



The Shield

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Follow the DPA on:



President's Message



Letter to the Chief

By Michael Mata

The following letter was sent to new DPD Chief U. Renee Hall on August 3, 2017:

Chief Hall
Detroit Police Department

Dear Chief Hall,

First, I would like to personally congratulate you on your appointment as the new City of Dallas Chief of Police. I know it was an exhaustive process that at times was a bit overwhelming. You weathered the storm, and I believe we the troops have come out the victor. I am very excited about you becoming our new leader. I have had the honor of serving this city for 23 years and have never regretted walking in that door at the personnel division all those years ago. Unfortunately, as of late many others don't share my same feelings.

We have several challenges awaiting you, most importantly the huge exodus of not just older, tenured officers and detectives retiring but our most talented young officers as well. As you know from your experience in Detroit, this can have long lasting repercussions on the future growth of the department and its ability to give the citizens the level of service that they deserve.

We have some who say our department can never recover and regain the level of professionalism and respect we once garnered in the past. I could not disagree more. We are just in need of a new form of leadership. We need to return to believing in the men and women who patrol the streets every day, and they will believe in their leadership again. We need to regain the idea that they "the men and women" are the best daily form of community policing. I think there is definitely a place for community outreach programs and police interaction units, but your best outreach program is the street cop. It seems this department has forgotten that. Along the way we have taken the ability to engage with the community away from the patrol officer and replaced it with call chasing. There was a time when beat responsibility truly meant that, an officer was responsible for his beat, not because he was told to but because he wanted too.

As you have learned, morale is at an all-time low in this department, and it's easy to say it's because of

low pay and horrible benefits. Though that does play a part, morale is at this state because of poor leadership and ineffective policy and practices. We are entirely too heavy in the command ranks. The department did an independent efficiency study over 10 years ago, and at that time the top priority that needed to be addressed was that the department was too heavy in the command ranks. What was this department's attempt to correct? We increased the Command Staff by over 20 positions, all while officer staffing levels have fallen to levels unseen since the early 2000's.

The second most alarming dysfunctional aspect of the current department is the Internal Affairs Division. I completely agree with holding officers accountable for misdeeds or mistakes. We have the upmost responsibility to the community to address their concerns and hold the rank and file accountable for improper policing. But officers should be disciplined in a way that it is corrective and effective. Right now it takes on average over a year to get an investigation completed. That means even minimal corrective action takes over a year. And during this time the officer cannot apply for transfer or promote. This system has turned into punishment rather than discipline and is broken.

We have commanders who sit in hearings, look at officers and say, "I know what you're feeling or I understand" or even worse "I would have done this or that" when that commander hasn't answered a call nor put handcuffs on a person in 15 to 20 years, and that is completely unacceptable. I understand you go out and on occasion, answer calls to do "real police work." I truly hope you continue the practice and require it of the commanders here, because I'm sure you would agree policing in these times is much different than even 10 years ago.

Just these small changes will have huge impact on officers' morale and their ability to believe in their leader again. I believe there are 3 components of a successful police department.

1. Officers
2. Community
3. Crime

If you take care of your officers, your officers will take care of the community and together the community and the officers will take care of the crime. We have got to get back to having the ability to step out of the squad car and meet and talk to the community. And I'm hoping with your new leadership philosophy and experience we can regain what we have lost in the trust of the community but even more the trust of our officers.

Lastly, I assure you the Dallas Police Association is

here to help you to succeed; we need you to succeed. And to do that, we will assist you in any and every way possible. We represent almost 90% of the rank and file, and we are all in this together.

We will succeed together, or we will fail together. In you, I see us succeeding!

So in closing, welcome to your new home, your new city but mainly welcome to YOUR NEW FAMILY!

Sincerely yours,
Michael Mata
President
Dallas Police Association

UPCOMING DPA MEETINGS

Board Meetings

August 8, 2017 - 11:00 a.m.

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

General Meeting

November 14, 2017 - 11:00 a.m.

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



By Dan Russell

On U. Renee Hall:

First, a question. What is it that we, the rank and file of the Dallas Police Department, want in a new

Chief of Police?

If we cannot answer that question, then we cannot make even a reasoned assumption regarding the expectations of the next Chief. So, what was our (my) wish list?

