



The Shield

The Official Publication of the Dallas Police Association
Volume XXXIX No. 6
December 2019



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President's Message



The Mayor We Needed

by Michael Mata

When Dallas Mayor Eric Johnson demanded City Manager T.C. Broadnax oversee the development of a comprehensive plan to stop the dramatic increase in our violent crime rate, rank, and file, officers across the city viewed this as a bold act of leadership that the men and women of the Dallas Police department have been lacking.

Finally, we've been given hope that the citizens in parts of Dallas that were forgotten or ignored by past mayors will have the opportunity to live in peace and prosperity. Could this be the year that we begin to take steps toward a safer Dallas for all? Can we finally put policies in place with the support of the mayor and a new city council that is taking a no-nonsense approach to crime by not accepting the status quo and excuses?

To effectively fight crime in cities, you have to first understand the city and their population. You have to understand and have knowledge of what has been used in the past and the effectiveness of those practices. That is where creating a crime-fighting plan from this chief will be difficult. The past chiefs that have the institutional knowledge and the respect of the officers have either been pushed out of the department or have been demoted to positions of little influence and decision-making abilities.

To lower crime and create long term results, the community must trust and believe in the department that serves them. That trust is not built through press conferences or momentary task forces with short term effects, but by encouraging relationships with the beat officer and the community they serve. Once you start earning that, the community will then allow you the opportunity to speak and it will give credibility to what you say. Very few violent crimes are committed where no one knows anything. More often than not, some know but are either afraid that these violent criminals will come after them or don't believe that

the justice system will do anything. That must change. To do that, both the policing and the criminal justice system need to hold criminals accountable and stop treating them as victims. The criminal justice system has to protect the true victims and not allow further victimization of those who are law-abiding citizens.

The police department and Chief Hall need to create a clear mission statement on how the police are going to fight crime. We need a plan that clearly directs the division commanders to have the autonomy to use its resources to fight crime in their parts of the city with the strategy that they believe will work best. Every division has a contrasting population and although the same crimes are committed, the severity of those crimes and the type of criminal is different. The criminal elements in the city have been emboldened by the reduction in proactive policing through the past five years and the reduction in being held accountable by a flawed justice system.

The idea that murders can't be stopped is just not a good enough answer for the officers who risk their lives but moreover is completely unacceptable for the citizens of Dallas. We have thousands of active felony warrants out for the career criminals who are continuing to create generational victims. This must stop. People choose to commit violent crimes; they choose their victim and they choose to pull that trigger. Chief Hall once suggested that murderers, drug dealers, and other violent criminals could not be stopped. She said many are "forced to commit violent acts." That assertion is ludicrous and only emboldens those who terrorize our neighborhoods.

These criminals are not victims. In cases where the offender is a drug addict does not and should not give them a pass on the violent crimes that they have committed. I do believe that they deserve compassion in the form of treatment and guidance to stop the cycle, but that needs to be done while incarcerated in some form of institution, not by payment of a low bond which is similar to a "pinky promise" not to do it again.

I believe the criminal justice system is greatly flawed and in need of massive reform,

but it's not done by turning a blind eye on violent criminals or making excuses for those who commit those crimes. I believe in bail reform. I believe in creating a way to stop recidivism, but these things are accomplished through the judicial system and that is done by not continuing to vote for the same people time and time again while expecting different results.

That is what Mayor Johnson and this new city council seem to clearly understand and now expect. They understand that the department faces new challenges and those challenges need to be met with creative policing measures that focus on the basic needs of the public. Dallas officers have been working with outdated policies that prevent them from serving their community, but Mayor Johnson's "get it done with no excuses" vision is a refreshing change of pace that we've been demanding for almost a decade.

It's a simple recipe, we know who the criminals are, we have a legal warrant to arrest them. It's time to stop giving them a pass and hold them accountable for the crimes that they have been charged with. It's time for them to have their day in court. And it's time for the citizens to get what they pay for and what has been promised, a safer city.

Be safe and be ready,
Michael Mata
President
Dallas Police Association



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2020



November Jeremy Mills

Sergeant Mills has been with the Dallas Police Department for the past eighteen (18) years. During Sergeant Mills' tenure with the Dallas Police Department, she has held multiple assignments, ranging from Patrol, Personnel, Office of the Chief of Staff, Internal Affairs, and she is currently the Sergeant of the Sexual Assaults Unit, with the Criminal Investigation Bureau. Sergeant Mills leads a team of six (6) detectives in investigating high profile sexual assaults, along with other sexually related offenses.

