



The Shield

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President's Message



Press Release



Contact: Andrea Coker – 214-997-3738

DALLAS POLICE & FIREFIGHTERS ASSOCIATIONS STRONGLY OPPOSE BUDGET PROPOSED BY DALLAS CITY MANAGER

City Manager Offers Property Tax Cut Of Just \$2 Per Month While Offering No Solution For Staffing Shortfall Of 800 Police Officers

DALLAS, TX – August 14, 2018 – The **Dallas Police Association (DPA)** and the **Dallas Firefighters Association (DFFA)** are criticizing an irresponsible budget proposal offered by **City Manager T.C. Broadnax**, which offers a miniscule property tax break while leaving the Dallas Police Department short the 800 officers it needs to best protect the entire city. The budget also does not address staffing shortfalls in the Dallas Fire Department (DFD) and eliminates paramedic training for the year.

Please find the joint statement below:

“Why would anyone risk the safety of their family or Dallas first responders for a property tax cut of just \$2 per month? The Dallas City Manager thinks we should, but police officers and firefighters know the cost to public safety would be devastating.

The Dallas Police Department is short 800 officers, and the fire department often struggles to find enough personnel to man fire trucks during an emergency. Without the additional officers and fire fighters, our current first responders will be without the backup support they need.

Neighborhoods in every part of Dallas desperately need the help of first responders to protect their loved ones. Despite the claims of the City Manager, the fact is crime is up, and response times to 911 calls are at an all time high.

Thankfully, there are forward-thinking members of the Dallas City Council who support first responders. They know that a \$2 per month tax cut is not worth the risk to the families, schools and businesses of Dallas who rely us to keep them safe.

We urge every Dallas citizen to contact their Councilmember and urge them to support a responsible budget that will allow first responders to better protect all neighborhoods in Dallas. That means hiring more police officers and firefighters. You can reach City Hall at 214-670-4050.”

Mike Mata
President, Dallas Police Association

Jim McDade
President, Dallas Firefighters Association

Our Deepest Sympathy to the family of past president (1980-1986)
Retired Senior Corporal Dicky Hickman, #2453.

Retired Senior Corporal Dicky Hickman retired February 14, 1989, after
21 years of service.



Remembering Dicky Hickman By Carol Richtsmeier

As president, Dicky relentlessly championed Dallas police officers, always fighting for better benefits and working conditions as well as improving the safety of the citizens of Dallas. Under his leadership, officers won the right to have legal counsel before they were questioned in officer-involved shootings. He also filed suit and won the right for all city employees to run for public office outside the city of Dallas. He also challenged and won the right for city employees to participate in political campaigns.

He successfully fought against attempts to require first responders to live within the city of Dallas, and he held the line against civilian review boards.

And while he was just one man among many, he was the one man who stood tall against the city, making our blue line a little stronger and that much better. And that is how Dicky Hickman should always be remembered.

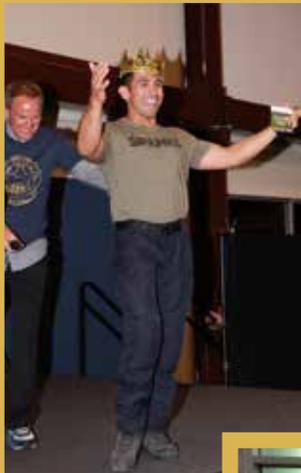


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Chaplain's Corner



What's New By Chris Marsh

Greetings All. Some exciting things are happening in the member services sector of the DPA that warrants giving you an update. As some of you will remember in 2007 Glenn White invited me to be a volunteer chaplain for the DPA. I was appointed to that position on June 12, 2007. I have continued to serve in that capacity since then apart from a 3-month sabbatical that I took in 2016.

Soon after accepting the stewardship of being your spiritual encourager I realized that I was in over my head. Serving 2700 plus members alone was not going to work out. I first recruited Matt Edwards who joined me in the work. Later we added retired sergeant Stan Griffis to the team.

We continued several years with three of us covering weddings, funerals and emergencies beyond measure. Thankfully Sean Pease came along and has shared the work with us since shortly after he hired on with DPD.

A few months ago, I was approached by Branson Grisham, who expressed interest in joining the team. Many of you knew his dad, Rick who was a sergeant at NE and NC divisions. Branson joined the team in June after being licensed by his church and in July we added Jeff Jacobs, also an ordained minister, to our team.

We now have 6 chaplains on our team. Three of us have graduate degrees and Matt Edwards is nearly finished with his. All of us are licensed and or Ordained which gives us confidentiality privileges with you and other legal protections. To be licensed and ordained is a complex vetting process involving the leadership of a church recognizing God's call upon a person's life and their endorsement of that person for ministry purposes.

Here is the crew at your service: James Christopher Marsh (me), Matt Edwards, Stan Griffis, Sean Pease, Branson Grisham and Jeff Jacobs. While both Matt and Stan are retired,

they remain available in a limited capacity. Stan often does ministry in London, England. Matt has committed his energies and priority to his son's development and assisting him to live as independently and effectively as possible in the face of the challenges with which God has entrusted them.

My cell is 469-642-7228. Call me or the DPA for any of the other chaplain's contact numbers.

Occasionally I will have someone ask me "what do you do anyway besides praying at meetings." Most of our work is never seen. One of the things that I want to focus on in the future, now that we have a larger team, is covering the DPA calendar of events more completely. Sean is usually at the Cop's Cop banquet and one of us are at the monthly meetings. I recently led the invocation at the Cross Fit competition and the invitation of Greg Garcia and these days have been invited to a few retirements.

Our mission is to serve you as God gives opportunity and as you need us, bringing His presence and the Scripture into any given situation for comfort, clarity and the leadership of God Himself as refuge and strength. Sadly, we have spoken at funerals and memorials and assisted families in the process of the aftermath of death. Joyfully we have officiated weddings and have strengthened marriages and families by virtue of counselling and providing resources. We have also had many opportunities to counsel, comfort and encourage after events such as the attack on our headquarters, 7/7 and the most recent attack on our officers at the Home Depot.

If we have missed you in your time of need please forgive us. If you are presently in a time of need, advise us. We are all challenged by life's responsibilities not the least of which being our duty assignments. We are here for your edification, encouragement and most importantly to point you to the one with all of the answers, namely, the Lord Jesus Christ.

Finally let me encourage all of you that have promoted and will promote soon to look back over your time at DPD and adopt quality traits from the best leaders that you have known and do not repeat the poor practices of others. Be the leader that you

always wanted to have. Stay humble. Admit it when you don't know something and never try to be something. Just be it and do it. You can do it. Leadership is a privilege and a trust. Rock on.

In His Service and at your service,

2 Corinthians 1:4 – "...comfort those who are in any affliction with the comfort with which we are comforted by God." NASB.

UPCOMING DPA MEETINGS

Board Meetings

September 11, 2018 - 11:00 a.m.

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

December 11, 2018 - 11:00 a.m.

General Meeting

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

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

Lunch is always served!

Extra Dues Schedule

April 2018 - Half Month

Steve Brown #8071

May 2018 - Half Month

Tammy Huel #6487

June 2018 - Full Month

Rogelio Santander, Jr. #10934

October 2018 - Half Month

Tyrone Andrews #6572





Thank You By Matt Edwards

I thought I would write about something else for a change, and give everyone a break. Everything in this article happened 3 years ago, but I thought I would bring it up now, as a thank you to the one person that has been with me and stuck with me for a long, long time: Rachael (my wife). I never have the words to tell her how much she means to me, but there is no doubt I owe the world to her. There is a story to this, so I will start at the beginning.

