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2015 Cops' Cop



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Assist the Officer: www.atodallas.org

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Letters, articles or photographic submissions are welcome. All submissions must be accompanied by the name and number of the contributor. The editor reserves the right to edit all contributions for libel and length.

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PRESIDENT



CHOICES??

by Ron Pinkston

There have been two issues arising repeatedly at city council meetings over the last several months. They are the need for Dallas police officers to be paid more and the need of the Dallas Police Department to increase the number of officers on the force. Chief Brown has even agreed and has said, on more than one occasion, we need to pay our officers more and we need more of them.

The starting pay for a Dallas police officer is 20% lower than that of surrounding cities, based on a survey conducted by the Dallas Police Department. Not one city council member has denied that Dallas police officer pay is the lowest in the Metroplex. Most agree the City of Dallas needs to pay its police force more in order to be competitive. The problem is the city manager is the person who is in charge of negotiating the contract with the four police associations and the three fire associations.

He has allowed the city to fall into such a deep hole in regards to police pay that the city is now at a cataclysmic point where they stand to lose valuable, trained 1-10 year officers. Increasing pay would be one way to slow the trend of officers leaving the Dallas Police Department and attract qualified candidates.

For example, raising pay 7% for a year would cost the city roughly \$30,761,000. Maintaining the pay steps for the year is roughly \$2.7 million, not the \$10 million figure that was thrown out in last year's budget meetings. Combining the cost of at least a 7% raise and the continued pay steps comes to \$33,461,766.

Based on the training cost of \$150,000 per recruit, the cost to train the replacements of the estimated (100) 1-10 year officers who will leave the Dallas Police Department because of low pay and other issues is \$15 million. With the hope of the city again making pay for Dallas police officers competitive, maybe our valuable 1-10 year officers will no longer leave the Department for greener pastures at the historic levels they are now.

The additional net increase for just a 7% across-the-board raise to keep officers here would only be \$18,461,766 to the city's operating budget. While this is only one year, and it would take multiple years of increased pay to once again make the city competitive, it is only an example to show what the Meet and Confer team and city manager must

tackle by working together.

The second issue is increasing the manpower back to the numbers we were at in 2010. According to the Department's figures, this would require hiring 250 police officers over attrition. Using the cost of \$150,000 to train a recruit, the training cost for this alone would be \$37.5 million.

When you look at the number of officers it takes to run a department, you have to take into account the type of manager you currently have or hire. If you have a manager you love and it takes more employees to operate under his/her managerial style, then you need to give him/her the number of employees it takes to make them successful. If you want to operate with fewer employees, then you have to hire a manager that can operate with fewer employees. He or she would do this by motivating their employees and by providing those employees with the necessary tools and policies to make them effective and more efficient.

Our present police manager is one who falls into the first category of requiring more manpower to operate. The city manager and mayor have come out strongly in support of the current police department's manager; so, it stands to reason they would be strong advocates for hiring the additional 250 police officers. However, some council members have balked at the discussions of adding additional officers. But, they need to assess what type of manager they have and what it will require to make him and the department successful. The present police manager has expressed his need for additional manpower to be successful. So, they should all be working to move in the direction of adding the additional officers.

First things first would be for the city manager to fix the atrocious pay for Dallas police officers. The only way to hire and retain qualified officers is to be a competitive law enforcement agency. As for the increase in manpower, the city manager will have to determine what type of manager he desires to run the department. If he wishes to continue in the current direction we are going, then we need more officers. If he wants to go another direction, he will have to get a manager who can motivate the department we have and make how they do their job more efficient... The choice is his.

Stay Safe!

ATTACK OF THE PAC

by Frederick Frazier



Vote! Protecting your hard earned rights, benefits, and pension depends on it.

It's election time, and for those of us in law enforcement there are some key races whose outcome will have a major impact on our profession.

Many of these key races are right here in North Texas. Our friend, State Representative Cindy Burkett from Sunnyvale (District 113) has always supported us and generously supplied the flags for the 2015 Cops' Cop Winner and Runner-Up. Her opponent moved into the district just a few days before the deadline and is supported by extremist groups who do not have the best interests of law enforcement.

Next, is Kenneth Sheets, State Representative for District 107 which includes parts of Mesquite, Garland, and Dallas. Kenneth is an unwavering supporter of law enforcement, served our country in the military and has a brother who is in law enforcement.