Sergeant Mills has been supervising the Sex Assault Unit for the past six (6) years. Sergeant Mills came to this unit without any previous background in investigating these sexually related offenses. When Sergeant Mills was first assigned to the Sex Assault Unit, she would respond to all of the high-profile assaults, side by side with her troops in the field. Sergeant Mills watched countless hours of interviews, including those of complainants, suspects and witnesses, in efforts to better understand these complex and in-depth cases.

Over the years Sergeant Mills has obtained and cultivated a knowledge base regarding sexual assaults, which has made her one of the leading experts, not only in the Dallas area, but Nationwide. With this drive and tenacity, Sergeant Mills has mastered networking with multiple local and federal agencies, communities, and advocacy groups.

Sergeant Mills' has exemplified dedication to her work, her troops and the Dallas Police Department. She sacrifices her Saturdays, coming in to assist her understaffed team with their caseload. Sergeant Mills reviews every case which her detectives file and ensures each case has been investigated thoroughly. She is very passionate about the offenses her detectives investigate, offering insight and advice when needed. Her mindfulness, attention to detail and her diligence to getting violent sexual predators off the streets, keeps her team motivated and successful.

Sergeant Mills prioritizes her troops and demonstrates to them daily that they matter. She holds weekly meetings with them, discussing cases they are working and to disseminate any actionable intelligence. Sergeant Mills shows a personal interest in her troops, eating lunch with them several times a week to catch up and talk about what is taking place in their lives outside of work. On special events or occasions, she will ensure her team meets offsite to celebrate and enjoy time away from the traumatic situations they encounter. Sergeant Mills has developed a strong, mutual trust among her subordinates and peers. Her troops respect, trust and know she has their best interests at heart. Sergeant Mills demonstrates a faithful and loyal leader who cares about her team.

Congratulations!!





DALLAS POLICE ASSOCIATION FOP 716



Members:

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

As always if you have any questions please contact me.

Thank You,
James Parnell
Secretary/Treasurer
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People

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The family of Ms. Fransisca Martinez, grandmother of **Deputy Chief Albert Martinez** (Patrol South Bureau).

The family of Ms. Soon Ja Shin, grandmother of **Police Officer Soo Nam** (Community Affairs).

The family of **Senior Corporal Alan L. Haynes**. Senior Corporal Alan L. Haynes passed away December 4, 2019. He was assigned to the South Central Patrol Division and served for 14 years.

The family of Ms. Shirley F. Edwards, mother of **Senior Corporal Reginald Woods** (Fugitive).

The family of **Retired Senior Corporal Robert "R.C." Martin, #2604**. Senior Corporal "R.C." Martin retired on October 3, 1989 after twenty-three years of service.

The family of **Retired Senior Corporal Royce Massingill**. Senior Corporal Royce Massingill retired on January 31, 2001 after eighteen years of service. He is the husband of Retired Sergeant Mary Jassmann Massingill.

The family of Ms. Betty Williams, mother of **Senior Corporal Tawanna Manuel** (Southwest).

The family of Ms. Flossie Murray, grandmother of **Senior Corporal Kevin Williams** (Canine).

The family of Ms. Mary M. Kalinec, grandmother of **Senior Corporal Matthew Kalinec** (SWAT).

The family of Ms. Doris Soler Medina, mother of **Police Officer Hiram Soler** (Northeast).

The family of Mr. Pablo Antonio Flores, Jr., the brother of **Sergeant Amanda Renteria** (Legal), brother-in-law of **Sergeant Victor Renteria** (Mounted Unit) and the brother-in-law of **Sergeant Shannon Browning** (CBD).

The family of Ms. Dale St. John, mother of **Senior Corporal Marcie St. John** (Narcotics).

The family of Ms. Cruz Vasquez Calanche, grandmother of **Senior Corporal Sandra Calanche** (North Central).

The family of Mr. Carl Augustus Anderson, father of **Senior Corporal Chris Anderson** (Crimes Against Persons).

The family of **Police Officer Joseph Michael George**. Officer Joseph Michael George passed away December 24, 2019, while off duty. He was assigned to the Northeast Division for four years.