In 1989, I was in the US Navy and had met Rachael while I was in Orlando, FL. I had transferred to Virginia, and Rachael and I knew we wanted to get married, but there was not a lot of money to go around. We talked about it for a while, and decided to go to the Justice of the Peace in Virginia Beach and get married on March 03, 1989. I promised when I got back from my first deployment, we would have a "Church" wedding. Life got in the way, and 4 years later, our first child was born. Through all the years, I had never had our real "Church" wedding planned.

2014 started off with a bang, because we got an invitation to a formal dinner and reception for the Sons of the Flag Burn Foundation and Rudy Boesch (Seal who was on the show "Survivor"). I told Rachael I did not want to go, but she really wanted to meet Rudy Boesch and it would be a great night for us together. The invitation was for February 27th, and we had some things to get ready. By the time the event date rolled around, all the kids had planned to go to the Perot Museum for the day, I had a tuxedo and Rachael had a formal dress. So with the house empty, we started the drive to Dallas, where the Sons of the Flag event was being held.

We were driving along, and I exited for Waxahachie, and pulled into a parking lot. I stopped the car, looked at her and told her I had been lying to her for over 5 months. The speech I had practiced came through, and it was:

"I may have a lot of faults, but the one thing I will always do is keep my promises. 25

years ago, I promised to give you a church wedding. Well, there are a few of things you need to know: There is no formal dinner tonight. I made up the invitation, sent it to Ryan (Director of Sons of the Flag and former Seal) to send to you. The kids are not at the museum, we are not going to Dallas. The church is decorated, your family is flown in, and our friends are waiting at the church. The girls are in dresses and the boy is in a suit. The caterer has delivered the food, the cake and music are all ready for us to arrive. The fake invitation was for a formal dinner so I could have an excuse for us to wear the appropriate clothing. I just have one question: Will you (re) Marry me?"

The anniversary turned out great, and Rachael was smiling through her tears. The ceremony was a little different because before our wedding vows, the Pastor had to explain the meaning behind what we said. Here is why this is important... Whenever I deployed, Rachael would send me letters, and she always signed them with "LWMN". (Love, want, miss, need). I would sign my letters with "Ruth 1:16". That small passage in the Bible always reminded me of the pure love I had for Rachael, and that her needs were always before mine. I can honestly say that I cannot imagine where I would be without her, and I thank God daily for allowing me to be a part of her life.

In my office, I have a painting of Jesus washing Peter's feet. I have it there to remind me of the type of officer, leader and husband I strive to be. Although I often fall short of the goal, I know what I am striving for to be. Jesus washing His Disciple's feet and Ruth 1:16 are the same lesson, thousands of years apart.

"Where you go, I will go. Where you stay, I will stay. Where you die, there I will die and be buried. Your people will be my people, and your God will be my God. The Lord do so to me, and more also, if anything but death separates you and me." Ruth 1:16-18



Summer Bash



FOP News



FOP Update By Steve Stribley

My name is Steve Stribley the President of the Texas Fraternal Order of Police, I'm a 29-year veteran with the Dallas Police

Department assigned at Northeast. The State Lodge is the mechanism that connects the local lodges for the purpose of networking, lobbying, and providing assistance and benefits to members. The State Lodge also acts as the conduit to the National FOP.

In just one year the state FOP has gone from under 4,500 members to over 10,000. We are growing at a record-breaking pace. This is the result of hard work from organizations like TMPA, DPA, HPOU, MCKINNEY, IRVING, RICHARDSON and many more who believe!!

Like-minded police officers and I across the state believe that the more fractured we are, the more our cities and counties administrators will take advantage by exploiting us with low pay, bad health insurance and underfunding pensions. This will continue unless we unify. I cannot understand how any lodge or association can exist by resisting unity. That's the fundamental principle law enforcement was founded on. STRENGTH IN NUMBERS!!

Now for some rumor control!!!

Dallas FOP 588 of which I was a longtime member has been removed from National FOP for violating the national FOP constitution. No conspiracy, no trumped-up charges, just a simple investigation of facts. These facts were conducted from an independent investigation that lead to 588's removal. Many of you will hear or read comments of unfair treatment, this is simply not true. 588 failed to even show up for their own defense at the FOP state conference. Now that I've been involved with both lodges in Dallas the difference is dramatic. The DPA-FOP #716 is transparent, accountable, professional and mature. DPA-FOP #716 can see the long-term goal of unification helping our officers in Dallas and beyond.

At the recent State FOP conference DPA-FOP Lodge 716 was introduced. A packed room of 200 plus cheered welcoming its newest lodge of brothers and sisters. As things

are moving forward so is your new #716 Trustee and now State legislative Chairman Frederick Frazier. He has taken a beating for individuals not wanting this unification. He never stood down from this goal and for that I applaud him. I need to say a special thanks to so many of you that along this way made this happen. Ron Pinkston, Michael Mata, Richard Todd and ALL those who stood with me.

In closing I would encourage every DPA-FOP #716 member to become involved because you do have a choice, a dam good one with DPA-FOP #716!!!

I thank you and welcome you to the Fraternal Order of Police!

Thank you
Steve Stribley

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Assist the Officer

F O U N D A T I O N



Justin Ellis

Justin Ellis was born in Farmers Branch, Texas in 1981. When he was twelve he was held at gun point with his older brother in a shopping mall parking lot for cash and two pairs of Oakley sunglasses. Even before that happened, he wanted to be a Police Officer or in some way help others. He attended Brookhaven College while trying to decide which career path he wanted to take.

In 2004, Justin followed his passion into the Law Enforcement field and graduated from the Council of Government's Regional Police Academy while being employed by Dallas Area Rapid Transit Police Department. Justin worked in various fields of police work from Patrol, Deep Nights, and as a Field Training Officer. In 2007, he went through the toughest police training to date in order to become a Motor Officer. During his years as a Motor Officer (2007-2016), Justin enjoyed many aspects of the job which included working the HOV lanes on the highways in the North Dallas suburbs, working traffic accidents, train accidents, and fatality accidents. Justin received many awards for his riding ability at skills contests including Top Rookie Rider in his first department rodeo competition. He placed in the top three at each of the rodeo competitions he participated in. During his time in Motors, Justin went to school to become an Accident Investigator Reconstructionist so he could learn how to re-create and use scientific & mathematical methods to figure out how and why an accident occurred. Over the years Justin continued to take TCOLE training classes to further his knowledge and certification level as a Texas Peace Officer obtaining his Basic, Intermediate and Advanced License. At the fall of 2016 Justin passed the entrance test and interviewed for a promotion to Detective in the Criminal Investigative Division. With just a few days left in Motors before moving to CID, he never expected he would face his greatest life challenge, a wreck that would change everything.

In September 2017, a month shy of the one year anniversary of his wreck he returned to work light duty (limited hours) while still doing therapy to recover from the injuries. In June 2018 Justin returned to work full time but still limited duty but was able to remain in CID as a Detective helping with investigations and case preparations for the county courts.