State Representative Angie Chen Button in Richardson (District 112) as well as State Representative Jason Villalba of Dallas in District 114, are genuine supporters of the DPA. As you know, Jason will carry the water for Dallas police. He is the real deal and also has an uncle on DPD. Unfortunately, an anti-cop special interest group recruited his opponent, and they are waging a horrible attack campaign against one of our strongest allies.

Over in District 115, which takes in northwest Dallas, Irving, and Coppell, Bennett Ratliff wants his seat back, and we want him to have it! Matt Rinaldi, who currently holds it, is NOT a friend of police. He made that very clear in the 84th Legislative Session as he went after law enforcement by filing a bill to stop/limit the use of plate readers. He, then, attacked us on open carry by attempting to add an amendment to HB 910 which would not allow law enforcement to question anyone who was openly carrying. (Source: Texas Monthly, April 22, 2015) This could have been a disaster for Texas law enforcement and their attempts to keep peaceful cities. He also authored a bill to make it illegal to resist arrest. (Source: House Journal, March 4, 2015, HB 1168)

Let's move to the mid-cities and the Scott Fisher versus Jonathan Stickland - District 92 race. We like Fisher here, and Texas deserves better than what Stickland brings. A young and brash kid, his actions leave no doubt that he does not respect the men and women in law enforcement. And, while he claims to be a Republican, his votes show a radical libertarian. Stickland voted against a grooming bill to stop pedophiles, voted to protect rapists and child molesters from trial, made statements about how to beat a drug test, and doesn't believe that rape can exist within a marriage. Simply put, having Jonathan Stickland in the Texas House puts Texas families at risk.

Now over to Arlington (District 94), where we have Andrew Piel versus Tony Tinderholt. We like Piel because he's a former prosecutor, and he understands the issues important to our profession. We trust he will be a strong ally to law enforcement across Texas. Tinderholt is a 'wannabe Stickland' and has voted in the same manner. In fact, D Magazine called Tinderholt one of the three worst Representatives in North Texas.

If you live in any of these areas, please vote! These legislators

can have an impact on our job and how well we protect our city. Encourage your friends and your family to vote as well...some of these races will come down to only a handful of votes. Early voting starts February 16th. Below is our PAC endorsement list:

SENATE
 Don Huffines (R) - District 16
 Joan Huffman (R) - District 17
 Royce West (D) - District 23
 John Whitmire (D) - District 15

HOUSE OF REPRESENTATIVES
 Roberto Alonzo (D) - District 104
 Rafael Anchia (D) - District 103
 Cindy Burkett (R) - District 113
 Giovanni Capriglione (R) - District 98
 Angie Chen Button (R) - District 112
 Byron Cook (R) - District 8
 Sarah Davis (R) - District 134
 Yvonne Davis (D) - District 111
 Scott Fisher (R) - District 92
 Allen Fletcher (R) - District 130
 Charlie Geren (R) - District 99
 Helen Giddings (D) - District 109
 Eric Johnson (D) - District 100
 Linda Koop (R) - District 102
 Jeff Leach (R) - District 67
 Morgan Meyer (R) - District 108
 Andrew Piel (R) - District 94
 Toni Rose (D) - District 110
 Kenneth Sheets (R) - District 107
 Jason Villalba (R) - District 114

JUDICIAL
 James Angelino (R) - Collin Co. Court, Judge #7
 Chris Oldner (R) - Texas Court of Criminal Appeals, District 416

LOCAL
 Dwaine Caraway (D) - Dallas Co. Commissioner

As you can see, it's a balancing act...one hand helping the other. Many of the things we all take for granted have been accomplished through the DPA PAC (e.g. 40-hour work week, Meet and Confer, protecting our pension, etc.). So, we need all parties working together to better enable us to defend and protect law enforcement officers in the local and state legislative process.

It is important to remember, that all Dallas police officers contribute to and support our Political Action Committee. The only way we can help elect and retain public officials, who support working Dallas police offices and their families, is through our PAC. If you are not contributing to the DPA PAC, please start contributing today. The best way to do it is to email me at frazier7324@tx.r.com or stop by the DPA to fill out a PAC membership card.