Thank You

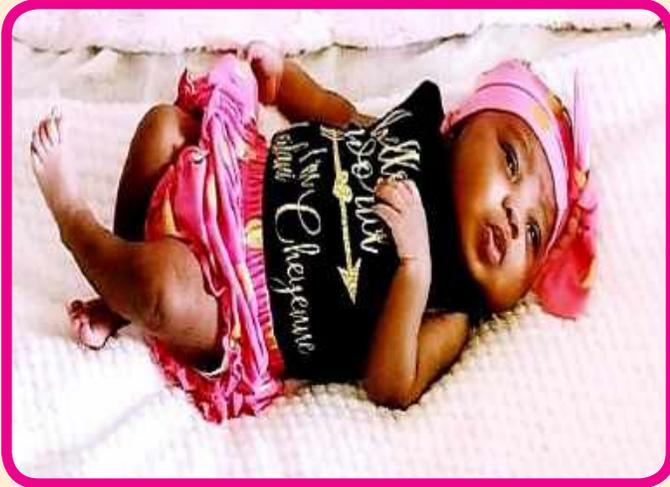
Friends,

We can't start to express our gratitude for the gorgeous flower arrangement the DPA is always so good to us!

With Love,
Ingrid Parnell



Birth Announcement



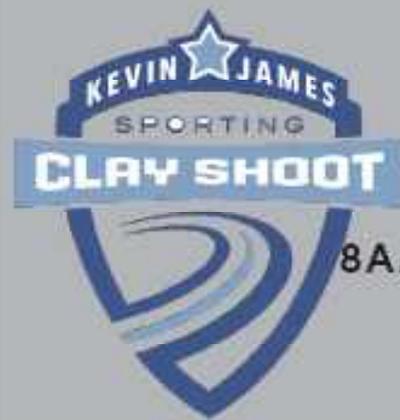
Ontanayia Hatter and Michael Manuel, Jr are proud to welcome baby sister Meilani Cheyenne to the family. Meilani Cheyenne was born to parents Sergeant Michael Manuel (Southeast) and wife Detective Tawanna Manuel (Southwest) on September 3, 2019 weighing 7lbs. 4 oz and 19.5 inches.

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2020

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

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Board Meetings

February 11, 2020- 11:00 a.m.

General Meeting

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

Extra Dues Schedule

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

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

BACK THE BLUE
DALLAS POLICE ASSOCIATION

Your Health



“It’s Okay To Not Be Okay”
By: Melissa McLemore, MS, LPC-S

What is being done to reduce the stigma associated with

receiving mental health services that inhibit first responders from reaching out for help? It is painfully apparent that many agencies are failing at helping their own. I see messages on social media that state, “it’s okay to not be okay”, but is it really? I mean, do first responders really feel like it’s okay to not be okay?

First responders experience tragedies and disasters while ensuring the safety and well-being of others. They are in a profession where they are putting everyone else first. Their daily experiences of trauma are often more than the average person would be able to tolerate. Being exposed to these traumatic situations poses a risk to their mental health. Many disregard their feelings and emotions using maladaptive techniques. They are at risk for stress, depression, PTSD, substance use/abuse, and suicidal ideation and attempts. Resiliency (the ability to successfully adapt to stressors, maintaining psychological well-being in the face of adversity), trust in self and team, duration of disaster scenes, individual coping styles, and post-disaster mental health support are all factors that contribute to the risk of these conditions.

So how do we improve the mental health of first responders? Implementing programmatic changes is a must.

- Education on the importance of a cultural shift in how professionals in this field have learned to cope is necessary.
- Preparedness and response are key in reducing behavioral health risks.
- Assessing the suitability of new staff for the first responder role before they begin work in order to ensure that their personality and mental health status are such that they can handle the stress of work as a first responder.
- Educating on how to look out for symptoms of mental health issues (departure from normal

behaviors, including increased drinking, change in dietary habits, sleep patterns, mood swings) if they believe they need help.

It takes a collaborative effort between organizational leadership and coworkers to establish a work environment that provides adequate training to build resilience as well as supporting them in seeking help when needed. There are agencies that can provide help to prevent or alleviate these behavioral health issues through preventive training prior to disasters or other events.