Justin became very involved with Carry The Load for the Memorial Day march. He spoke to young groups of Boy Scouts, while also helped with other Carry The Load function which lead into being Ambassador for Carry The Load Foundation. He also became a Board Member for the Assist The Officer Foundation. Assist The Officer did so much for Justin that he wanted to share his story. He jumped at the opportunity to help others and those who helped him restore his quality of life after his wreck. Justin currently sits on one of the DART Police Departments DTPA (Dallas Transit Police Association) board as the Vice President working to help officers in the department. Justin received a Purple Heart from the American Police Hall of Fame and National Association of Chiefs of Police in recognition to his dedication and sacrifice in law enforcement as well as to acknowledge his line of duty disability. He continues to help others each and every day which fulfills his childhood dream of being a police officer and helping others.

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Second Vice President



Reflection By Beth Sundquist

As I type my last official message to the members, I realize I have more to say than what can be written in one article. My thoughts may seem scattered but bear with me. The idea of leaving and this being my last official article is causing numerous emotions to surge through me making it difficult to stay on one topic. I know this is a different way to start this letter, but first and foremost I want to acknowledge the men and women who made the ultimate sacrifice for the City of Dallas/Dallas Police Department. I truly hoped that before I left we would not have to bury any more officers and experience the heartache and pain of more losses. However, since I announced my retirement in March, we have had to bury two officers who were tragically killed in the line of duty. I regret I did not know Officer Santander, to this day I wished I had met him and at least said hello to him. I did, however, know Sr. Cpl. Jamie Givens. Writing this letter, all I can think about are the memories of Givens, but I also grieve thinking about the pain the families and friends must be experiencing at their loss. May both of you rest in peace. Your job here on earth is done and you performed it well. Thank you for the life you shared with us. We will carry your torch and never let it go out.

The last two years has been tough on anyone associated with the department; whether it be the recruit in the academy, the recruit on the streets who drove code 3 to the hospital with a wounded officer in their squad car, the veteran officers trying to make it one more day, or the civilians who work tirelessly behind the scenes making this department what it is. All I can say is PLEASE, PLEASE, PLEASE look out for each other. All we have are our fellow brothers and sisters who stand with us in our daily fight. We have got to stop bashing each other on social media, whether it is a closed group or an open forum. We have got to quit being our own worst enemy. The gossip and rumors I

hear about and see on my own are a cancer that is slowly destroying us from the inside and preventing any sort of "united" front. How can we ask for raises and benefits when all the public sees sometimes is us tearing each other apart? We may not always get along or even like someone, but let's at the very least respect one another.

Ok, I am off my soap box. For those that know me, that was a short one for me! Moving along, it has been wonderful to be part of this organization for the last 26.2 years!!! About 12 years ago I made the decision that I wanted to help officers and volunteer. During this time, I somehow made it to the E-Board and have been STUCK here ever since! Just kidding!! STUCK isn't the right word. The right word is HONORED. I was honored to be elected to the E-Board by those in its membership, and as I write this I smile thinking of all the good things the E-Board has done for the members. I know there have been some instances where we may have upset many of the members by the decisions that were made, but I do hope that you understand those decisions were made trying to look 3 or 4 steps ahead and what would be best in the long run. All in all, I believe there has been so much good done for many officers, their families, and the community.

It is difficult to make everyone happy and I know I have upset my fair share, but for me it has been an honor to serve the Dallas Police Association members these last few years. It has also been an honor to be on the Board of WISH, who helped not only officers' children with medical needs but many children of the community who needed medical equipment that insurance wouldn't pay for. There are several people I'd like to thank personally for their contributions, commitment, and who helped bring me into the WISH organization - Ceci Hinojo, Arleen Martinez, and Dineen Corden. "Thank you" cannot fully express my gratitude for you. It was from my experiences at WISH that led me to working with Nancy, who at the time was over the Bill Carollo Golf Tournament. I have been volunteering and assisting with that event ever since.

I know this article sounds like I'm leaving forever, BUT, don't worry. You cannot get

rid of me that easily! I will still be around and will continue to support the DPA, ATO, and the members of the Department. I will still be as vocal, outgoing, and will show up to all the events, marches, and townhall meetings so that our voice is never silenced (you know my voice can never be quiet)! Many may ask, "Why would I stick around after throwing up the deuce?" Because I support, believe in, and care for each and every one of you. You are great officers that have overcome some truly horrible circumstances and you deserve the best!! Now, I understand I may not be the best, but what I am is one more person standing next to you holding the line.

On another note, I have been asked repeatedly how I can retire at 49...ok, ok, ok really 50. I made the decision around 10 years ago that I could no longer live in debt. It was exhausting and demoralizing seeing all my hard-earned money going to what I owed instead of what I wanted. I made a commitment to pay everything off. I worked very hard, made sacrifices, but most importantly created a budget I could live off of and used all my money to pay everything off...EVERYTHING. I stopped using credit cards and if I wanted something, I paid for it in cash. It was difficult at first because it's not the norm. We enjoy using that credit card to make instant gratification purchases, which winds up hurting us financially later. With how fickle our pension system is right now, please think about your financial future. The DPA has resources that can assist with you that. Find happiness in you, not stuff. You will quickly realize that "stuff" is not the most important thing in life.

I know this is off topic but working at the DPA I hear about so many officers' going through financial difficulty, especially when it comes to buying houses. If I can offer a suggestion. When buying a home, make sure you can afford it on your BASE PAY!!! Extra jobs go away; you might get injured; you might get divorced; YOU NEVER KNOW WHEN LIFE WILL KICK YOU IN THE A#! No matter what the bank says, run two numbers. One with your base pay and one with all your extra jobs. The banks will gladly

run the numbers for you.

Another financial safety net and something to consider, is being part of the Texas Police Trust. Think of them as Aflac specifically for cops. If you are injured, whether on-duty or off-duty, they not only back date your injury after 7 days, they pay a percentage of your physical therapy! For those who have been injured on this department before knowing, our City insurance treats physical therapy like it's some voodoo medicine and only pays for a certain number of treatments. After that number is up, PT is all on you!

Well now I've done it! Now I'm sounding like your mother...sorry! Like I said before, I care about each of you. Not only for your professional success, but personal as well. I know this article is a shotgun spread of thoughts, but I hope you can read it knowing it comes from a person who truly cares about you. I cannot stress enough, we are all that we have. Please watch each other's backs!

It is difficult to end this because my emotions get the best of me just thinking of typing the last period. I will keep it simple (for all our sakes!). It has truly been an honor to be part of this organization!! Stay Safe!



Third Vice President



Safety And Respect By Jaimie Castro

I'd like to start off by congratulating everyone who was finally promoted!

I know it's been a long, frustrating process for many of you. But I truly appreciate your patience and understanding with things that were out of the DPA's hands. I look forward to working with all of you!

Saturday, July 21st, I was woken up with the heartbreaking news that we had lost another officer. I immediately rushed to Baylor with the rest of the Executive board to offer our support and prayers to his family and all those loved him. While waiting for his family to arrive, we got some disturbing news- someone had leaked his name to the media. The purpose of my article is not to chastise, but to help you understand why some information is not put out by the Executive board.

