



The Shield

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A long-exposure photograph of a highway at night, showing light trails from cars. In the background, the Dallas skyline is visible, including the Reunion Tower. The year '2017' is overlaid in large blue letters with a yellow outline.

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President's Message



The past and the future

"If your actions inspire others to dream more, learn more, do more and become more, you are a leader.

-John Quincy Adams

Over the last year, I truly believe our department and the officers that makes up our ranks are forever different. We are different because we have faced many obstacles and we did not waver. I believe we did not waver because we were forced, whether by intention or not, to face those obstacles together. There was no division in ranks by tenure or age, by rank or association, by color or creed. We were all forced to come together as one, because we were faced with an enemy that saw no difference in any of us, we were all blue.

I watched as the city and country came to our aid when we were injured and helped us to heal. They helped remind us why we are police officers and why we chose to protect those who cannot protect themselves. We chose this profession because we were appointed by a greater being to be his children's protector and we answered the call.

We started 2016 looking at problems that we believed were of dire effect to us personally and professionally, we saw changes that needed to be made to help us become protectors again and we fought to get them. Unfortunately, all did not agree on the direction or some of the decisions made to achieve those goals and it divided the department. Like in all big families, brothers and sisters will argue and fight but through it all we remained family. A true testament of that family's strength is when an outside evil chooses to attack and, as we saw with us, that family will bond and fight together.

This department and the men and women who fill its ranks weathered the storms and we have come out of it a stronger, more unified profession. We have reclaimed the ideology which for the last ten plus years, I believe, this profession had lost. We forgot that we need each other.

We forgot that through our actions, we show the support of one another because without that trust and belief, we are ineffective and unsafe. Now that we have re-found our past, we must fight to keep it and we must do all we can to instill in our young officers the professional ideals that were instilled into us by our past mentors.

Now we have a new obstacle that we are must come together to overcome. Unfortunately, there are those who once again are doing their best to pit one officer class and against the other and, even worse, active against retired. We are faced with a city leader that is and has used the bully pulpit of his office in an attempt to create this rift to fracture the bond the keeps us together. He has attempted to point the finger at those he deems "greedy" and to turn one officer against the other to his own benefit. A leader is one that brings people together to solve problems, not one who creates problems in an attempt to force people to agree to his or her ideas. We need leadership from not only city hall but leadership from our own pension board to do what is best for its employees and its pension membership. We need those leaders to come to the table with creative thinking to find solutions and not with the overly used phase of "this is how we have always done it". We need to be presented with options and through those options and realistic honest numbers the members must be willing to do what is "necessary" to meet our financial obligations.

We as members must be honest in our own mistakes and misdeeds and, to be honest, most of those mistakes were not done with malice but moreover done by complacency. We chose to believe in others and take their word that the waters were calm rather than do our own homework and be informed overseers. Because of that, we must be willing to pay the piper. The city and this Mayor must face their own mistakes and failures to do their jobs and maintain their financial responsibilities. They played an active role by either acts or omission in this pension debacle. The past Mayors and council members that were elected and appointed to the pension board had a responsibility to do their jobs. They had the responsibility of attending pension meetings and providing the "checks and balances" that the post provided. Because of their failure maintain those responsibilities to the city and the pension itself, those inactions had consequences.

So, where do we go from here? Well, we have a pension membership, both police and fire, both retired and active, that are going to have to accept that major changes are needed for the pension's survival. We must all understand that the active officer's idea of "I want what he got" is



December Cops' Cop

Police Officer Anthony E. Newsom

Officer Anthony E. Newsom, #7163, Sex Offender Apprehension Program (SOAP) has been selected as the December 2016 Cops' Cop for the Dallas Police Association. Officer Newsom has been a member of the Dallas Police Department since March 1995 and has served at the Southwest, North Central and South Central Patrol Divisions.

In nominating Officer Newsom for this award, Senior Corporal Vidal Olivarez stated Officer Newsom serves as a Community Outreach Officer responsible for developing the Sex Offender Awareness and Internet Crimes against Children Unit (ICAC) presentations. Since his assignment to SOAP, Officer Newsom has conducted over 1400 training and outreach presentations. These presentations discuss Sex Offender Awareness, Sexting, Internet Safety Tips, Online Predators, Cyber Bullying, Internet Gaming, and the Dangers of Social Media. Officer Newsom presents these topics at local schools, colleges, and community crime watch meetings.