First, I wanted an outside hire. A fresh pair of eyes, to look into the organizational culture of the department and shake up what needs to be shaken, and leave what works. There are countless practices and policies that could use revision, and the right Chief could bring the heat on some of the rot and complacency that has infected so much of the department.

Internal Affairs investigations that take years. Punitive personnel practices by Command Staff. A Transfer Policy that is sneered at and used only as a vehicle of convenience to ensure that only those that match the desired demographic, come from the desired group of friends, are selected. (God forbid someone from Patrol gets picked for an internal vacancy in investigations, SWAT, etc., as no one has been allowed to leave patrol for quite some time). I want a Chief not afraid to trim the fat on policies, and let us get back to work.

I want a Chief not beholden to those already with stars, leaves or bars on their collars.

I want a Chief that will take a broom to the upper management, right-sizing the supervisory ranks and making sure that everyone has a reality-based understanding of day to day operations, rather than the fantasy land of sixth floor briefings and management by email that has permeated the “leadership” ranks.

I want a Chief that is in touch with the real troops that get stuff done. The patrol cops, the detectives, the dog handlers and tactical guys and gals that actually chase the criminals and put them in jail.

The men and women that change flat tires, shag calls, and are the true public face of the department. Youth outreach is awesome. NPO is nice. But the backbone and critical function of a police department is crime detection, suppression, and prevention. (If you want some good youth outreach, give patrol cops badge stickers again. Those are the best community goodwill tool out there, and we don’t use it for some reason; or at least it’s made terribly difficult to find the

dang things).

I want a Chief that will halt fake crime number reporting, and the deceptive corruptive practices of fudging the numbers that has been suspected for so long as the reason behind the “unprecedented” crime reduction that took place on David O. Brown’s watch. (Can we start reporting shoplift theft again? That’s a whole stinkin’ category of crime that hasn’t been reported in five years).

I want a Chief that will lead from the front. One that will actually go get in a squad car occasionally and answer some calls. One that isn’t afraid to make details at sub stations and answer questions. One that will be approachable, knowledgeable, and communicate effectively with the entirety of the department, the city management, and the media. One that will continue to solicit suggestions from those at the tip of the spear, and be responsive to them, as Interim Chief Pughes has done.

I want a Chief that “gets it” with the larger national dialogue going on with regards to police use of force. I want a Chief that isn’t afraid to back an Officer publicly that used force when necessary, and explain to the public why it may be ugly on TV, but why that Officer was in the right.

I want a Chief that isn’t afraid to stand up and say we got it wrong, and we will handle it appropriately; when we get it wrong.

I want a Chief that will be transparent in management practices, overall priorities, organizational goals and direction, and that will work effectively with city management to obtain the necessary resources and achieve those goals as laid out.

I want a Chief that isn’t afraid to walk a neighborhood in a Class B uniform and engage with citizens. (Personal opinion, I think we could change some administrative mindset if we got them out of Class A’s and put them in a beat cop’s uniform, and then forced them ALL to go out and work occasionally).

I want a Chief that is a leader, not a manager - and one who does not tolerate managers as members of the command staff. Leaders only.

I want a Chief that has the wherewithal, the perseverance, the stick with it-ness to ride this Department through turmoil and tribulation until the ship is righted and the overall staffing numbers are trending upwards.

I want a Chief selected not BECAUSE of political pandering, gender or race appeasement, or for the optics - but in spite of it. I want the best person for the job.

Finally, I want a Chief with the experience to know how to do the job, and with the open-mindedness of

a learning mindset to try new things and seize upon innovations to constantly improve what needs to be improved, and yet the knowledge base to know what works and leave that alone.

Those desired traits in a Chief are just starting points.

It's a short list, right? It's kind of a dream sheet, like buying a house; where the budget never fits the desires.

So Let's talk Ulysha Renee Hall, of the Detroit, Michigan Police Department. How does she measure up to those desired characteristics?

Dallas is the new Detroit, right? We've heard that from old heads repeatedly. We may as well get a Chief from Detroit. Figures, right?

I say, wrong. Detroit had a plethora of issues regarding their economy, the loss of countless jobs in their core industries, broken and dilapidated neighborhoods, and generations of declining population. Dallas has none of these.