I want you all to sit down and think about finding out you've lost a loved one through a public tweet. Imagine finding out you've lost your lifelong companion through a public post from a person or reporter that you don't even know or care for. When a major incident involves one of our officers, it is our duty to protect each and every one of you. That includes not releasing your name while an investigation is ongoing. I totally understand that it is in our blood to immediately want to know the name of the officer involved. We immediately run to the IWM to pull up a picture to check and see if we know them. Here's where things really go south - some people will post the name of the officer that's involved when another officer is asking who it was on social media!!! Once that happens, I don't care how many privacy settings you have, that will reach media outlets!! You're now the breaking news story on the 6 o'clock news!! This is the answer to the question we so often get - "Why do we keep finding out through the news and not the through the department?" I understand this has been a problem for years it's not something new. But I will say

this - we live in different times! People are now showing up at officer's homes as we have seen in some cases across the nation. The way I see it, this is a serious officer safety violation. I can go on and on about this but I think everyone understands where I'm going with this. Let's all please exercise some patience and understanding. Let's take care of each other. When the time is right, the officers name will be released. It's for his safety and out of respect to a family who has lost a loved one. I think we can all understand that. Let the command staff do notifications in the proper setting. Let's take care of each other's privacy.

Love you guys.

Please stay safe out there!!

UPCOMING EVENTS

September 21st - ATO Golf Tournament

October 19th - Halloween Party

December 1st - Christmas Party

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Jerry Hast
Sr. Partner,
Investment Advisor

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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Your Health

Officer Survival: A New Approach for “The New Normal” By Steve Bell

Now more than ever, the term “The New Normal” seems to define an increasing number of facets of our society and our culture. In my role as a Licensed Professional Counselor serving members of the law enforcement community, I continue to witness the devastating impact “The New Normal” forces on my LE clients. Among other things, the proliferation of smart phone technology and social media has had a profound negative effect on law enforcement. In this article, I want to further define the notion of “The New Normal,” and to identify the real threats faced by peace officers in this new era the law enforcement community finds itself.

What’s “New”

In a 2017 FBI report titled, “The Assailant Study—Mindsets and Behaviors.” The document lists all of the incidents reported in 2016 in which a police officer was the victim of assault. The report identifies two common elements among the incidents: 1) the expressed desire to kill a law enforcement officer, and 2) the desire to remain free. There were two contributing factors detailed in the study: 1) the singular narrative, carried by both traditional and social media that portrays the involved officer as guilty and the perpetrator as the victim, 2) recent criminal justice reform initiatives that reduce prosecutions and incarcerations of criminals, specifically drug offenders. This latter trend can lead to offenders put back on the street with the attitude that they’ve “beaten the system.” During the 2017 session of the Texas state legislative session, we witnessed the watering-down of very specific laws used to enforce serious violations—including limits on arrests for Class C misdemeanors, consent searches, and civil asset forfeitures.

Surviving the New Normal

The New Normal is a life-or-death situation, and in the balance hangs the very survival of every individual who chooses to wear the badge and take the oath to protect and

serve. The question is: How will we do that? When I became a Dallas Police Officer in 1966, it wasn’t that difficult to identify the bad guys. We went with the old axiom that “There are only two people on the streets after midnight—the cops and the thieves.” There was unquestioned respect and support from society for law enforcement. Now, it seems more and more effort is put forth to paint the cops as the greatest threat to an orderly society. The lines separating good and evil have not only become fuzzier—but they’ve also been moved to accommodate political agendas. Ultimately, our peace officers and the citizens of Texas are paying the price.

I’m intimately familiar with the conventional definition of “officer survival.” However, in this new paradigm, people in the mental health profession and in law enforcement are now searching for ways to help officers survive. The mission hasn’t changed—peace officers are here to protect and serve the public. But the influence of social media and a changing social climate have had a confusing, confounding effect on officers and citizens alike.

Nothing drove this home harder than the cowardly murders of five officers in downtown Dallas on July 7, 2016. Ironically, those cops were assigned to protect a group of citizens who had gathered to protest the police that were present in an effort to protect the group’s freedoms and rights. Even more ironic, our men and women in blue were at their finest—taking photos with demonstrators, embracing them, and creating a safe environment for all. But the instability that led to the protest march—and the social tension that drove a lone gunman to take out his aggression on police—was too great. The New Normal won the day.

A New Mission

Two days after the senseless attack, I found myself sitting across from a steady stream of officers—more than I care to count. Each one them asked the same questions, trying to make sense of a fluid, ever changing world—one in which social and political forces now threaten officers and citizens alike. Unfortunately, the answers are never black-and-white. In fact, the line only continues to blur.

The battlefield has changed. It's time for a new definition of "officer survival." Rather than merely reacting with more armor, more weapons, and more tactics, it's time to equip officers with mental resilience. It's time to let character, critical thinking, decision-making, stress management, and emotional maturity takes the lead. And in this era of "The New Normal", it's my mission to lead that conversation.

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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.

Fourth Vice President



We Are All In This Together By Anthony Andujar

Last issue, I wrote an article about physical health, mental health, and work-life balance. As I have stated numerous times, I am not a mental health professional, and I don't pretend to be one on TV either. But I feel very strongly about this subject. As a matter of fact I feel so strongly about that I felt it was important enough to write about it again.

The whole reason I wrote my previous article was because I had observed something disturbing. My observation was nothing new, nor was it profound; but it must be addressed. We cannot continue to remain silent.

One of my favorite quotes from Charles R. Swindoll is "I am convinced that life is 10% what happens to me and 90% how I react to it." We are in charge of our own attitudes and how we respond to what happens to us. Another quote that goes along with this is "control the controllable."

The point of all of this is that we all know we carry plenty of "baggage" with us through this career. Like walking through an airport, we keep adding baggage to our cart that we find along the way. Whether it is work, family, trauma or health issues -- we all have issues. Those issues we collect along the path of our 20+ year careers can add up and break us down. Some issues are beyond our control, and we just have to let them go. Stop carrying unnecessary baggage around. Focus on the issues you do have control over. Control the controllable.

I recently attended the Work Life Balance seminar as part of the Employee Support Program put on by Christine Dreher-Bush. During the weeklong seminar, many topics were covered -- including conflict resolution, critical incident stress management, emotional health management, health and wellness, financial management. Suffice it to say, the subjects were wide and varied, but they all focused on resources to deal with either mental, emotional or physical baggage that we all have in one form or another.

The seminar is not really intended to be all things to everyone. More so, it is an "A La Carte" style seminar. Pick and choose what you most need for your individual baggage cart. The most important thing about the seminar, whether you volunteered or were voluntold to attend, is pick something! If you just pick one item that you would like to lighten your baggage cart load, you can probably work on it and improve yourself. This is the control the controllable that I was talking about.

If you could lighten your baggage cart just a little would you do it? If you knew that by dropping your baggage as you improved your life work balance could possibly lead to better moods, lowered stress levels, improved relationships, financial freedom and many other benefits, would you give it a shot?

The truth is, we all have different needs, experiences, wants and desires but we are all in this together It starts with you! Only you know what needs to be changed or what can make the biggest impact on your baggage cart. Only you can identify when your baggage cart is too full or needs to be unloaded before it becomes too heavy to push. Be your own change agent. Control the controllable and don't sweat the small stuff because it is all small stuff.

As always take care of each other and stay safe out there!



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People

Our Deepest Sympathy

The family of Mrs. Dina Taylor, Sister of **Police Officer Paul Campopiano** (Northwest).

The family of Mr. Blanks W. Oglesby, Jr., Father of **Sergeant Beth Sundquist** (Youth Services).

The family of Mrs. Melba Sanders, Mother of **Senior Corporal Gary Sanders** (Northeast).

The family of Mr. Jack Winfield, Grandfather of **Senior Corporal Dean Winfield** (Traffic).

