out of stock.

You may despise any or all of those suggestions, (many are not my own), and none of them should come as much of a surprise. I urge you, if you are displeased with the suggestions you hear and read, come up with your own. What simple, affordable and practical way can you provide to raise morale?

Submit that suggestion - you just might be listened to.

Yes, at some point, it will be time to go back to the negotiating table and seek a change in the status quo on pay and benefits. My sincere hope is that when the time comes, she who sits with four stars on her epaulets will be a vocal advocate for her officers.

Study after study have shown that most workers don't leave their jobs over the pay - they leave over who their boss is or a perceived lack of organizational support.

Until meet and confer time rolls around, let's appreciate and focus on the little things that can be done for morale.

Because right now, it looks like we may just have a couple people on the sixth floor that care about the little things -

And that right there is a big thing itself.



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No consultation fee for DPA members and their families.

From The Field



Cite and Release Program: What You Need To Know

By Joe King

We've recently been told that the new marijuana Cite and Release program starts in December for an early Christmas present and I wanted to give just the highlights that will pertain to officers in the field..... First thing.... There are only a few extra steps you'll take from the moment you first make contact with the weed user until the time you drop the recovered weed at the property room. Soooo that being said, more will go on after the drugs are dropped and the report is approved, but I won't bore anyone with the minutiae of my lil job.

The scenario plays out like this: Officer walks up and contacts suspect, weed is found by however LEGAL means, it is determined (by either the eyeball test or actually weighing) that the weed is less than 4 ounces, which is roughly 112 grams. The officer has NO OTHER CHARGES for this suspect. The suspect WILL have to have a picture ID verifying his identity and must live in the great Dallas County. *Example: if I live in Farmers Branch and I'm caught with 2 ounces of weed, and it's the only charge then I am eligible to be released.

At this point, a Field Sergeant will be called to the scene to witness the narcotics field test, like you normally would anyways if you actually went to jail, and the sergeant will bless this "arrest" as Cite and Release certified. Each field supervisor will have in their shift car: a C&R bag with scales, narc field test kits, copies of the C&R citation and some other some-such. If you have 100 baggies of short changed dime bags of weed and it's a "tweener" on if it's going to be UNDER 4 OUNCES you will weigh the drugs on a scale from the Sergeant's bag. This is basically all the field supervisor will do differently.

The officer will have the lucky bad guy sign his C&R citation form, which will have 3 copies, and actually fingerprint Susp's right thumb and left thumb onto the form. The form is no worse than filling out a jail book in sheet. You give the suspect a copy of form and you leave with drugs and other two copies of forms to property room to weigh the dope. You weigh the dope and place onto a tag, like you normally would, and then leave the two additional copies with the Property Room clerk. You then leave and type up your "arrest report" in FBR. You then call the jail sergeant and give him the case number and tell him it is a Cite

and Release case and please approve it. After the jail sergeant approves it, you will be done. You will not have to go to the jail or sign a warrant or pc affidavit.... YOU ARE DONE WITH THIS "ARREST."

REMEMBER ONLY DO THIS IF:

- 1) UNDER 4 OUNCES (APPROXIMATELY 112 GRAMS)
- 2) ONLY CHARGE ON SUSPECT
- 3) SUSPECT MUST LIVE IN DALLAS COUNTY
- 4) MUST HAVE PROOF OF ID

Earlier I said "First thing" for a reason... Because I actually have a Second thing... the Second thing, and it's kinda important, is that this will not be up to the officer to use their discretion to participate in the program if the suspect meets all the requirements. The only way the person goes to jail is if you have a legitimate second charge you can tack onto the suspect along with his weed, then you can go to jail like it was pre-December 1st. There will be very spelled out, out of the ordinary circumstances that could exist that could cause this person to be taken to jail with supervisor approval. There will be training at the station levels on all of this in the very near future.

So, if I am the bearer of bad or good news with this letter I apologize. But I just wanted to give you the facts to keep you informed of this new procedure. As always please be safe out there and contact me if you have any questions.

Joe King, #7482

BACK THE BLUE

DALLAS POLICE ASSOCIATION

UPCOMING DPA MEETINGS

Board Meetings

December 12, 2017 - 11:00 a.m.

February 13, 2018 - 11:00 a.m.

General Meeting

January 9, 2018 - 11:00 a.m.

All members are encouraged to attend any of the scheduled meetings.

Lunch is always served!