What Dallas has in common with Detroit, is a tradition of shoddy city management, and a problem with the Police/Fire departments causing a mass exodus of experience at the top and young talent at the bottom. That's not enough to make Dallas into New Detroit.

Dallas isn't dying - it's thriving. There are cranes dotting the skyline, and buildings are being thrown up all over town. The skyline looks different now than it did nine years ago when I moved here. In spite of the Great Recession, the City of Dallas continued to grow. Jobs are plentiful, the economy is good, and Texas as a whole has only benefited from the diversity of an economy that stretches into such financial markets as transportation, import/export, technology, energy, and banking. Dallas is a part of that success, and has reaped the benefits. Dallas as a city, as a community, is not the problem. In these ways, Dallas is not "New Detroit."

And yet, morale has crashed. For the entirety of my time with DPD, I've heard, seen, and remarked at how remarkably low morale has been within the rank and file. Attrition is high. We are dealing with an exodus of personnel within the Police Department, of all ranks and tenures.

The City Management is the problem. The pension is the problem. Pay is the problem. A garbage benefits package is the problem.

The next Dallas Chief of Police can fix exactly none of these.

U. Renee Hall does not have the power to fix the pension to save morale. She cannot give the department raises to bring our pay and benefits package in line with surrounding North Texas communities. She does not have the power to end short-sighted city management practices. She cannot settle the pay lawsuit, merge the

unions into one more effective bargaining organization, or wave a wand and disappear all the issues that plague our department, our city, not of her own making.

What U. Renee Hall can do, is utilize the experiences in staffing priorities, potential morale boosting practices, and other incentives she is sure to have seen during her 18 years in Detroit as that DPD faced a cumulative 58% reduction in manpower during her career there. From a peak of 4,000 officers, Detroit PD is now a shadow of its former self at only about 1,700 men and women that wear the blue. Surely, Chief Hall will have something to offer after riding through that experience.

What Chief Hall can do, is be a leader in touch with the reasons behind why we do the job, and remembering that the forest is made up of trees - and each tree is important as a part of the whole. Recognize that we chose this profession knowing the hardships, and wanting to do it anyway - we just want to be allowed to work in a culture where the rules make sense, and we are all on the same page.

What Chief Hall can do, is lead the various fractured elements that are all out for their individual agendas, and bring them to the same community table of Service before self.

What Chief Hall can do, is use her bully pulpit as Chief of Police to advocate for better pay and benefits for her personnel - beset by stagnant salary levels, an impending pay cut towards our dubious pension, the worlds worst insurance plans, and the knowledge that although she does not retain bargaining power on our behalf, she is the highest ranking Police official that could speak the truth on these issues. She could countermand the hokum spewed by the Mayor and his cronies; where he "supports the police" one minute and casually dismisses legitimate grievances the next.

What Chief Hall can do, is be a cop's cop. A troop leader. A community advocate. One who works knowing that the best interests of the community lie in having a first rate, professional, motivated police force to go out and Serve that very same community.

If Chief Hall can do all that, then she will be exactly what we need as a Department, as a City.

Unless or until proven otherwise, she has my full support.

Ulysha Renee Hall is about to be our Chief of Police. Pray she's a good one.

SPQR





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Welcome Letter

Welcome To Texas Chief Hall,

Howdy! Welcome to Texas! As you are fixin' to settle into our little town on the prairie, we, the rank and file of the Dallas Police Department, thought we would provide you a helpful how-to guide on being a Transplant Texan.

You see, many of us at DPD are Transplant Texans ourselves, and wanted to offer you the benefit of our own experiences moving down south to the buckle of the Bible Belt.

Rule number one: TEXAS IS THE BEST STATE EVER. Wherever you came from before is nothing in comparison. Texas is everything. Texas is life. Texas is home. You don't ever have to go back to that state you used to live in - what was it called? See? You already forgot.

One of the first things you may notice as you travel about our fair metropolis on the beautiful Trinity River, is the expected change in diction, vocabulary and phraseology. "Y'all" is an appropriate word to address any small group of 1-5 people, and "all y'all" can be used to address any group size ranging into the tens of thousands. It can be used formally or informally, and connotes some of the down-home familiarity of the south. You also may find it convenient to adopt "fixin' to" in your own vocabulary; as this is used to convey any activity you are planning, preparing, scheming, or pondering. The list of additional southern specific words is expansive and could fill this whole letter; but we felt the need to make sure you know at least "y'all" and "fixin' to."