DPA ELECTION RESULTS

2nd Vice President (2 year term)

Beth Sundquist

4th Vice President (2 year term)

Steve Myers

In accordance with Article VIII< section 6(h), as amended, the following candidates ran unopposed and shall be deemed elected by acclamation.

President

Ron Pinkston

Central

Robert Wilcox

South Central

George Gonzales

South Central (1 year term)

Jeremy (J.T.) Courson

North Central

Todd Woolum

Northeast

Phil Gordon

Southeast

Vacant

Northwest

Vince Garst

Southwest

Patrick (Boux) Bland

Headquarters

Patty Carter

Headquarters

Omar Figueroa

Special Investigations

Mark Rickerman

Strategic Deployment (SOPS-Traffic) Silverio Valencia

2016 Org Chart

Dallas Police Association



SECOND VICE PRESIDENT



COPS' COP

by Beth Sundquist

Wow, what a year it has been!! 12 months of GREAT WINNERS!! ALL equally qualified to be the Cops' Cop. This year's Cops' Cop goes to Vanessa Berry of the Domestic Violence Unit. When Vanessa was selected she was assigned to Narcotics and prior to that she was assigned to Northwest Patrol with a quick stint in the Deployment Unit at Northwest Patrol.

Of course going into Cops' Cop and preparing for it was nail biting, just hoping that at nine months pregnant Vanessa wouldn't have Peyton prior to the event and especially at the event! I did try and talk Steve Eager into "live streaming" the event and telling how epic it would be for him to deliver her baby; alas neither happened! We were able to present Vanessa with the 2015 Cops' Cop award and Shannon Baker as the runner-up. Ironically, both are now detectives in the Domestic Violence Unit working side by side. I hope we have not created a rivalry between the two. Seriously, both are well deserving of the awards and each and every nominee deserved to be a Cops' Cop.

A few others who were recognized that evening were Daniel Mulvihill for his dedication to the members and ATO, Council Member Adam Medrano was for his support of Jesus Martinez, Keith Kaley and his good friend Tony Dorsett along with Toni Brinker Pickens who started Operation Blue Shield supporting police officers.

This year Cops' Cop was record breaking in attendance! I would love to say it was because of me, but I have to give credit where credit is due. I believe the younger officers are more getting involved because of the Spouses Group. I can't say enough about this group of individuals. In 2015 the Spouses Group hosted their Bags for Badges: Designer Purse Bingo fund raiser. They raised \$19,000.00 for ATO!!

Another group not to overlook is the Cropping for Cops group; they also presented a \$5200.00 check to ATO. This is a smaller group of spouses who love to scrapbook and keep memories alive. For the last 7 years they held an annual event with all proceeds going to ATO.

The awards went quickly and then onto "CASINO NIGHT" This was such a hit that Vegas Concepts had to pull a table from the dining room to create a "make shift" gambling table for Black Jack. We had already added 4 additional tables from last year's casino night; so this definitely was a hit!!

Then on to the Raffle prizes!! We tried to pick something everyone could use or want.

Overall Cops' Cop was epic and next year it will continue to be epic!!!

So you all wonder what it takes to be nominated for Cops' Cop? Years ago, it was decided to create this award and it means a lot to the recipient since you are nominated by your peers and awarded by your peers. The only criteria are:

- Must be a DPA Member
- Original Nominating Letter must be from a DPA member (all other letters can come from anyone)

You can find the nomination form on the dallaspap.org website under Cops' Cop and provide supporting documentation in the forms of letters. In the letters please include the following so we can accurately grade the nominee:

Activities outside the department – volunteer work (church, school, civic groups)

Activities inside the department – volunteer work (Santa Cops, PALS, fundraisers, Widows and Orphans)

DPA involvement – meetings/walks for political candidates/ Christmas Party anything we ask that we need volunteers for.

Reason for Nominating – Police work, special incidents, overall ethics

Comments from Peers – working with officers, helping peers, leadership

At the bare minimum 2 letters must be provided with each nominee

I HAVE to THANK the DPA staff for their assistance in coordinating this event as they had a HUGE hand in this and without them I would have failed.

Marsha LoGuidice

Randy Aguilar

Tiffany Abbinette

Jennifer Brown

I also cannot forget my son Anders, who often had to nuke a pizza while I was staying late to coordinate this event... Love you little buddy and to my husband Randy who assisted with all the clean up afterwards.