24th Annual Cops' Cop Awards

Saturday, January 20, 2018

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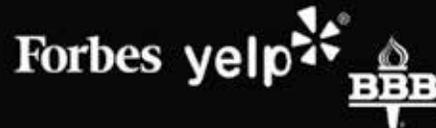
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People

Thank You

Thank you for the beautiful flower arrangement sent to my mother, Rose's funeral. We sincerely appreciate the condolences during this difficult time of mourning.

Sergeant Paul Hinton and Family
Traffic Section

Thanks so much for the beautiful rubber tree plant for my father's funeral service.

Mr. & Mrs. Roger Rudloff



Adaptive Training Foundation stopped by the DPA to spread Holiday cheer. An amazing group of people that put a huge smile on all of our faces. We will be doing more with Adaptive Training Foundation in the future!!

Anthony Andujar #7156

UPCOMING EVENTS

January 20th - Cops' Cop Banquet

March 30th - Clay Shoot

Our Deepest Sympathy

The family of Ms. Margaret Sandra Peoples, Mother of **Lieutenant Chandra Griffith**. (Northwest)

The family of Mr. Keith Grimes, Step Father of **Police Officer Joseph McClanahan**. (North Central)

The family of Mr. Rafael Munoz, Jr., Brother of **Sergeant Robert Munoz**. (Community Affairs)

The family of Ms. Kylee Ryan Beddow-Moncada, Daughter of **Police Officer Laura Beddow**. (Narcotics)

The family of Mr. Clark Billings, Father of **Senior Corporal Brewster Billings**. (Assault)

The family of Dolores Solorio, Grandmother of **Senior Corporal Louis Pacheco**. (Southwest)

The family of Mr. Donald Jones, Uncle of **Police Officer Steven Jedlowski**. (Northeast)

The family of Mr. Troy Reschke, Grandfather of **Senior Corporal Olegario Garcia**. (Robbery)

The family of Ms. Maria Celia Trevino Villegas, Grandmother of **Police Officer Joe Lopez**. (Field Services)

The family of **Retired Senior Corporal Artie C. Christian #2582**. Senior Corporal retired July 21, 2010, after 31 years of service.

The family of **Retired Sergeant Walter Burrows #2363**. Sergeant Walter Burrows retired December 26, 2007, after 40 years of service.

The family of Mr. Kenneth Rudloff, Father of **Sergeant Roger Rudloff**. (Northwest)

The family of Ms. Tommye Parnell, Mother of **Senior Corporal James Parnell**. (Firearms Training)

The family of **Retired Sergeant Michael Edmonds #2701**. Sergeant Michael Edmonds retired January 19, 2000, after 30 years of service.

The family of Mr. Leo Smith, Father of **Sergeant Shannon Smith**. (Northeast)

The family of Mr. Phillip James Crites, Brother of **Police Officer Christopher Crites**. (Love Field)

The family of Mr. Vernon Gordon, Grandmother of **Police Officer Jamal Robinson**. (North Central)

Have a birth announcement in The Shield? Call 214.747.6839 or email info@dallaspa.org for a submission form. All announcements must be received by the 15th to be included in the following month's magazine.

Your Health



Winter Blues

by Amber Myers, PharmD
Community Pharmacist

communitypharmacist@gmail.com

I love the beauty of the Christmas season. Houses are decorated with lights, trees are glittering, and lots of delicious food is cooking. However, I think one thing a lot of people deal with but don't really want to talk about or address is their Winter Blues. This is also called Seasonal Affective Disorder (SAD) and you may have noticed it in the past years. SAD occurs about the same time each year, usually changing of seasons, when the sun exposure decreases. You may feel a little more tired or drained, or even moody and depressed.

If you're nodding your head and realizing the past couple of winters just haven't been as bright as you think they could've been, maybe you need a little more light. Literally.

The easiest thing you can do to help your Winter Blues is to get some light- sunlight is best but you can also get a special light box to get your body/brain exposed to light. Opening your windows at home is great, too. If you can exercise during the day, this can be an even bigger benefit because that exercise will also raise your endorphin levels, your feel-good friends. Of course, adding exercise at any level and amount is great for SAD.

If you opt to medication, I'd first recommend getting some Vitamin D. Talk to your doctor about what amount you should take per day. If you've had labs recently done for the annual insurance point system, take a look at your Vit D levels. If they're less than 30nmol/L, you're deficient in Vit D. The majority of Americans are deficient and need supplementation through pills or food. Personally, I like the levels to be in the range of 50-80. But again, you have to talk to your doc about that one.