Senior Corporal Olivarez further describes Officer Newsom as an innovator because he is always searching for ways to expand and improve the Sex Offender Awareness Program. As a member of the Retired NFL Players Association, he developed a program to educate young athletes on the dangers of sexting and the impact of sexual assault on their lives and the lives of their victims. The presentation by Officer Newsom had such an impact on the young athletes prompting their coach to request Officer Newsom's return.

In supporting this nomination, Detective Steve Brown stated Officer Newsom has a passion to educate the public and the youth in the community about sex offenders and the laws related to this group of violators. The commitment of Officer Newsom consistently brings credit upon the SOAP and the Dallas Police Department according to Detective Brown. Detective Brown further stated the professionalism and commitment of Officer Newsom was one of the reasons for his 2015

nomination for the Texas Heroes for Children Law Enforcement Award.

In addition to his assigned duties, Officer Newsom also dedicates his off time to be involved in the Chief on the Beat program. This program, coordinated through the Office of Community Affairs has the purpose of generating relationships with neighborhoods and establishing neighborhood leadership in order to combat existing crime and prevent future acts.

Officer Newsom has been recognized for his outstanding service with a Certificate of Merit award, Shining Star Award and over 60 personal commendations. Officer Newsom and his wife Gwen are the proud parents of two children, Kailyn and Kendall.



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The Blue Stampede

I just want to say I had an awesome weekend in December and no it wasn't Christmas.....It was the weekend of December 11, 2016 in which the BMW Dallas Marathon was happening. Back during the summer Sgt. Ryan Gill from San Leandro Police Department reached out to me letting me know that 20 officers from various agencies around the east bay area of California had decided to run the BMW Dallas Marathon in FULL Uniform; they wanted to honor our fallen officers from July 7th. These officers came from San Leandro PD, Fremont PD, Fresno PD, Alameda County Sheriff's Office, Concord PD and they even had a few dispatchers, techs and a spouse who ran with them. As officers from the surrounding agencies answered up to this call Ryan decided to call their group "The Blue Stampede" which is a Lone Star-style reference to the term "thin blue line".

As with every runner there is always a story as to why they run and with Marathoners there is even a bigger story behind the reason they want to take on 26.2 Miles all at one time, all in one day. As a Marathoner I have often been called crazy, nuts (ok that is an everyday response I receive from you all). Each of these officers had their own personal reason to begin their journey. When Ryan Gill reached out to me telling me his story and why he and his fellow officers wanted to run THIS marathon it was overwhelming as he wanted to honor OUR officers and their memory. It just wasn't our officers they were honoring they were honoring their close comrades who they have lost during their careers. Each person deals with tragedy and death in their own way; running was a way for a lot of these officers to cope with the death of their officers and the increasing attack that officers all over the world have experienced in the past few years.

A few of these officers had personal healing stories themselves as they are recovering physically and mentally from being wounded in the line of duty

within the last year. Just like any team no matter what sport; team work got these officers through all the training which readied them to tackle the 26.2 Miles on December 11, 2016.

When the officers arrived in Dallas at Love Field around 3 pm, the fun began! Sgt. Eugene Reyes and P.O. Arnold Rodriguez jumped into action and secured 3 suburbans from Uber Black and shuttled the officers and their support group to their 2 hotels downtown. Safe Conversations had donated 8 tickets to the Mavericks game for that Friday night; but that left the rest of their team out. Lt. Scott Hart was able to talk to a person with the Mavericks and an additional 22 tickets were secured!! These tickets were in the good seats!! SCORE and the Mavericks won!!

The next day was spent at the Expo picking up their Race Bibs and shopping. Later that night the DPA hosted a pasta dinner for the officers, families and support team. The DPD Running Team was also invited to meet and great with the officers; as the DPD Running Team had 3 relay teams competing in the marathon. Reserve Officer Lt. Ana Arrona and family, along with Sr. Cpl. Joe Meno and wife, Sgt. Scott Crump and Office Staff Jennifer Brown ALL helped with the dinner.