The family of Mr. Leroy K. Kalash, Grandfather of **Police Officer Matthew Kalash** (Gang).

The family of Mr. Doug Pasley, Father of **Police Officer Dalton Pasley** (Northeast).

The family of **Retired Sergeant Gerald Wayne Owen, #1682**. Sergeant Gerald Wayne Owen retired September 29, 1992, after 32 years of service.

The family of **Retired Sergeant Claude T. Cook, #995**. Sergeant Claude T. Cook retired January 13, 1984, after 29 years of service.

The family of Mr. Larry Darnell Echols, II, Husband of **Police Officer Holly Taylor Echols** (South Central).

The family of Mr. Joseph Deangelis, Father-in-Law of **Senior Corporal Elizabeth Deangelis** (Personnel).

The family of **Retired Police Officer Ronald E. Dummer, #3655**. Police Officer Ronald E. Dummer retired in 1998, after 23 years of service. He is the son-in-law of Retired Police Officer Bob L. Jones.

The family of Mr. Raul Quintanilla, Grandfather of **Senior Corporal Raymond Dominguez** (Southeast).

The family of Mr. John Wesley Martin, Father-in-Law of **Senior Corporal Terrance Hopkins** (Tactical Response & Support)

The family of Mr. Garland Garrett, Father of **Senior Corporal Merlin Garrett** (Northeast).

The family of Mr. Marquis Cook, Son of **Senior Corporal Vincent McDaniel** (South Central).

The family of Mr. Jerry Grant, Grandfather of **Sergeant David Grant** (Northeast Patrol) and Father of **Retired Sergeant Rob Grant** and **Retired Sergeant Ron Grant**.

The family of **Retired Senior Corporal Thomas Knighten, #2740**. Senior Corporal Thomas Knighten retired June 11, 1996, after 26 years of service.

The family of Ms. Barbara J. Wagoner, Mother-in-Law of **Sergeant Robert Munoz** (Community Affairs).

The family of Mr. Alexander Gonzalez, Step-Son of **Senior Corporal Arnulfo Pargas, Jr.** (Lakewest Storefront).

The family of Ms. Carolyn Kay Richeson, Mother of **Senior Corporal Rhonda Richeson** (Robbery).

The family of **Retired Police Officer Kevin "Chris" Young, #5607**. Police Officer Kevin "Chris" Young retired September 26, 2014, after 26 years of service.

The family of **Retired Senior Corporal James "Rusty" Pool, #3521**. Senior Corporal James "Rusty" Pool retired March 31, 1999, after 25 years of service.

The family of **Senior Corporal Tyrone D. Andrews, #6572**. Senior Corporal Tyrone D. Andrews passed away July 14, 2018, off duty. He was assigned to the South Central Patrol Division and served the city for 27 years.

The family of Mr. David Cortinez, Sr., Father of **Detective Crystal Cortinez** (Intelligence).

The family of Mr. Curtis B. Poynor, Father of **Detective Neil Poynor** (Narcotics).

The family of Retired Dallas Fire Department Lt. Dennis Page, Husband of **Major Elaine Page** (Southeast).

The family of Ms. Holly Janice Everitt, Mother of **Police Officer Brian Everitt** (Northeast).

The family of **Retired Sergeant John Waterson, #1955**. Sergeant John Waterson retired November 26, 1985, after 21 years of service. He is also the brother of **Retired Senior Corporal Donald Waterson**.

The family of **Retired Corporal Robert McGovern, #2931**. Corporal Robert McGovern retired January 16, 2002 after 31 years of service.

The family of Ms. Kathryn Reigner, Mother of **Sergeant Jeffrey Tooker** (Central Business District).

The family of Mr. Raymond Stribley, Father of **Police Officer Steven Stribley** (Northeast).

The family of **Retired Captain James Bowles, #783**. Captain James Bowles retired on January 13, 1981, after 29 years of service.

The family of Mr. William Wallace, Father of **Police Officer William Lackland** (Love Field).

The family of **Retired Lieutenant Lawrence Sellers, #1931**. Lieutenant Lawrence Sellers retired on March 14, 1989, after 25 years of service.

The family of **Retired Senior Corporal Gwendolyn Sargent, #3377**. Senior Corporal Gwendolyn Sargent retired April 9, 2003, after 30 years of service.

The family of **Retired Senior Corporal Richard Benton, #2962**. Senior Corporal Richard Benton retired December 18, 1990, after 20 years of service.

The family of Mr. Nelson Fung, Father of **Senior Corporal James Fung** (Central).

The family of Ms. Jami Evans, Mother-in-Law of **Senior Corporal Andrew Palmer** (Northeast).

The family of Mr. John Moreno, Brother of **Senior Corporal Daniel Moreno** (Fugitive).

The family of Mr. Robert Baker, Father-in-law of **Senior Corporal Thomas Naulty** (North Central).

Thank You

On behalf of my mother and family, I want to thank the DPA for the beautiful flowers you sent for my Dad's funeral. It means a lot to know the DPA has your back.

**Thank You,
David Goode**

Thank you for the plant sent to our family in remembrance of Glen Goode, father of Officer David T. Goode

It was very thoughtful and kind to honor my husband & David's dad in this manner.

God bless each officer for the city of Dallas. We appreciate and value your service to our city.

**Sincerely,
Barbara Goode**

Thank you so very much for sending the beautiful flowers to my sister's funeral.

Your thoughtfulness meant so much!

Paul Campopiano III & The Taylor Family

My family and I thank you for the card and plant you sent for my father.

Crystal Cortinez

Thank you for your kindness and support. We keep all the members of the Dallas Police Association in our prayers.

**Gratefully,
The Jeff Tooker Family**

The Family of Melba Joyce Sanders acknowledges with Grateful Appreciation you kind expression of Sympathy – Thank for the flowers.

Gary Sanders

Our son, Matthew Holson, services on your department. On behalf of his father, Matthew, myself and sister, Lauren. I want to thank so much for the lovely green plant with the blue bow that you sent for Matthew's father's funeral.

Steve served for 34 years as an officer and detective for the San Antonio P.D. and would be honored that your recognized him at his service.

You will always be in our thoughts and prayers. Be safe and remember that what you do each day is so very important.

**With much appreciation,
Laura Holson and Family**

Thank you to the DPA for sending flowers to my Mom's memorial. It really meant a lot to me to know my Sisters and Brothers in Blue were thinking about me and my family during this time.

**Thank You,
Rhonda Richeson #7876**

The Jones family would like to express our thanks to the DPA family for the thoughts and flowers for our family with the passing of my father. We deeply the condolences at this difficult time.

**Thank You,
Darren Jones**

Thank you for all you have done for the family during this most difficult time in the loss of Jamie. Your kindness, thoughtfulness, and prayers are much appreciated.

**Delores (Mom), Cindy (Wife), Lourinda (Sister),
and sons Garret and Greyson**

Thank you so much for the beautiful plant sent in memory of our Mother.

**The White Family
Glenn White**

Dear DPA:

The Dallas Police Department Communications Services Section would like to extend our sincere appreciation for the sponsorship you provided during the National Public Safety Telecommunicators Week. Your support made this week a huge success by providing our Dispatchers and 911 Call Takers several tasty goodies and fun giveaways. This annual event could not have been possible without your support.