You may have gone to the store to look at more natural options and likely have heard about St John's Wort. While it is an option for mild depression like SAD, you need to be careful when taking this herb. It may take weeks to take effect and has the potential to interact with medications. St John's Wort interacts with most birth control pills, causing them to metabolize faster in the body, leading to possible unplanned pregnancies. This herb is commonly taken by women on birth control pills so I wanted to take this opportunity to caution you. SJW also interacts with some heart medications and stomach acid meds,

so talk to your doctor before adding this therapy. It's ok to feel down from time to time. But if you go multiple days feeling depressed, down, moody and can't seem to get motivation to do anything, it's probably time to consult a doctor. Whatever path you decide to take, just know you're not the only one facing Winter Blues. Small baby steps are ok and positive, as long as you do something. And don't get discouraged if you fall back into your old habits. Keep trying!

If you want to know more about endorphins or your options for Winter Blues therapy, email me or find me on Facebook.

Stay safe out there.

This information does not take the place of your healthcare provider. This information is intended to be for informational purposes only.

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July 2017 - Half Month

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August 2017 - Half Month

Mitchell Hamm #8779

October 2017 - Full Month

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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.



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Dallas Police Retired Officers Association



By Tom Popken

Before I get in to my subject matter I want to give some members a little background of who I am and where I come from. Since I retired 8/20/13 there has been a lot of change in personnel at Dallas PD.

I spent 34 years with Dallas PD. I hired on 8/20/1979. I did my 11 years of patrol at NW evenings before I was asked to be a Recruit Class advisor for Class 210. That led to a full time position at the Academy as a DT Instructor. A change in management and philosophy at the Academy and it was time for me to go. I transferred to Narcotics and later spent several years on a DEA Task Force. Once I got into DROP I transferred to Personnel and conducted background investigations. Many of the officers I conducted backgrounds on are still on the department today.

During my time in Patrol I got involved with the DPA and spent over 20 years of my career on the DPA Board. I was also the second Chairman of ATO, a job I got by default after my good friend Bill Carollo was killed by a DWI. I served as ATO Chair for 6.5 years! There is nothing I am more proud of!

So I tell you this, to let you know I am very proud of my career and Dallas PD, even today. I have been and remain a staunch supported of the DPA and ATO! The DPA unlike several of the other groups has always tried to do the RIGHT think for all officers. Trying to make transfers fair and open and above board. Fighting for pay and benefits for all officers. Creating ATO to help all officer's even non-members because when officers need help it's not about membership. It's about assisting another officer.

While I was on the DPA board we talked at some length about creating a retiree membership with a dues structure. We discussed the benefits retirees would receive for membership etc. In the end it never happened mostly because we had never really faced a serious issue with the retirees. In fact for most all my years except the last 3 we never voted on anything negative with the pension. The pension was managed well and performing above average. Or so we were told. The pension was rated as one of the very best in the country. No need to be concerned? Right?

When DROP was developed in 1994, I never gave it much thought. At that point I was on about 15 years and retirement was not really part of my conversation. Years later before I retired I talked about it almost everyday. Some good, some bad!

DROP worked well for me and the City of Dallas. I spoke with Chief Rathburn recently as he was one of the principles in advocating for a program to keep officers beyond the age of 50. He said that DPD was having trouble hiring and it was foolish to let experienced dedicated officers go in the prime of their career. The City agreed and along with the pension board DROP was developed. Without DROP I would have left at age 50 with almost 29 years. With DROP I stayed until age 56 with 34 years. Just the way it was suppose to happen.

So now we find ourselves, all of us in a very difficult situation, pension wise. We were told that DROP was causing a problem. The City and several Mayors to include, Laura Miller, Tom Leppert and Mike Rawlings along with their many appointees to the pension board had a chance to step in and correct any issue if there was one. They choose not too! With the downturn in the economy and some very poor and risky real estate investments the pension found themselves in troubled water. I am simplifying the issue but to blame us, the Officers and Fireman is absurd!

After all the manipulation and self made panic by the Mayor, the legislature was set to do something. A bill WAS going to be passed impacting our pension and benefits. The DPA its leadership and 10 other groups were involved in this bill. The DPA with a long standing history in Austin, credibility, and being the largest group led the way in trying represent those that do and did the work for the City of Dallas.

Everyone took a big hit in this legislative process and it can be argued who got the worst of it. In the end, I think everyone just wanted what the city promised we would get, no more no less. That didn't happen.