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THIRD VICE PRESIDENT



SMART vs. WISE

by Michael Mata

This past month, we hosted the 22nd annual Cops' Cop banquet, which once again was a huge success. Almost 600 officers and their significant others, family, and friends came together to celebrate the hard work and dedicated careers of 12 officers (who were selected by their peers as our monthly Cops' Cop winners) and crown one Cops' Cop for 2015. I wish to congratulate each 2015 monthly winner, as these men and women are shining examples of the thousands of dedicated officers who serve the citizens of Dallas every day.

As the evening began and I watched these fine officers and their families fill the grand ballroom to take their seats, I enjoyed looking at all their smiling faces. These are the faces of proud men and women. These smiles are of the people who take pride in their profession, a profession under attack from those who judge and paint us with a broad brush because of the misdeeds of a very small percentage. Are there events in our careers which make every good officer ashamed? Yes there are, because we are human. But, the fact that those instances shame us goes to prove that we strive to be better. We don't just turn our heads and chalk it up as, "Oh well. Things happen!"

Because of the swiftness with which these events come to public and professional conscious (predominantly due to social media), it quickly becomes talk at the water cooler and under the sally ports. The discussions I've overheard reinforce my faith and belief in my fellow officers. Because what I've heard is honesty and courage to call it like they see it, whether good or bad. What angers and disappoints me, however, is how quickly we are judged by not just the outsiders looking in at our profession but those on the inside doing the same.

Officers try tirelessly every day to make the right decisions, sometimes in extremely high stress and volatile situations. And, yes mistakes are made at times. The vast majority of these mistakes are because the officer(s) is trying to do the right thing. But, there is no way we can train for every event; nor is there a G.O. for every situation.

So, as officers make mistakes...what do we do? Well, first (starting with me), Sergeants sometimes fail them. We are the first-line supervisors; it is our job to watch over these

officers and intercede whenever we first notice a problem. We must have the courage to talk to the officers in our charge in a respectful manner to address their error. Our job is not to wait until it gets out of hand, start a control number and just pass the problem on to Internal Affairs. The division commanders must have the ability to command their division. Police officers are no different from any other industry's employees. An employee who feels valued and appreciated will work hard for you. They will go the extra mile and represent your company well.

Herein lies our problem...the employee of this department has to take it on the chin for mistakes he or she has no control over. The business model of this department is broken. There are so many "new" crime-fighting programs that hold the wrong people accountable. We evaluate the detective and label them as "not productive" or a "low performer". And, because of some statistical average, we call patrol officers in to be counseled.

What is broken is the desire to be forthright, to be honest with this department's employees and with the citizens. Let's tell the citizens the truth of why we have to do what we do, why people go to jail. Let's inform and educate the citizens what we expect of them and what their responsibility is in these "not-so-perfect events." Tell the public, because they failed to raise their child to respect life and others, that is why their child is in hand cuffs. Tell them that their classroom is NOT a stage for them to act up but, rather, a stage for them to excel. Explain to them that with poor decisions come consequences; making the choice to fight their classmates, teachers, and the police carries repercussions. Tell them blaming the bully or the teachers or the police, just because it's easy, is NOT a valid argument or defense. Just like with our own kids, there is a time to be their parent and there is a time to be their friend.

We as a police force need to be honest with and spend more time protecting those who cannot protect themselves and less time throwing good officers under the bus to be popular with the small but vocal groups. (Groups we can never truly appease because, unfortunately, we are saddled with the responsibility of enforcing laws we did not create).

Let's be honest with the politicians who complain about jail sentencing and are quick to tell us when we should and should not arrest. But, yet, they are the ones who created the laws we are sworn to enforce.

Let's stop trying to be "smart" leaders, and let's be wise leaders. There is a difference! Knowledge in technology and new statistical programs may help you make smart

JANUARY 2016 COPS' COP



Due to an Emergency January's Cops' Cop will be announced along with February's nomination!!



decisions, but it doesn't necessarily help you make wise ones. Let's seek to serve with wisdom, not just intelligence. Gaining wisdom is the struggle between acceptance in acknowledging your mistakes and faults and having the strength in allowing others to know you made those mistakes. The ambition of attaining false goals is not a measurement of your determination but cracks in your character. We all need to learn to be humble in our accomplishments and let others decide our legacy.