Your guys are Amazing!! Thanks 1229

Major of Police Israel Herrera

City of Dallas Police Department

Thank You for all your help, support and much more during the difficult time of our Bereavement of our Beloved Brother: Earl James Givens III (Jamie).

We felt your prayers, condolences and kindness. Your love for Jamie was shown by your attendance. The food, sweets, liquids and everything was very much appreciated.

THANK YOU

FROM THE TRAFFIC SECTION OF THE DALLAS POLICE DEPARTMENT



Birth Announcements



Benson Jace was born to parents **Police Officer Carlos Jaramillo #10661** (Northwest) and wife, Sara on April 16, 2018. He weighed 8lbs. and 3 oz. and 21 inches.



Patrick Neil was born to parents Senior Corporal Michael Favors #10102 (Northeast) and wife, Julianne. He weighed 8lb and 13 oz. Patrick's grandfather is **Senior Corporal Bobby Favors #5283** (Mounted).



Loni Jean Marie was born to parents **Police Officer Trent Dooley #10559** (Central) and wife, Cassie on April 18, 2018. She weighed 7lbs. and 1 oz. and 19.25 inches. Loni Jean Marie joins her brother Phoenix (2).



Lilyana Shae was born to parents **Senior Corporal Clayton Mytych #10226** (Northeast) and wife, Cassandra on April 11, 2018. She weighed 7lb and 13 oz. and 21 inches. Lilyana's uncle is **Senior Corporal Brandon Koch #10217** (Northeast).



Have a birth to announce in The Shield? Call 214.747.6839 or email info@dallaspa.org for a submission form.



May
James Rose

Sgt. James Rose has been with the Dallas Police Department for 28 1/2 yrs. and is currently assigned to the traffic/motors unit. Sgt. Rose always gives 110% to public safety and the safety of his officers. As a supervisor he always sets the environment for a positive and productive work week while demonstrating a caring attitude. He assists ATO by volunteering at the freedom run and has helped organize the motor rodeo during the Police Olympics. Sgt. Rose has 75 commendations.

CONGRATULATIONS



June
Meagan Mulvihill

Detective Meagan Mulvihill joined the Dallas Police Department in 2007. Since then she has been an example of being a selfless professional. Her work ethic and charitable personality truly embody the spirit of the Cops' Cop award. One of the highlights of her career has been developing the "The Forgotten Residents" registry. Detective Mulvihill has worked in capers and is currently assigned to a federal task force. She also volunteers for the Santa Cops program. Detective Mulvihill has 27 commendations and 2 Certificate of Merits.

July Mike Williams



Senior Corporal Mike Williams has been with the Dallas Police Department since 1990. Mike is currently the Family Services Officer for the department. He has the heavy task of coordinating funeral services for active and retired officers. He has always gone out of his way to ensure that “we take care of our own!”. He truly ensures that our officers are honored in the way they all deserve to be. He has also gone above his call of duty to help other departments such as Richardson PD during the loss of one of their own. We commend Mike for all his hard work!



Thank You For All That You Do!!

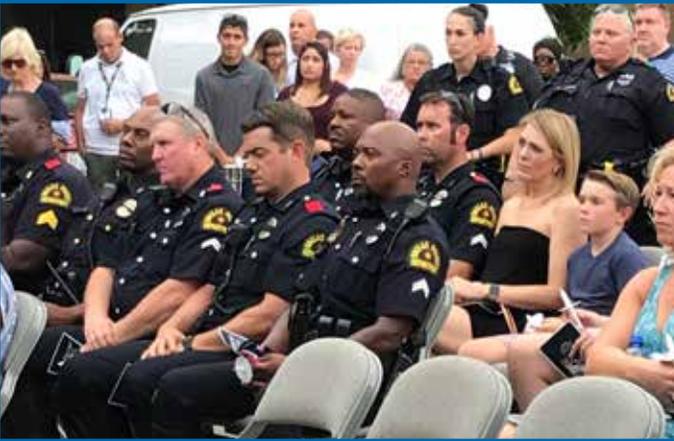
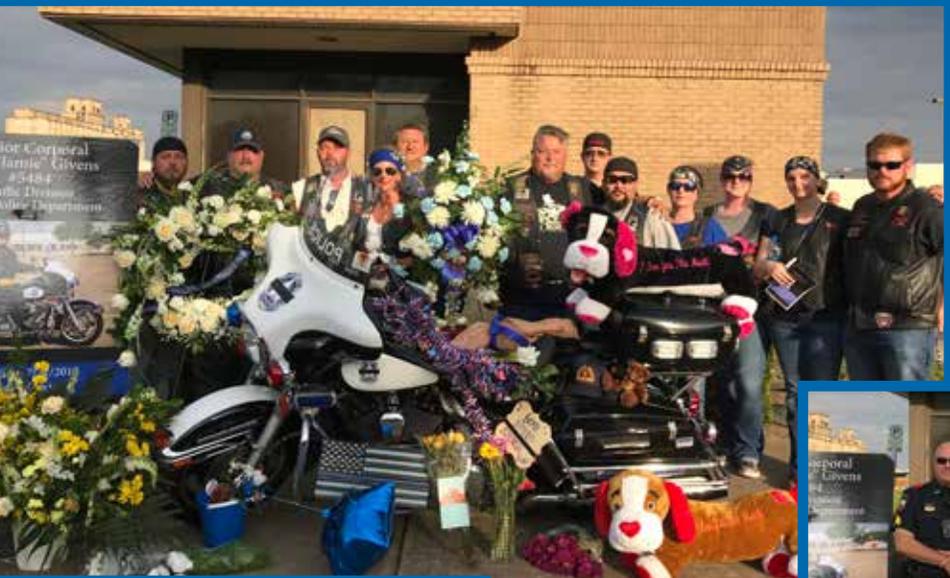
August Richard Whitt



Senior Corporal Richard Whitt has been with the Dallas Police Department for 9 years. Before coming to Dallas in 2009, he worked 10 years concurrently with the Flint Police Department, Oakland County Sheriff Department and Genesse Township in Michigan. Richard is always looking at the big picture and is an asset to any sergeant because his overall goal is officer safety. His knowledge of the police profession shows in his work product and in his leadership amongst his peers. Richard is a go-to officer. No matter the task or assignment he will accomplish it efficiently and correctly.

Senior Corporal
Earl "Jamie" Givens
#5484
Traffic Division
Dallas Police Department

End of Watch 7/21/2018
32 Years of Service





Our Deepest Sympathy to the family of Senior Corporal Earl James "Jaime" Givens III, #5484, who passed away from injuries sustained on duty.

He was assigned to the Traffic Motorcycle Unit and served the city for 32 years.



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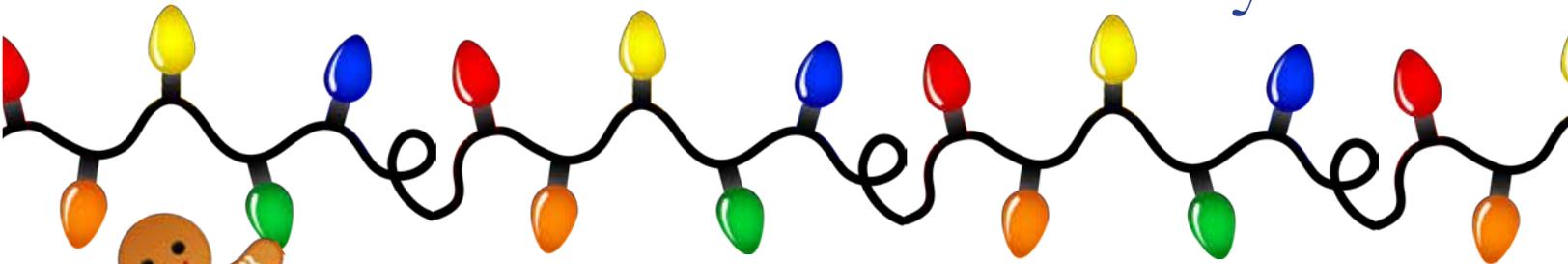
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ADDRESS: _____

Email: _____

I, _____ make the following beneficiary designations as it pertains to the death benefits as described in the Dallas Police Association Constitution, Article III.