Marathon Day! Joe Meno, Karen Meno, Scott Crump and myself had already signed up to hand out medals during the marathon, so we were there all day to continue our support of the officers. Reserve Lt. Ana Arrona drove the support team to designated mile locations to support their officers by providing energy bars, electrolytes and water.

As all the runners came in we met them by our police memorial and ran the last portion with them, showing support for their pain and sweat that they endured in our honor of our fallen officers.

I am happy to say they all made it!!! And each of them became MARATHONERS!! During their journey through this title each and everyone one of them healed and learned something new about themselves.

THANK YOU BLUE STAMPEDE!! It was an honor to be a part of this journey. God Bless each and every one of you and stay safe.

Beth Sundquist



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Pension plan may be sparking a Houston PD exodus

More than a dozen of the HPD's top commanders were among 126 officers who filed paperwork indicating they plan to retire in the first half of next year

Dec 26, 2016

By Mike Morris
Houston Chronicle

HOUSTON — More than a dozen of the Houston Police Department's top commanders were among 126 officers who filed paperwork this week indicating they plan to retire in the first half of next year, senior City Hall and HPD sources said, a sign that a rumored exodus driven by unease about possible pension reforms may be under way.

As of last month, the department's retirements for 2016 were roughly on pace with the attrition rates seen in recent years.

But the number of officers now expected to leave by July 1 — the earliest a new pension structure would take effect, if Mayor Sylvester Turner can pass the proposal at the Legislature — far outstrips the typical volume of about 50, HPD spokesman John Cannon said.

An uptick in retirements comes at a poor time for a department that city officials and law enforcement experts agree is understaffed.

HPD has fewer officers on the street today than it had to police a much smaller city 15 years ago, and a recent operational study recommended ramping up hiring to improve the rates at which crimes are solved. Chief Art Acevedo, who left his post atop the Austin Police Department to take the helm at HPD on Dec. 1, said in a recent interview with the Chronicle that he could lose 400 to 600 officers by next summer; the typical attrition rate is about 250 per year.

Acevedo said he has planned for that outcome, and was unfazed by the prospect of losing 13 of the department's top 17 commanders, the count sources said filed retirement papers on Wednesday.

The department is too top-heavy anyway, Acevedo said, and no member is irreplaceable.

6 changes cops think will improve policing in 2017

Dec 20, 2016, by PoliceOne.Com

PoliceOne.Com recently asked their Facebook and LinkedIn audiences what they'd like to see in the coming year. The responses centered around greater respect for law enforcement, stiffer penalties for those who harm cops, and patrolling in pairs for better officer safety were just a few of the changes that dominated the conversation. The top six answers were given by the PoliceOne.Com Facebook and LinkedIn audiences about the changes they would like to see to improve policing in 2017.

1. National respect for police

With the overwhelming wave of negative attention on law enforcement over the past several years, many police officers wanted to see more support and respect for the police from politicians, the public, and the media. There is a general agreement that the community and officers need to come together because they share the same goals.

“This erosion of respect, combined with minimal or no extra compensation, ultimately takes its toll on the LEO community in carrying out the enormous tasks officers have to deal with and are responsible for every day,” William Belfour Doug wrote.

There is a general agreement that the community and officers need to come together because they share the same goals. Some officers had suggestions for how to achieve this – with most emphasizing the need to improve communication with both the public and the news media to get the level of support and fairness they seek.

“I would like to see us being more ahead of the curve in reference to use of force,” Stephen Garrett said. “UOF has become a media spectacle and we rarely ever get out in front of it and educate the public about the need to comply with lawful orders.”

Mark Dewald also weighed in on the issue: “For some reason, command staff with most agencies is still beholden to this old school mentality of ‘say nothing about an active investigation’ when the officer/department is under the microscope. Some agencies are getting the message and have become very proactive with their PR, most have not. Kudos to the departments who really go above and beyond by putting together real-life scenarios and allowing the media and public to come out and role play. Every time this is done it has a positive response and often changes the bias of some in the media and anti-police community.

I'm not talking about premature, uninformed comments. I'm talking about this stone wall of ‘say nothing’ that many agencies employ. It's not working and allows the media to control the narrative. The public's idea of police work is totally based on Hollywood and the media. Shouldn't it be the police who educate the public on these situations?”