Just prior to the legislative session the retirees quickly formed the Dallas Police Retired Officers Association (DPROA). We didn't really have any formalized group, as I stated we really never had a need for it. DPROA and its membership are challenging some of the issues that came about with legislative changes. Some of those concern DROP and the radical change to an annuity. But I believe the most important change is the removal of the FIXED 4% supplement to our pension. The city has done a good job over the years of turning the 4% fixed supplement into a so called COLA. Which it's not! It never goes up and it's never compounded. So with inflation every year the supplement goes down in value. However this is a very important piece to the retirement puzzle, a way to have some impact on inflation as your retirement years go by. This piece to the retirement puzzle must be challenged. I believe the DPA and DPROA have had meetings and discussion about a challenge to this

provision.

But legal challenges take funding. I encourage all retirees to reach out to DPROA at DPROA.net or at DPROA

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This pension challenge is one that must be met by active officers, Fire Fighters as well as retirees. If these changes are left unchallenged the city will come back for more and no ones pension will ever be safe. Trust me on that!

Take care of yourselves! I can be reached at tpopken@flash.net.



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Jerry Hast
Sr. Partner,
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Jerry Hast has been in the investment/pension fund industry for 37 years. Jerry was a previous Administrator of the Dallas Police and Fire Pension System. During his tenure, the System's assets grew from \$56 million to \$719 million and saw the funded liability grow from seventeen cents to over sixty cents for every dollar of liability owed. Since he left the pension fund industry, he has been successfully helping individuals with their personal investments.



Jennifer Lander
Partner,
Investment Advisor

Jennifer Lander has been working in the personal financial industry for 5 years. She has already helped many people in their financial journey. Before changing into the personal financial industry, she worked in corporate America for 15 years. There she was able to learn what it takes to be a successful company which has helped her in guiding her clients in the right direction.

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Business



DPA Board Minutes

The Board of Directors, Dallas Police Association, met at the offices of the Dallas Police Association (referred to as "DPA"), 1412 Griffin Street East, Dallas, Texas 75215 on November 14, 2017 at 10:00 a.m. The meeting was called to order by the President, Michael Mata.

The following proxies were received: Bowen to Turner.

Minutes of the meeting.

•The minutes of the October 10, 2017 board meeting was presented to the Board of Directors.

MOTION by Hernandez seconded by Taylor to accept the minutes as presented. Motion passes, no opposition.

•Bob Gorsky presented an update on the pay lawsuits and the recent actions by the City of Dallas to settle some of the lawsuits. He reminded the board that none of the pay lawsuits are legal actions in which the Dallas Police Association is a party. Discussion and questions.

•Robert Rogers provided the board an update on the three criminal actions brought by former District Attorney Craig Watkins against DPA members who were performing their police duties. The criminal case against B. Burgess has concluded with a not guilty verdict by a Dallas County jury. The next action is with the Civil Service Trial Board of the City of Dallas to have Burgess reinstated. The criminal case against A. Wilburn is scheduled for January 2018; the C. Spencer case is being worked on by the DA and attorneys. Discussion and questions.

•Mata stated information he has received indicates that lieutenant and sergeant promotions will occur in December 2017. The external vests have been approved for wear and the Blauer company has been approved for bid on the purchase of the external vests. Mata stated baseball caps are still authorized, but only if it matches the uniform color, states "Dallas Police Department", and is only for wear with the class B uniform.

•Parnell discussed with the board the idea of reducing the publication of the Shield from a monthly publication to being published every other month. The reasons are the cost of printing the Shield, difficulty in preparing the publication every month, and the fact the DPA places relevant information on the website as it occurs. Discussion and questions.

MOTION by Janse seconded by Rickerman to publish The Shield newsmagazine every other month. Motion passes, no opposition.

•Mata gave an update on the DPA merger with the FOP. Mata stated the information and rumors that the Dallas Police Association spent money to fund the efforts of S. Stribley to be elected FOP president was false. He stated Stribley spent his own personal money to seek the officer of Dallas FOP president. Discussion and questions.

•Castro outlined the DPA board of directors positions open for candidates. Discussion and questions.

•Mata stated the DPA is aware of the issues which occurred in the Vice unit and is addressing the concerns.

•Parnell presented to the Board the 2018 Dallas Police Association budget.

MOTION by Helms seconded by Belew to accept and approve the 2018 Dallas Police Association budget as presented by the Secretary/Treasurer Parnell. Motion passes, no opposition.

•Parnell stated on January 1, 2018, there will be a dues increase. This increase has been delayed until all the pay raises and steps had been received by the membership and is necessary to bring the current membership dues in alignment with the DPA Constitution. Discussion and questions.

The Board Meeting was adjourned at 11:15 a.m., November 14, 2017.

The minutes of the Dallas Police Association were duly recorded on November 14, 2017.

Original signed

E. J. Brown

Recording Secretary



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