Take care and be ready,
Michael Mata
3rd Vice President.

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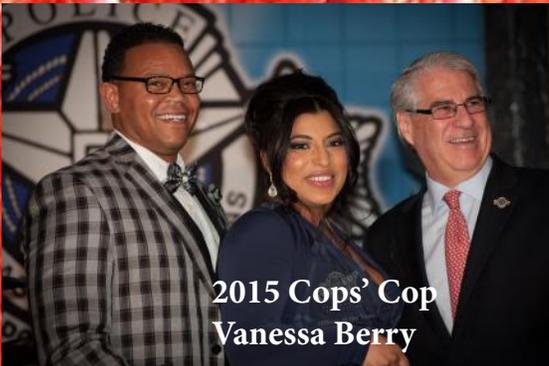


Guest Speaker
Sam Brown



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2015 Cops' Cop
Vanessa Berry



Back the Blue Award
Toni Brinker Pickens



Reserve Officer
of the Year
Ana Arrona



Back the Blue Award
Keith Kaley & Tony Dorsett



Supervisor of the Year
Scott Crump



President's Award
Jaime Castro



Director of the Year
Daniel Mulvihill



Cops' Cop Runner-Up
Shannon Baker



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Councilman Adam Medrano



12 Monthly Cops' Cop Winners





DPA E-BOARD

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FOURTH VICE PRESIDENT



HERE WE GO AGAIN

by Steve Myers

I bid for 2.0 yesterday. So for two weeks, I will be going back to patrol and shagging calls. I am choosing to look at this glass as half full. I am actually excited about changing up the monotony of my day, meeting new faces I do not typically have the chance to meet, and testing my skills that, while I believe are still sharp, may have been dulled due to my time away from call answering. All that being said, 2.0 is still a futile response to a clearly defined problem.

This latest response from management of taking detectives away from their day jobs for half a month and putting them into a squad car to answer calls which will generate the same level of crime reports as usual which will then have to be investigated by their fellow detectives. For instance, Oak Lawn has been hammered with violent assaults and robberies over the past few months. So days before Christmas, management LIFO'd over twenty seasoned detectives to Assaults to help with the backlog of reports which were being generated by patrol, in essence admitting that the department's previous staffing model for that unit was inadequate. Immediately after that, management announced vacancies for many of the positions they LIFO'd just days before. Now two weeks later, management is insisting those very same detectives who were so critically needed in Assaults, justifying the department disrupting holiday plans, family/child care schedules, and a myriad of other very important life events these detectives may have had, are now so critically needed in patrol that again we must turn their lives upside down? I think not. And that is only one unit's example of how

Again, this asinine attempt to revive an already failed method of increasing patrol staffing levels is doomed from the beginning, and it is doomed not because detectives do not want to go back to patrol, not because it further lowers morale, not even because it has been tried before; it is doomed because it completely fails to fix the basic problem: crime is up, and DPD is running around in a million different directions. We have gotten away from basics. Just as you need officers quickly responding to calls which generate the cases for detectives, you need street cops, who know their beats, to have some free time to do what street cops do best, which is fight crime. Likewise, you need detectives supporting the street cops by investigating reported crimes committed by the criminals who fled before the street cops could arrive, so those criminals can be captured and put in jail, which then allows the street cop to focus on another set of criminals who are plaguing his or her area. It is cop-work 101 that has

worked for centuries, and for some reason, we currently cannot figure out how to do it effectively. Patrol has its role, detectives have their roles, SWAT, CRT, deployment, NPO, IAD, Personnel, and yes, even media relations all have their role in a modern police department, but there is a reason these units have been removed from patrol in the past, and that is because to effectively fight crime from all fronts, each unit has to work cohesively and efficiently so as to support each section of the department. When one unit is weakened because of a lack of resources (think of the kink in the chain analogy) the whole department gets out of sync. Unfortunately, that is where we are now. Special projects are great, but when they come at the expense of running an efficient and effective crime-lowering police department, I believe their staffing levels need reevaluating, not everyone else's.

I look forward to seeing y'all out on the streets, but be kind with us detectives. And remember, we are all on the same team fighting the same fight.

As always, be safe!