2. Stiffer penalties for those who harm or kill cops

“Blue lives” legislation to impose stiffer penalties for attacks on LE was introduced in many states and at the federal level this year, including in Texas and Kentucky. In May, Louisiana became the first state in the nation to expand its hate-crime laws to protect cops and other first responders. Many cops called for a continuation of this trend in 2017, saying criminals who target police should face tougher prison sentences. Some even called for a mandatory death penalty for cop killers. One thing is clear: Officers believe violence against LE is rampant and must be put to a stop, and many believe harsher penalties would go a long way to reversing the trend.

3. Patrolling in pairs

This year, two devastating ambush attacks on officers in Dallas and Baton Rouge shocked the nation and rattled all those who wear the badge and uniform. For many cops, it was their worst fear becoming reality. So it's no surprise that a large numbers of officers told us that the most important change they'd like to see is patrolling in pairs. Many said this would better protect cops from ambush attacks and other forms of violence. With the dramatic uptick in line-of-duty gunfire deaths this year, officers believe constantly watching each other's backs is more important than ever.

Other suggested safety improvements to help reduce the chance of a deadly attack included adding bullet-resistant windows on patrol cars, in-car cameras that capture 360-degree video as well as motion sensors on patrol cars for better situational awareness, and the ability to automatically clear radio traffic to all nearby departments when an officer under attack calls for help.

“The last thing you should have to worry about is keying a mic,” Jeff Lasko wrote.

Cheryl Lin had a different perspective on running two-officer cars: “For large agencies, this might be doable, but for smaller departments, like the one I currently work at, that isn't an option. That said, I don't think two-man cars are the end all to violence against officers. I think better tactical training, being aware of your surroundings at all times, not putting yourself in a tactical disadvantage when responding to calls, waiting for backup to arrive before you make your approach, if possible ... there are any number of things.

These were things I learned 30-plus years ago that I don't think are harped on as much in training new recruits. You can't teach common sense but you can train for scenarios so that as you are driving around, on a slow night, you can ‘what if’ yourself to keep your mind sharp.”

Continued on page 14

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The family of Ms. Rose Gallow, **Mother of Lieutenant Yancey Nelson** (Robbery).

The family of Mr. Ira M. Empy, **Father of Police Officer Sonya Haynes** (Southeast Patrol) and **Sergeant Harry Haynes** (Narcotics).

The family of **Retired Sergeant Gayle M. Tippit, Jr. #770**. Sergeant Tippit retired March 11, 1980 after 30 years of service.

The family of **Retired Reserve Corporal George Grimes #R050**. Corporal Grimes retired April 4, 2007 after 25 years of service.



Classified

The manager of Lakewood Country Club wants to beef up the security and wants 4-5 retired officers for full or part time work. The manager is Ray Detullio phone 214-821-1491 and the people can call him for details.

Continued from Page 12

6 changes cops think will improve policing in 2017

4. Ending the stigma around mental health treatment

How can police officers and agencies prevent and treat the crippling effects of trauma that can occur after an officer has been involved in a critical incident? Ending the stigma attached with seeking help would go a long way, as well as improved access to services and policy that makes treatment mandatory.

“At a time where an officer’s activity, actions and judgments, both personally and professionally, are immediately questioned and criticized by the public, having trusted, confidential, knowledgeable and accessible professionals available 24/7 is the least we can do for our officers,” Holly Lemke Hakes said.

“Mandatory counseling,” Marcia L. Gould Crosby wrote.

“No one can judge because everyone goes. Every 17 hours in this country, an officer takes their life. We must do better by our officers. PTSD awareness is crucial. In the end, after a long 30-year career, there should be something left of these men in health and in mental health. Let’s make it easier in any way we can for the men and women with the rarity of courage to wear the badge.”

5. Better training and equipment

Officers should never have to suffer due to lack of equipment or training. For many cops, this was the biggest change they’d like to see to improve policing in the coming year. SWAT gear and training, patrol rifles, more scenario-based training and better body armor were just a few of the tools and training PoliceOne readers would like to see for patrol officers, no matter the cost.

“Teachers, nurses and doctors are never viewed by politicians as an opportunity cost. I would like to see mayors, governors and federal leaders view policing as an investment in the quality of life of its citizens,” Frank Hartle III wrote. “More and better trained police means better relationships and better communities.”