Behavioral health interventions to address burnout, increase resilience and reduce the risk of behavioral health problems in first responders have been tested in a number of studies. In an intervention study, Everly, Lee McCabe, Semon, Thompson, & Links, 2014), for public health personnel without mental health training, a training program in Psychological First Aid increased self-efficacy and confidence in personal resiliency. We need a more proactive approach. Let’s reach out very early on. Let’s look at the day it happens...the death of a child, multiple shooting...that day. Let’s reach out before we see the signs and symptoms. As more first responders discover the resilience they can access through others, and particularly their peers, they become better able to maintain their own behavioral health while addressing the myriad challenges of disaster response.

Melissa McLemore, MS, LPC-S
Licensed Professional Counselor Supervisor
Dallas Counseling & Treatment Center
Clinical Supervisor, Uptown Dallas



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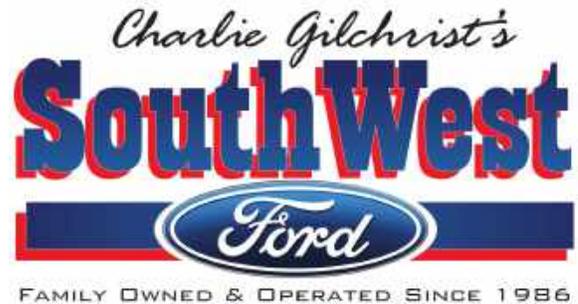




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Fourth Vice President



The Future is Stronger With One Voice, FOP Strong
By: Anthony Andujar

What does it mean for a police association to have a stronger more unified state and national voice and what does it mean for us here at the DPA? What is the Fraternal Order of Police and where did they come from? If the DPA has been around and doing very well since 1959, why the need to join a larger organization? We are local cops, why are we worried about what happens in Washington D.C. or Austin?

Let us start with a little history. The Fraternal Order of Police was founded in 1915 by two Pittsburg, Pennsylvania, patrol officers. The very first meeting of the Fort Pitt Lodge #1 was May 14, 1915. The founders decided not to use the word “union” due to the strong anti-union sentiment of the time. In 1918, it was decided that the FOP would become a national organization.

From the beginning the FOP constitution has stated that “Race, Creed nor Color shall be no bar.” Since then, the FOP has grown to over 346,000 members and 2,100 local lodges. Until now, the FOP has maintained the highest profile in the northeast part of the country, with Pennsylvania and Ohio being the largest member states. Since the 60’s and 70’s, the FOP has maintained a national presence in opposing policies and laws effecting law enforcement throughout this country and is considered the premiere voice for officers in Washington D.C.

The DPA was started by a handful of Dallas police officers in 1959 as a way to give officers a voice when dealing with working conditions, fairness in the workplace and other issues that affected them. The idea was to provide officers with representation when dealing with the command staff and city hall. At the time, the word “union” was considered to be a contentious word and the decision was made to use the word “association”, so as not to upset the powers that be at the time. Since that time the DPA has grown and maintained the core mission of representing members in

workplace disputes and issues.

As time went on the association grew and evolved. The issues facing officers have become more complex and the political influence from outside the department has become greater and comes from all corners of the country. No longer are we concerned with just the political influences at city hall. Today, political influence and policies from Austin, Washington D.C., and even other states directly impacts us here.

The DPA became FOP Lodge 716 in June 2018. Since then, a lot has happened. Three years ago, Texas FOP had about 3500 members across the whole state. Texas FOP was one of the smallest state lodges and had very little representation or influence at the national level. In the time since becoming Lodge 716, other associations have come on board. Those include, Houston, Plano, McKinney, Frisco, TMPA, Harris County and several more poised to join soon. As a result, Texas now has 15,000 FOP members across the state. Texas moved from near the bottom of the FOP state ranking of membership to this year being one of the top five states in the FOP.

This summer Texas FOP attended the 64th Biannual National Conference of the Fraternal Order of Police in New Orleans, Louisiana. Texas FOP showed up in full force! In a huge hall filled with thousands of cops from all over the country, everyone knew Texas was in the house. Texas had candidate Joe Gamaldi, president of the Houston Police Officers Union, on the ballot running for Vice President of National FOP! Joe won his race by a large margin.

There is a saying that I am particularly fond of, “You can either take a seat at the table or you will be on the menu.” With Gamaldi’s election Texas FOP now has a seat at the table. Not only do we have a seat at the table, but we have a strong, loud voice to represent us all on a national platform!

You may have noticed; Gamaldi wasted no time using his voice to advocate for officers. He has already made multiple appearances on national media outlets to speak out against false narratives and district attorneys who

use their office to implement social justice reforms.