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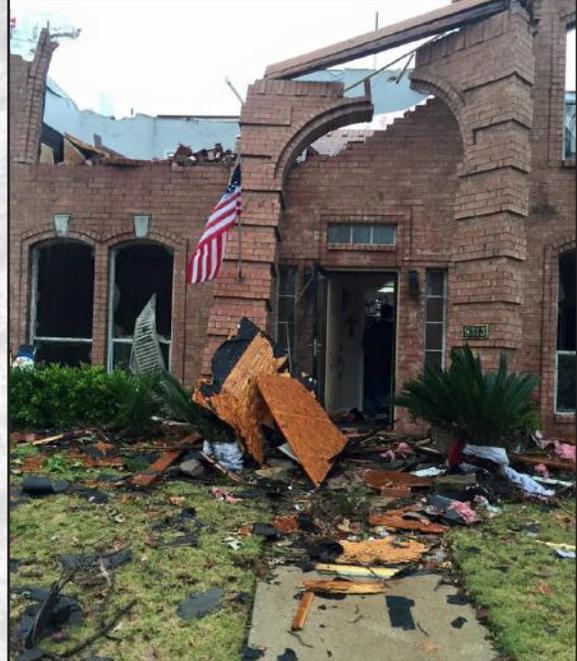
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ATO
by
Frederick Frazier



It was the day after Christmas and all was calm. With the birds singing and the kids playing, joy and the spirit of Christmas filled the air. Unfortunately, as the sun began to set, a monster awakened. Nasty thunderstorms encroached upon North Texas from the south gaining strength with only destruction in mind.

The first tornadoes touched down south of Dallas in the Glenn Heights/Ovilla/Red Oak suburbs, while the next ones proceeded up toward DeSoto and Sunnyvale before finally landing hard on Rowlett. They didn't stop there, however, and pushed into Collin County and further east wreaking havoc. When it was all over, 11 people were killed and \$1.2 billion in damage had been done to the homes and businesses that were mowed down like they were built of straw. The finger of God, an EF4 with wind speeds ranging from 166-200 mph, had just displayed what Mother Nature can do in a moment's notice.



As the storms ravaged the North Texas landscape, your DPA/ATO executive board was already making calls checking on officers and establishing a disaster plan. We all met at the DPA the following morning knowing the day would be full of challenges to go over our course of action and divide up into two teams to roll out to help our officers. To make matters worse, a cold front had blown in bringing with it a torrential downpour; thus, making it impossible for any of the tornado victims to salvage any belongings.

All in all, we visited 18 officers on that first day delivering check after check. Some officers were at their residence just trying to figure out what to do or where to go next. While others we put up in hotels because they had nowhere to stay and some we met at friend's and/or family's homes. I will never forget walking into an officer's home with him and his family saying, *"I can't believe you guys are here to check on us!"*

As we were notified of more and more officers' homes that were damaged, more checks were cut. And, we implemented the ATO **2015 Tornado Relief Fund** to meet the immediate needs of those officers affected. We extended this to include (1) Garland police officer, (4) Dallas County Sheriff's Officers, and (1) retired deputy who lost his daughter (a Collin County dispatcher and former Dallas County dispatcher) in this deadly storm.

Amazingly, ATO disbursed \$137,500 in disaster relief to 31 recipients. I want to thank the generous outpouring of support from the public and our officers, and the hard work by the ATO and DPA Boards, both past and present. This is why I serve as your ATO Chairman. This is why we do so much...for those who put on the uniform, sacrifice daily, and would never ask for assistance.



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**DPA Office will be Closed Monday,
February 15, 2016 for President's Day**

The phones are answered 24/7. If you
are need of an attorney call the DPA:
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SYMPATHY

SYMPATHY

The family of Ms. Mary Salverino, Mother of Sergeant Ross Salverino (Crimes Against Persons Division).

The family of retired Lieutenant Rio Sam Pierce, #484. Lieutenant Pierce retired in January 1984 after 27 years of service.

The family of retired Sergeant Frank Rose, #814, Husband of Retired Senior Corporal Paulette Rose.

The family of retired Corporal Lee Bourland, #2079. Corporal Bourland retired in February 1987 after 22 years of service.

The family of retired Corporal Daniel Barber, #2030. Corporal Barber retired January 4, 1988 after 23 years of service.

The family of Mr. Robert Clark, Jr., Father-in-Law of Senior Corporal Terri Clark (Youth Outreach Unit).