Secondly, you may find that the Texas cuisine is world renowned for the various ways that tasty meat morsels in prepared, sauced, charred, and consumed. We've heard a suspicious rumor that you're a vegetarian, but rest assured, none of us believe such a diabolical falsehood. Why, the devastating blow to morale would be felt across all five counties that Dallas expands into if word that our CHIEF won't eat some barbecue turned out to be true.

On that note, there are three major food groups in Dallas - barbecue, tacos, and fried food.

The last one first - fried food is such an institution that at the world-famous State Fair of Texas, there are competitions to find the most outlandish fried foods for fair-goers to try out to diversify an already broad palette. (Finalists in the competition this year include fried beef jerky, deep fried Reuben, and fried Texas dirt. Seriously). More typical fried foods include chicken, (chicken and waffles is legit, try Hattie's or

Jonathan's in Oak Cliff, or Breadwinners in Uptown) fried catfish, and of course chicken fried steak.

Barbecue is a time-honored staple category of Texan cuisine, with historical roots and secret family recipes going back generations. Usually accompanied by pickles, onions and Texas toast, the best barbecue often doesn't require sauce (this is a hotly contested debate, and you may see where the author of this letter falls. Sauce is not to be disregarded as important to the overall experience, but I will say that really good brisket shouldn't need sauce). If you feel tempted to retain your vegetarian ways, a visit to Pecan Lodge in Deep Ellum may be enough to dissuade even the most ardent of herbivores.

Lastly on the cuisine topic, TACOS. Tex-Mex is a food group that will provide you with endless opportunity for exploration in the Dallas area - and if you insist, some of the dishes are even vegetarian friendly. Some of the best places are a little easier to order at if you speak Spanish, and may be cash only (El Taquito Cafe on East Grand Ave). Buuut if you're a gringo like many of us fellow Transplant Texans, you make do with the deliciousness of such epicurean delights as served by Fuel City Taco (Yeah, gas station tacos are high on the list), Tacos Y Mas, or the little taco truck on yonder corner.

Honorable mention on food - kolaches. Just ask around. You won't be disappointed.

In addition to vocabulary and food, you may find some differences here in the weather. See in Texas we've heard of this thing called "snow." Many of us have even seen pictures on Instagram, or ventured to ski in exotic and faraway lands called "Colorado." But whenever there is even the mention of "snow" in the forecast, all social order in Texas breaks down and it's everyone-for-themselves. School is closed before the first snowflake falls, and by the time that first flurry has dusted the concrete jungle that is our fair city, there is gridlock on every surface street and freeway. Conversely, our summers can get a bit long here. Bring a sweat towel, make sure your car has good air conditioning, and learn to park in the shade (your patrol officers would really appreciate external vests being approved, because of the heat. You get sweaty the first hour of the shift and you're wet the rest of the shift).

Okay, now a big one - sports.

You are now a Dallas Cowboys fan. This is non-negotiable. If you didn't care about football before - (We only like Matt Stafford because he's from Highland Park) - you do now. You may find that entire command staff briefings (and patrol details) are

sidetracked by gossip about Zeke's legal troubles or what a wonderful role model Dak Prescott is. When we learned that Dak texts his mother, (may she Rest in Peace), before every game, the hearts of every steely-eyed cowboy hat wearin' tobacco chewin' hard drinkin' Cowboys fan darn near melted. (This is written by a Seattle Seahawks fan. Believe me, it is easier to just adopt the Cowboys. It will save you the pain I have had to endure after a decade of living in Dallas surrounded by Cowboys fans. Just conform).

Dirk Nowitzki is now a hero of yours. You fondly recall when the Mavericks won the NBA Championship in 2011. Adrian Beltre is known to you as Mr. 3000. You wistfully remember the two seasons in a row that the Rangers made the trip to the World Series, and when they were within one strike of winning the Fall Classic.

Cowboys. Rangers. Mavericks. Stars. Your old life was without meaning until you met and learned to love these Dallas teams. And we are glad to share them with you.

Welcome to the team, Chief! (All of them).