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Percentage

Relationship

Address

Print Full name

Percentage

Relationship

Address

Print Full name

Percentage

Relationship

Address

Note: Percentages must equal 100%

CONTINGENT BENEFICIARY (IES):

Print Full name

Percentage

Relationship

Address

Print Full name

Percentage

Relationship

Address

I understand the Dallas Police Association will disburse the death benefits as described in the Dallas Police Association Constitution, Article III to the beneficiary (ies) as listed above while I am an active member of the Dallas Police Association as described in the Dallas Police Association Constitution. I further understand I am responsible for submitting a new Beneficiary Designation Form when there is a change in my beneficiary designations.

Signature of Member

Date Signed

This form can be mailed to the Dallas Police Association, 1412 Griffin Street E, Dallas, TX 75215; emailed to: info@dallaspa.org or delivered to the Dallas Police Association offices.

Last Revised 3/11/2013

DPA Board Minutes

May 2018



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 May 8, 2018 at 11:02 a.m. The meeting was called to order by the President, Michael Mata.

The following proxies were received: Tharp to Gordon.

Minutes of the meeting.

- Griffis gave the invocation.
- The minutes of the April 10, 2018 board meeting was presented to the board.

MOTION by Gordon seconded by Taylor to accept the minutes of the April 10, 2018 Board Meeting. Motion passes, no opposition.

- Andujar presented the May 2018 Cops' Cop Award to Sgt James Rose.

• Brian Mayes, media relations consultant for the DPA, presented the National Advertising Award received by his firm which recognized the advertising campaign pertaining to the Dallas City Council elections.

• Mata advised the Board of Directors and the membership present that the 10 year effort to become members of the National Fraternal Order of Police has become a reality. The Dallas Police Association was awarded a charter for FOP Lodge 716. The lodge number is to recognize July 2016 when 4 Dallas Police Officers were killed in the line of duty. FOP National State Trustee for Texas, Frank Plowick, conducted a swearing in ceremony for the elected members of the Dallas Police Association Board of Directors as the Board of Directors for FOP Lodge 716.

Mata, after being sworn in as the President of FOP Lodge 716 stated the the number one reason for creation of FOP Lodge 716 was not to kill FOP Lodge 588. However, the FOP Constitution and By-laws does not allow membership in 2 differant lodges. Therefore, DPA members will have to choose what lodge they want to be a member, either FOP Lodge 716 or 588. The deadline for this selection has

not been established by the National FOP headquarters. Parnell stated the DPA will operate as usual and the dues of the DPA FOP Lodge 716 will not be raised. Mata stated that DPA FOP Lodge 716 will consist of DPD officers only. Questions and further discussion took place with the board of directors and membership present. Mata stressed that if an active or reserve Dallas Police Officer was a member of the DPA, they are also a member of the DPA FOP Lodge 716. The membership status of retired DPA members is to be discussed at a later time.

- The DPD Soccer Team was to make a presentation, but no representative was present.

• Lybrand made a presentation to have the painting of Officer R. Santander completed at a cost of \$800.00. This discussion was tabled until the June 2018 Board of Directors meeting.

• Mata thanked Andujar for taking over supervision of the DPA Cook Team. In addition, Mata thanked the cook team for their efforts during the National Rifle Association (NRA) Convention in Dallas. The DPA Cook Team prepared meals for the many DPD officers who were assigned to provide police service for this event.

- Mata advised all the Directors to make sure the members they represent complete a new beneficiary form if they have had any changes in their family situation.

The Board Meeting was adjourned at 12:15 p.m., May 8, 2018.

The minutes of the Dallas Police Association were duly recorded on May 8, 2018.

Original Signed

E. J. Brown

Recording Secretary

BACK THE BLUE
DALLAS POLICE ASSOCIATION

June 2018

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 June 12, 2018 at 11:14 a.m. The meeting was called to order by the President, Michael Mata.

The following proxies were received: Figueroa to Forness, Garst to Janse, Bowen to Hernandez, Ayala to Courson.

Minutes of the meeting.

- Invocation was given by B. Grissom.

- The minutes of the May 8, 2018 Board of Directors meeting was presented to the Board of Directors.

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

- Frazier presented to Mr. Scott Painter, a Home Depot Corporation employee who was shot during the murder of Dallas Police Officer R. Santander, with a check for an undisclosed amount. This check represents some of the monies raised by the DPA's Assist the Officer Foundation to benefit Mr. Painter and the Dallas Police Officers who were injured and murdered during this incident.

- Gina Zucchelt, Uptown Emergency Room, offered a \$1.00 out of pocket expense for anyone utilizing their facility and who is covered by the City of Dallas Insurance Plan.

- Mata discussed the formation of the Non-Fatal Shoot Unit. The premise of this unit is that it will determine who will conduct the follow-up investigation when an officer is involved in a non-fatal shooting. Discussion and questions.

- Mata stated the Sergeant Assessment Center redo has been completed and promotions for sergeants and senior corporals will be around July 10, 2018. Questions by the members.

- Mata and Parnell stated the Meet and Confer contract has 16 more months until it expires in October 2019. The DPA is going to conduct a survey of the members to determine what the DPA should ask for in the new contract. The membership was reminded the DPA is one of seven votes

in the Meet and Confer process. Mata stated the Dallas City Council has directed Asst City Manager Fortune to work on a new Meet and Confer contract as soon as possible. Questions and Discussion.

- Mata stated the new FOP Lodge 716 membership cards are available for distribution. Mata again reminded the Board to ensure the members they represent understand a DPD Officer can have membership in only one FOP lodge. A DPD Officer cannot be a member of both Lodge 588 and 716. Questions and discussion.

- Mata stated there have been several Special Assignment issues brought to him by the membership. He stated there is currently no process in the City of Dallas Personnel Rules or DPD General Orders for the approval of a Special Assignment request. The City of Dallas Personnel Rules only limits the number of Special Assignment incidents, but does not layout a process for the approval. Discussion and questions.

- Mr. Robert Rogers, DPA Attorney, made a legal request on behalf of a member who requests coverage for legal expenses on an incident which exceeds the scope of the Legal Guidelines of the Dallas Police Association. Discussion and Questions by the Board.

MOTION by Gordon seconded by Clore to approve up to \$3,000. in legal costs for the member. Motion passes, no opposition.

- Mr. Robert Rogers gave a legal update on issues involving the membership. Two members who were criminally indicted have made the decision to accept a plea agreement on their cases with the Dallas County District Attorney's Office. The members told him they have moved on in their lives and wish to put the matter behind them. There still exists one member who has a criminal indictment and this issue is being handled.