The family of Mr. Frank Vega, Father of Police Officer Sara Vega (Southeast Patrol Division).

The family of Mr. Anton Adolph Pustejovsky, Father of Sergeant of Amy Rodgers (Narcotics).

The family of Mr. Jerry Mitchell, Brother of Police Officer Larvtha Shepard (Community Engagement Section).

The family of Ms. Virginia Denny, Wife of Retired Officer Walter Denny #1156.

The family of retired Senior Corporal Dick K. Erwin, #1849. Senior Corporal Erwin retired December 13, 1995 after 32 years of service.

The family of Ms. Mary Jo Garrett, Mother of Sergeant Eric Garrett (Crime Analysis).

The family of Mr. Robert Joseph Spalding, Father of Retired Officer James Spalding (currently Supervisor of Crime Scene Response – Crimes Against Persons).

The family of Mr. Odis Ray Free, Father of Senior Corporal William L. Free (Central Patrol Division).

The family of retired Senior Corporal Kenneth Francis, #6710, Father of Senior Corporal Jeremy Francis, (Northwest), Brother of Sergeant James Francis, (Southwest Patrol), and Uncle of Officer Manuel Ortiz and Richard Stewart (Northwest Patrol).

The family of Ms. Eleanor Schaeffer is the Mother of Senior Corporal Thomas Schaeffer (Central Patrol).

The family of Mr. Thornton Dial, Sr., Uncle of Senior Corporal Clarence Lockett (Northwest Abatement Unit).



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COPS KIDS

THANK YOU

THANK YOU



Big brother Beau welcomes baby Luke Hunter Bennett
Born 11-23-15 @ 6:45am
8 lbs 7 oz 21.25" long
Proud father and mother are Joel Bennett (NW) and Karen Bennet.

Words cannot express the gratitude that we have toward our DPA Family. Thank you so much for the kindness you've shown us in our troubled time. Derrick Wright (Central) and Family.

Thank you for the prayers and flowers regarding the passing of my father, William Samuel Hussey. Samuel (Bob) Hussey (Narcotics).

Thank you for the cards and your kind expressions of sympathy on the passing of Frank Rose. May God bless and keep all of you. Paulette Rose (wife of retired Sergeant Frank Rose).

We cannot adequately express our thanks for all the support, both financial and emotional, that has been given since the tornado caused some damage our house. Since then it has been hectic but not overwhelming thanks to the support of our friends and extended families at the Dallas Police Department, the Dallas Police Association, Midlothian I.S.D (where Kim works) and the Assist the Officer Foundation. Assist the Officer does great work and has some incredible officers representing ATO, like Frederick and Beth. Kim and David Graham (South Central).

Thank you so much for the beautiful plant that was sent to our family after the passing of my father. It was very much appreciated as it lifted our spirits during this difficult time. We appreciate all of your support. Amy Rodgers (Narcotics).



Natalie Carr (Internal Affairs Division) and wife, Shana Swint, welcomed twins on December 14, 2015. Kegan Dutch weighed 7lbs 4oz and Karly Sharon weighed 5lbs 14oz and both were 19 3/4 inches long.

Terry Shaffer Photography

www.terryshafferphotography.zenfolio.com

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**COPS' COP PICTURES ARE
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Major Kenneth Seguin, #3813 (Southeast Division), and his wife, Sharon, are pleased to announce the birth of their 16th grandchild. Natalie Charlotte Seguin was born to their son, Joseph Seguin, and his wife, Christina, on January 10, 2016, in Tampa, FL. Natalie was 19.25" and 6 lbs 8 oz at birth. She joins older sister, Giovanna.

BUSINESS

DALLAS POLICE ASSOCIATION MINUTES, BOARD OF DIRECTORS

The Board of Directors, Dallas Police Association, met at the offices of the Dallas Police Association (referred to as the "DPA"), 1412 Griffin Street East, Dallas, Texas 75215 on

January 12, 2016 at 10:00 am. The meeting was called to order by the President, Ron Pinkston.

The following proxies were received: Valencia to Myers.

Minutes:

- Griffis gave the invocation.
- The minutes of the December 8, 2015 Board Meeting was presented.