Lastly, living situation. We understand it may not be politically feasible to live outside the city limits of

Dallas, just as for many of us it isn't financially feasible to purchase a great house in a safe neighborhood within the city limits. That said, we recommend that you live within the 635 loop, it will be a lot easier for you if you don't have to learn about Dallas traffic the hard way.

As you settle in to your new city, don't hesitate to avail yourself of the millennia of man-years of experience held by the nearly 3,000 officers you now have the privilege to lead. We would gladly give you advice and further tips on living in Dallas, as well as many other miscellaneous topics. Details are held daily at 7am, 8am, 3pm, 4pm, 11pm, and 12am. You can find us gathering at any of these times at any of the seven substations (plus CBD in your very own headquarters building) seven days a week, including Sabbath day and even on Christmas.

Don't be a stranger! And welcome to TEXAS, we're glad to have you!

Go Cowboys! (I know you would look great in a Stetson! I bet the rest of us would look great in Stetsons in uniform, too!)

Respectfully,

The Officers of the Dallas Police Department
Serving since 1881



On July 8, 2017, I completed the 3.2 mile Run For The Blue in full uniform. I ran in honor of the officers that were killed on 07/07/16. It was a hard run in full uniform but nothing in comparison to the ultimate price of giving your life.

Senior Corporal Michael Johnson #8892

Sippin' with Spouses
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Monday, September 11, 2017 5:00pm

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This is a fun, family event. We will have water slides and a new basketball goal! Bathing suits and towels are a must! Pizza & drinks will be provided by the DPA Spouses. Feel free to bring a dessert!

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.

Your Health



Your Community Pharmacist Stress Management and Sleep

By Amber Myers, PharmD
communityfarmacist@gmail.com

I don't need to write this article to tell you that you have a stressful job. The past few years have taken a toll on every officer in some capacity, and I want you all to be aware of the different ways your body is handling this stress, both physical and emotional, and to give you some tools to possibly help your body relax.

Nerd alert: Your body has a built-in mechanism to handle the stress of being chased by a predator at any given moment called the "fight or flight" mechanism. This mechanism is now in a continual heightened state from being on alert in day-to-day situations like your job. You may feel it kick in when you're about to enter a residence looking for your suspect. Once the event of finding your suspect is over, your body releases a hormone to repair any areas if needed, then disappears. But because your day doesn't stop after that warrant is finished, the hormone continues to be released. This hormone is called cortisol.

Cortisol is responsible for other activities in your body. It is needed to wake you up in the morning as part of a healthy circadian rhythm (your sleep-wake cycle). This normal peak of morning cortisol is important for many secondary immune functions, but when cortisol is released in peaks throughout your law enforcement day, your normal sleeping pattern gets wrecked, leaving your immune system weakened. You may not think you feel stressed, but your body and others around you say otherwise.

What signs or symptoms should you look for that indicate your body is stressed? The American Institute of Stress lists these as some of the top symptoms of stress: jaw clenching, teeth grinding, neck & back aches or pains, frequent colds or infections, heartburn, nausea, chest pains, rapid heart rate, increased agitation or anger, and many more.

When you first started on the department, you may have had more of the common signs for stress, but as you have put on a few years, your body has grown tired. And for you more seasoned officers, you're just plain exhausted when you come home. So what can you do to help relieve some of this stress? Sleep. Sleep. Sleep.

I cannot stress enough how important it is to get sleep so that your normal circadian rhythm can be realigned. But how can you get sleep if your main

problem is getting quality sleep? Here are some ideas:

1. Use your bed for sleeping or intimacy only. That means no TV or cell phones in bed. For some, reading a book can be just as mentally stimulating as a television.

2. Speaking of electronics, stop using them at least an hour before bed. That means no more Netflix and sleeping on the couch (of which I am guilty). If you can't get away from using your phone before bed, at least turn the blue lighting off the screen. iPhones have a setting called Night Shift that you can pre-set the times when the blue light turns off and back on again in the morning.

3. Establish a regular sleeping pattern, including going to bed and rising at the same time every day, including weekends. This one might be harder for those of you who work extra jobs or work nights and have families to come home to, but you should establish a pattern so your body knows it's time to fall asleep. Turn off electronics, take a shower, put on your pjs, lie in bed doing deep breathing exercises, etc.