- Sergeant Boyce representing the Brotherhood for the Fallen, a non-profit organization with the IRS designation of 501c 3, has requested the participation of the DPA in their fundraising event on July 7, 2018 as a table sponsor. Discussion by the

board.

MOTION by Janse seconded by Taylor for the DPA to support this effort as a table sponsor at a cost of \$1200.00. Motion passes, no opposition.

- Mata advised the Board of the need to purchase a used truck for DPA activities. Mata stated the other vehicles used by the DPA are being destroyed with the constant use and hauling of coolers, supplies and other items needed for the various fundraising and member support activities. Mata requested the authority to look for a used truck and when it is found a request will be made to the board for the funding of this request. Questions and Discussion.

- Parnell gave a report by the independent auditor on the audit of the financial records of the Dallas Police Association for the period ending December 31, 2017. Parnell stated the audit found no discrepancies or procedures that were not in accordance with acceptable accounting practices or procedures. A copy of this report has been attached to the original minutes.

The Board Meeting was adjourned at 12:37 p.m., June 12, 2018.

The minutes of the Dallas Police Association were duly recorded on June 12, 2018.

Original Signed

E. J. Brown

Recording Secretary

July 2018

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 July 10, 2018 at 10:06 a.m.. The meeting was called to order by the President, Michael Mata.

The following proxies were received: Taylor to White.

Minutes of the meeting.

- Invocation given by Jeff Jacobs.

- The minutes of the June 12, 2018 Board of Director's meeting was presented to the Board for approval.

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

- Mata discussed the upcoming promotions

to Sergeant and Senior Corporal. There is expected to be 35-40 sergeant promotions and 60-70 senior corporal promotions. Another round of promotions may occur in October 2018. There are currently 3 lieutenant and 2 major slots open for promotion. Discussion and questions by the board.

- Mata stated the Executive FOP Lodge has presented a proposal for merger with the DPA FOP Lodge 716. This lodge consists of executive staff at the Dallas Police Department. Mata discussed some of the conditions wanted by the FOP Executive Lodge for the merger. Discussion and questions by the Board.

MOTION by Duran-Bowen seconded by Courson to accept the agreement and conditions for the proposed merger of the FOP Executive Lodge-Dallas with the DPA FOP Lodge 716. Motion passes, no opposition.

- Mata discussed the conversations with Dallas City Councilmember Scott Griggs to open the Meet and Confer Contract to add a single item consisting of a 5% pay increase. Mata and Parnell explained the process for accomplishing this action. Discussion and questions by the Board.

- Parnell gave a monthly Treasurer's Report to the Board of Directors. Questions by the Board Members.

- Frazier gave a report on the Dallas Police Officer's Political Action Committee (DPOPAC) to the Board and members present. Frazier again explained how the DPOPAC operates and the difficulty of getting DPA members to participate in the PAC operations. Discussion and questions by the Board.

- Mata gave an explanation to the board on some of the operational functions of the DPA that appear to be misunderstood or misconstrued by some of the membership.

- a) All expenditures of DPA funds is handled through the approved budget. Any funding outside the

- budget requires the expenditure be brought before the Board of Directors for approval.

- b) There is concern that several DPA

Executive Board members have multiple roles in the DPA.

Mata explained that because members will not volunteer to fill these roles which are essential to

the operations and functions of the Dallas Police Association, these additional duties are

stacked on top of the primary duties of the DPA Executive Board.

c) Mata and Frazier explained that every sub-activity of the Dallas Police Association such as the

PAC, ATO, etc., all have separate boards, IRS tax numbers, bank accounts, board of directors,

etc. These are legal requirements and have been closely followed by the DPA.

- Mata called a recess of the Board of Directors meeting at 11:09 a.m., July 10, 2018 to conduct the General Meeting of the Dallas Police Association.

- Mata called the Board of Directors back into session at 12:20 p.m, July 10, 2018.

- Mata stated that upon the retirement of 2nd Vice President Beth Sundquist, he nominates Demarcus Turner to fill the position until the next General Election IAW the DPA Constitution.

MOTION by Meno seconded by Clore to accept the nomination of Demarcus Turner to the position of 2nd Vice President when Beth Sundquist officially retires as an active member of the Dallas Police Department and hold this position until the completion of the next general elections of the DPA. Motion passes, no opposition.

The Board Meeting was adjourned at 12:25 p.m., July 10, 2018.

The minutes of the Dallas Police Association were duly recorded on July 10, 2018.

Original Signed

E. J. Brown

Recording Secretary

August 2018

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 August 14, 2018 at 11:06 a.m. The meeting was called to order by the President, Michael Mata.

The following proxies were received: White to Taylor; Courson to Gordon; Ayala to Gordon; Tharp to Gordon.

Minutes of the meeting.

- Invocation by Pease.

- Mata advised the board of the Crime against Children's Conference on August 14, 2018 and the need for volunteers.

- The minutes of the July 10, 2018 was presented to the Board of Directors for review and approval.

MOTION by Gordon seconded by Forness to accept the minutes as presented. Motion passes, no objections.

- Frazier presented Officer Crystal Almedia with a check for the donations sent to the DPAs Assist the Officer Foundation on her behalf.

- Castro presented the August 2018 Cops' Cop award to Richard Whitt. In addition, Megan Mulvihill was presented the June 2018 Cops' Cop award.

- Michael Czarar made a solicitations request to the board for \$400 per month to stock the down room at the Crowley Courts building with snacks and water for the Dallas Police and other police agencies who utilize this area. Discussion and questions by the board.

- Mata discussed the rumor of no promotions in September. He stated there might be promotions in September after his conversations with Chief Hall, however no numbers or date. Discussions.

- Mata stated the new DPA website is up and every member should receive an email outlining the process for registering. This is a closed site only for active DPA members.

- Mata stated there will be a patrol bid this year and the 4th watch will be part of this process. A sergeant bid will also take place after the senior corporal bid, however the date is unknown. Discussion and questions.

- Mata discussed the proposed City of

Dallas Budget. He explained the process of how a city budget is created and implemented since many members are not educated on how the process works. The proposed budget is submitted by the Dallas City Manager to the Dallas City Council. The Dallas City Council reviews the proposed budget and adds, deletes, changes, amends etc. the proposed budget to arrive at a final city budget. Mata discussed the DPA's efforts to have changes to the budget. Discussion and questions.

- Brian Mayes, PR Consultant for the DPA gave an overview to the membership on the process for conducting a pay referendum. Discussion and questions.

- Parnell stated the Dallas City Manager has asked to begin the process on a new Meet and Confer contract. Parnell discussed the make-up of the City of Dallas negotiations team. Parnell further discussed the impacts and issues facing the process. Discussion.

- Steve Stribley, State FOP President, stated that Lodge 588 has been removed from the FOP organization because of false accusations against other FOP members. FOP Lodge 716 is the only Dallas Lodge.

- Parnell swore in Demarcus Turner as the 2nd Vice President, to fill the position vacated by Beth Sundquist who retired from the Dallas Police Department. Turner will hold this position until the results of the General Election are posted in December 2018.

- The following events are scheduled: ATO Golf Tournament - September 21, 2018, ATO Freedom Run - September 22, 2018, and Halloween Party - October 19, 2018. The Board Meeting was adjourned at 12:39 p.m., August 14, 2018..

The minutes of the Dallas Police Association were duly recorded on August 14, 2018.

Original Signed
E. J. Brown
Recording Secretary



Dallas Police Association

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