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

- Frazier and Pinkston discussed the tornado relief efforts by the Dallas Police Association for the tornado victims in Garland, Rowlett, Red Oak and Glenn Heights, Texas on December 26, 2015. The Executive Board met on 12-27-2015 and distributed to the affected Dallas Police Officers a total of \$59,000.00 in immediate relief. This immediate relief was to 32 members and non-members of the Dallas Police Association. As of January 11, 2016, the DPA's Assist the Officer Foundation (ATO) has received a total of \$144,096.00 in donations. The ATO has disbursed \$85,096.00 in specified donations and the \$59,000.00 in immediate donations as of January 12, 2016. Discussion and questions.
- A Solicitation for a donation was made by James Bristo on behalf of the Dallas Defenders Football Club.

MOTION by Jenkins seconded by Bland to donate \$1000.00 to the Dallas Defenders Football Club. Motion passes, no opposition.

- Mata made a solicitations request from the DPD Bike Team for a donation. Mata stated the members of the DPD Bike Team have been very active in ATO events and requested a donation to their efforts for \$1500.00.

MOTION by Webb seconded by Jenkins to donate \$1500.00 to the DPD Bike Team. Motion passes, no opposition.

- Parnell presented to the Board of Directors the results of the 2015 General Election. There was 2

contested races - 2nd and 4th Vice President. Based on the results of the voting, Beth Sundquist was elected as 2nd Vice President and Steve Myers was elected 4th Vice President.

MOTION by Lybrand seconded by Taylor to certify the results of the 2015 General Election as presented. Motion passes, no opposition.

- Pinkston stated the Southeast Director position is vacant and nominated Ben Smith to fill the position until the 2016 General Election.

MOTION by Taylor seconded by Wood to confirm the nomination of Ben Smith as the Southeast Director. Motion passes, no opposition.

- Pinkston presented the following DPD issues:
 - a. The patrol bid was conducted early by Chief Brown as retaliation for the DPA speaking out about issues affecting DPD Officers.
 - b. CP 2.0 Detectives working patrol for weeks. Discussion.
 - c. Pay and Hiring issues - DPA has expressed its concerns over hiring more qualified officers and increasing pay comensurate with other law enforcement agencies in the metroplex.

d. Meet and Confer - Experts have been hired to conduct the negotiations with the City of Dallas.

- Tho Ho, Dallas Police and Fire Pension Board Trustee advised the Board that outside counsel has been investigating the real estate dealings of the past pension board trustees and a report is due in February or March 2016.
- Pinkston stated the Cops' Cop Awards Banquet is scheduled for January 23, 2016 at the Westin Galeria.

Pinkston presented certificate of appreciations to several of the outgoing Board members.

- The February Board of Directors Meeting has been rescheduled to February 8, 2016 at 11:00 a.m.

The meeting was adjourned at 11:00 a.m., January 12, 2016

The Minutes of the Dallas Police Association have been duly recorded on January 12, 2016.

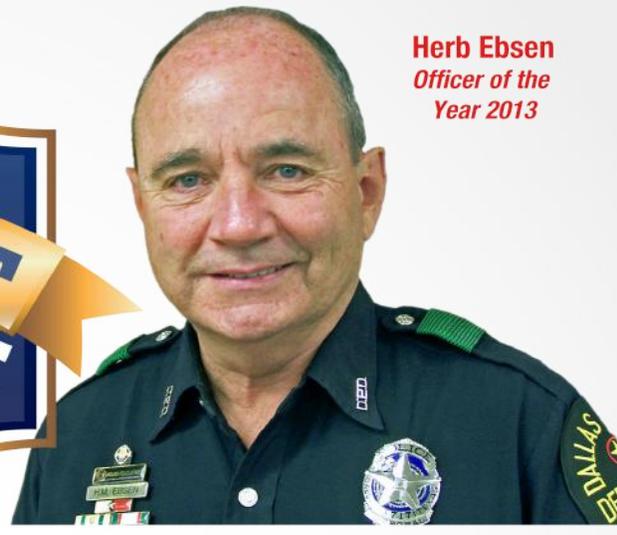
Original Signed :

E.J. Brown, Recording Secretary

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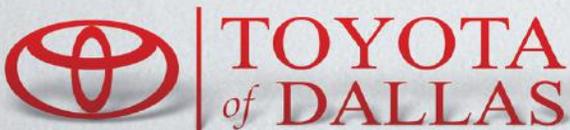
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