4. Make your sleeping area dark and keep the room cool. Find your happy temperature that helps you stay asleep.



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5. Try to avoid caffeine or alcohol 4-6 hours before going to bed. You may think alcohol helps you go to sleep, but it doesn't help you stay asleep or get quality rest.

If you choose to use medication to sleep, please remember that those are not meant to be used long term and some have serious side effects. You can talk to your doctor about which options are best or ask your local pharmacist about over-the-counter options. I personally don't recommend any of the prescription products unless it is a last resort.

Other ways to help with stress are exercise (but not too close to bedtime), proper diet, yoga/meditation/prayer, acupuncture, massage, and to quit smoking. Some of these options are possibly covered under your insurance plans and should be verified by your provider.

Ultimately, you need to sleep to be your most productive and aware for your job. Quality sleep leads to cell repair in your body and restores your immune function, as well as decreasing your overall stress on your body. Plus, it'll put you in a better mood which makes everyone happy, including you.

If you have any questions or comments, please feel free to email me.

Stay safe out there

To see the full list of Common Signs & Symptoms of Stress, visit www.stress.org for more.

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

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.

Thank You

Thank you for sharing our sorrow. Your kindness will always be remembered.

The Family of Mary Briguglio

Thank you for the kindness you expressed to my family upon the sudden passing of my wife, Kathy Lynn Grissom. We deeply and sincerely appreciate the very beautiful arrangement.

Thank You,

Sgt. James Grissom #4540 And Family

People

Our Deepest Sympathy

The family of **Retired Police Officer James M. Lewis, #1331**. Police Officer James M. Lewis retired July 18, 1978 after 22 years of service.

The family of Ms. Bonnie Holland, Grandmother of **Senior Corporal Scott Hopkins** (Central Investigative).

The family of **Retired Senior Corporal Lane Weible, #4752**. Police Officer Lane Weible retired December 23, 2009 after 27 years of service.

The family of Ms. Rosie Christian, Grandmother of **Major Avery Moore** (Northeast).

The family of Ms. Elnora Franklin, Mother-In-Law of **Senior Corporal Kerry Willis** (Personnel) and Aunt of **Sergeant Calvin Johnson** (Capers).

The family of Ms. Ruby Randle, Mother-In-Law of **Police Officer Antoine Hughes** (Love Field).

The family of Ms. Angelita Perez Rendon, Mother-In-Law of **Senior Corporal Jose Rivera** (Narcotics).

The family of Mr. Ricky Lee Lancaster, Brother of **Senior Corporal Randy Lancaster** (Traffic).

The family of Mr. Enrique Solorzano, Father of **Senior Corporal Noel Carrasco** (Narcotics).

The family of Mr. Joe L. Vaughn, Father-in-law of **Sergeant Jose Scott** (Communications).

The family of Mr. Donald Max Ross, Father-in-law of **Senior Corporal Troy Klinglesmith** (K-9).

Extra Dues Schedule

May 2017 - Full Month

Lorne Ahrens #8193

June 2017 - Half Month

Hans Campbell #10452

July 2017 - Half Month

Tim Casey #7299

August 2017 - Half Month

Mitchell Hamm #8779

October 2017 - Full Month

Patricio Zamarripa #10112



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From The Field



Strike 3, I'm Out

By Matt Rushing

Most of you don't know me and why should you? I'm a dork who loves history and reading; but, if there is one thing that you should know about me, it is this; I am a huge Texas Rangers baseball fan! Why, you might ask? Because I am a masochist for disappointment and failure. A true connoisseur of false hope and shattered dreams. So, imagine my anguish when I stopped one of my favorite Rangers players for speeding on the traffic grant and my thirty minutes were almost up (For those of you who don't know, there is a rule on the traffic grant that you must account activity for every thirty minutes while working the grant). Why am I working the traffic grant? I can hear hundreds of you asking. Because I'm a broke, miserable bastard who'd rather write a few tickets for overtime than direct traffic in front of Club Golddigger on my days off in order to earn extra money. But anyway, I digress...