This is just one reason the DPA decided to become a part of the FOP. A strong unified voice gets noticed. It is difficult for politicians to ignore 350,000 law enforcement officers speaking with one voice. The DPA Political Action Committee has always been recognized as a strong advocate in the halls of the Senate in Austin. Now imagine when the DPA PAC goes to Austin with the backing of 15,000 state FOP members.

Enough is enough. It is time for law enforcement across this country to stop taking it on the nose. The false narrative of police officers being the bad guys has to stop! It is time for us to speak with one strong voice against this false narrative!

The political waters ahead are going to be very choppy. Please consider giving to the DPA PAC or increasing what you already contribute to help fight the political tides against us! If you are not familiar with the DPA PAC or would like to learn more, please drop me a line and I will be glad to explain it to you.

This is why DPA is proud to be FOP STRONG!

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Business



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

December 2019

November 2019

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 November 12, 2019 at 10:17 a.m. The meeting was called to order by the President, Michael Mata.

The status of each member of the Board of Directors for this meeting is as follows:

The following proxies were received: Myers to Castro; Belew to Castro; H. Bowen to Hernandez; J. Bowen to Hernandez; Taylor to Winkler; Peeler to Winkler; Herrera to Hertel. Minutes of the meeting.

- Pease gave the invocation.

- The minutes of the October 8, 2019 Board of Directors meeting was presented to the board for review and approval.

MOTION by Meno seconded by Hertel to accept the minutes as presented. Motion passes, no opposition.

- Mata gave the public safety numbers for the Dallas Police Department as reported in NIBRS. Highlights are both non-violent and violent crime numbers are up over the same period last month/year. Hiring goals were 255 for 2019. DPD hired 281 and lost 242 to date in 2019. Response times are up over same period last month/year. Discussion by the Board.

- Mata presented the DPA Annual Budget for 2020. The Secretary/Treasurer could not present because of mandatory training by DPD.

MOTION by Gordon seconded by Clore to accept the 2020 Dallas Police Association Annual Budget as presented by President Mata. Motion passes, no opposition.

The Board Meeting was adjourned at 11:00 a.m., November 12, 2019.

The minutes of the Dallas Police Association were duly recorded on November 12, 2019.

Original signed

E. J. Brown

Recording Secretary

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 December 10, 2019 at 4:15 p.m. The meeting was called to order by the President, Michael Mata.

The following proxies were received: Stolarzyk to Andujar; Garst to Janse, H. Bowen to Hernandez; J. Bowen to Hernandez; Taylor to Hertel.

Minutes of the meeting.

- Invocation given by Pease.

- Moment of silence for those officers killed in the line of duty in New Jersey, Houston, Texas and several other places in the United States; and for the 115 officers murdered so far in the United States in 2019.

- The minutes of the November 12, 2019 Board Meeting was presented to the board for approval.

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

- Castro presented the Cops' Cop Award for December 2019 to Ray Dominguez.

- A solicitations request was made by Javier Avila, DPD Bicycle Racing Team. Requested support of the efforts of the DPD Bicycle Team. Request tabled until January 2020 board meeting.

- Mata discussed issues surrounding Chief Hall and the letter sent to Chief Hall by the Dallas City Mayor addressing efforts to reduce violent crime in Dallas. Discussion by the Board.

- Mata stated that Deputy Chief Al Martinez is retiring from DPD to work at the Dallas Catholic Diocese. Discussion by the Board.

- Mata and Frazier discussed the FOP meeting in Washington, DC with the Department of Justice and President Donald Trump. Discussion and questions by the Board.

-Mata stated he has no information on promotions and neither does Chief Hall. Apparently 27 DPD officers made application for the vacant Major positions, but Chief Hall only interviewed 11 of the 27 applicants. Discussion.

- Mata stated that he needs to know the names of any DPD officers who have been accused of missing their shift assignments at the Texas State Fair and are being disciplined. Discussion and questions by the Board.

- The following upcoming events: December 10th - Adult Christmas Party; January 2020 - Cops' Cop; January 8 - Leadership Summit for DPA Board of Directors.

The Board Meeting was adjourned at 5:20 p.m, December 10, 2019.

The minutes of the Dallas Police Association were duly recorded on December 10, 2019.

Original Signed

E. J. Brown

Recording Secretary



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Note: This program is limited to active and reserve officers of the Dallas Police Department and their immediate families.

www.atodallas.org

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.

Dallas Police Association

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