So there I was, parked in my hidey-hole, my Stalker radar gun in hand, my visual estimates are on point. The summer sun is beating down on the hood of my squad car adding about fifteen degrees of heat to my old squad car's broke a/c. I see an SUV break away from a pack of cars and I hit it with the radar: 53 in a 35. I light him up. He pulls over. I run the plate in order to make sure the vehicle isn't stolen and I see a recognizable name. "No," I say, "it can't be." Angus Young is hammering out the riff to "Thunderstruck" on the good-time radio which I have playing quietly in the background in order to drown out the noise of the freeway.

I walk up to the car and the driver's window rolls down and I immediately recognize the face, the face I'd seen on my tv, running down fly balls in the outfield, stealing base after base and losing fifty-two games along with the rest of this depressing team. Well, I did what any professional Police Officer would have done, I stammered on like a coked-up, Loop 12 panhandler. I forget where I was and what

I was supposed to be doing; I forget who I was until some citizen on the freeway squealed his tires and brought me back to reality.

I asked for his driver's license and I headed back to my squad. I couldn't believe it. I sent an M.D.T. message to a buddy of mine that I knew was working the grant that afternoon.

"Dude, you'll never guess who I've got stopped."

"Who?" my buddy asked.

And then I name the player.

"Write him, it's punishment for that game last night."

He was referring to the Rangers' third shutout loss of the year to....the Marlins.

I write him the ticket and get him to sign it. When the deal was done, I whispered to him... "I know who you are. I love you. I love the Rangers."

He replied while laughing, "It's okay. We're cool." We're cool. Go Rangers!

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UPCOMING EVENTS

August 24th - Kevin James Sporting Clay Shoot

September 16th - Freedom Run

September 27th - ATO Bill Carollo Back The Blue Golf Tournament

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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 the Administrator of the Dallas Police and Fire Pension System from 1982 through 1992. He also served as the Accountant of the Pension System from 1977 to 1982. 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. From 1992 to 1995, Jerry served as the Executive Director of the Kansas City, Missouri Public School Retirement System.



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Investment
Advisor



Jennifer
Lander
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Business

DPA Board Minutes



The Board of Directors, Dallas Police Association, met at the offices of the Dallas Police Association (referred to as "DPA"), 1412 Griffin Street East, Dallas, Texas 75215 on July 18, 2017 at 10:15 a.m. The meeting was called to order by the President, Michael Mata.

The following proxies were received: Figueroa to Forness; Taylor to Helms; Gordon to Myers.

Minutes of the meeting.

- Griffis gave the invocation.
- The minutes of the June 13, 2017 Board Meeting was presented to the Board of Directors. ***MOTION*** by Gonzales seconded by Valencia to accept the minutes as presented. Motion passes, no opposition.
- Mata and Frazier discussed the Texas Legislature's special session and the bills to be discussed. The two bills which impact the DPA members are the Property Tax Cap bill and the dues deduction bill. Discussion and questions.
- Mata discussed what took place during the interviews for the new Dallas Police Chief. Discussion and questions.
- Mata stated the study session for the sergeant promotional exam will begin on July 24, 2017 at the DPA.
- Mata stated the command staff of the Dallas Police Department has decided to revamp the procedures for the Internal Affairs Division. This effort was proposed to the command staff nearly 3 years ago by the DPA and the recommendations never moved forward. Discussion and questions.
- Mata discussed the certification pay issues. Several members impacted because the City of Dallas Human Resources Department is unable to understand the implementation procedures of the Meet and Confer contract which was in place when the affected members qualified for certification pay. The issue is being addressed by the Meet and Confer team.
- Mata stated the FBI is having a Texas Night and the Houston Police Officers Union and the DPA want to sponsor the event. The cost is split between the HPOU and the DPA and is \$500 each. Questions and discussion. ***MOTION*** by Valencia seconded by Garst for the DPA to sponsor the Texas Night with the HPOU at a cost of \$500.00. Motion passes, no opposition.
- Mata stated the upcoming events are the

Children's Advocacy Conference on August 8, 2017; Kevin James Sporting Clay Shoot on August 24, 2017, and the ATO Golf Tournament on September 27, 2017.

- Mata discussed the incident involving Officer Hess and the lack of legal representation he received from his employee group. Discussion and questions. The Board Meeting was adjourned at 11:01 a.m., July 18, 2017.

The minutes of the Dallas Police Association were duly recorded on July 18, 2017.

Original Signed

E. J. Brown

Recording Secretary

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