“I’d like to see a national committee on training standards for all LEO,” Larry McFann said. “All departments need to become accredited to those standards.”

Those who weighed in also pointed to the need for better training for command staff, in addition to cops on the beat.

“One big and important change I would love to see in 2017 is for mid and upper management to periodically and consistently remind themselves where they came from and what it was like for them as a grunt,” Gabriel Bogart said. “Think about the things they wanted and needed from their department during that time and then give it to their subordinates when they ask for it.”

Chris Trublood agreed: “All ranks required to go 10-8 as a beat car at least twice a month. Too many command staff are removed from the everyday grind that patrol staff endure and make policy that hinders patrol operations.”

6. Better pay and benefits

To say cops have a difficult job is an understatement. Better pay and benefits would let them know they’re appreciated and make their lives easier at home – a key component to the long-term health and wellness of public servants who carry a heavy load on every shift.

“\$25/hour minimum mandated for law enforcement and first responders,” Tom Lakia said.

Officers also want these benefits to extend to retirement (healthcare included in pension), those critically injured on the job or forced to medically retire (financial and medical support), and for the families of fallen officers (financial support).

Continued on page 17



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DPA Board Minutes

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 "DPA"), 1412 Griffin Street East, Dallas, Texas 75215 on December 13, 2016 at 11:17 a.m.. The meeting was called to order by the President, Frederick Frazier. The following proxies were received: Courson to Gonzales, Turner to Myers, White to Taylor.

Minutes of the meeting.

- Griffis gave the invocation.
- The minutes of the November 8, 2016 Board Meeting was presented to the Board of Directors.
MOTION by Janse seconded by Garst to accept the minutes as presented. Motion passes, no opposition.
- Sundquist presented the December 2016 Cops' Cop award to Anthony Neewsom.
- Miguel Jamaica made a presentation on behalf of the DPD Honor Guard and requested funding for the 2017 Police Memorial Day activities in Washington, DC.
MOTION by Smith seconded by Rickerman for \$5,000.00 donation to the DPD Honor Guard. Motion passes, no opposition.
- Parnell stated the General Elections are underway. Any member having issues in the voting process should immediately contact the DPA.
- Parnell stated the Meet and Confer contract was approved by the membership. The contract will now proceed to the Dallas City Council for action. Discussion and questions.
- Dallas Police and Fire Pension Trustee Joe Schutz made a presentation. Discussion and questions from the members present.
- Mata made a proposal to set aside funding to counter

the actions of the City of Dallas and others trying to influence the public on the Dallas Police and Fire Pension System at the Texas Legislature in Austin, Texas. Discussion, comments and questions.

MOTION by Woolum seconded by Smith to set aside \$50,000. for public relations activities adverse to the Dallas Police and Fire Pension System during the 2017 Texas Legislative Session in Austin, Texas. Motion passes, no opposition.

• Woolum discussed the need to withdraw his approved motion found in the Board of Directors Minutes, September 13, 2016.

MOTION by Woolum seconded by Lybrand to rescind the motion made by Woolum on September 13, 2016 regarding the hiring of an attorney to discuss pension issues. Motion passes, no opposition.

• Sundquist reminded the members about the Cops' Cop Awards Banquet on January 21, 2017. Members are encouraged to reserve their hotel rooms because there will be no additional rooms allocated.

• DPA Attorney Bob Gorsky made a presentation regarding the funding of legal coverage outside the Legal Guidelines of the DPA. Discussion and questions.
MOTION by Myers seconded by Taylor to provide the funding necessary for defense of the lawsuit. Motion passes, no opposition.

• A check presentation was made to the Assist the Officer Foundation by the Deputy Chief Surgeon, New York State Troopers Association for the 7-7-16 fund. Check was accepted by Frederick Frazier.

The Board Meeting was adjourned at 12:31 p.m., December 13, 2016.

The minutes of the Dallas Police Association were duly recorded on December 13, 2016.

Original Signed

E. J. Brown

Recording Secretary

Upcoming Board and General Meetings

Board Meetings

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

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

April 11, 2017 - 10:00 a.m.

General Meeting

April 11, 2017 - 11:00 a.m.

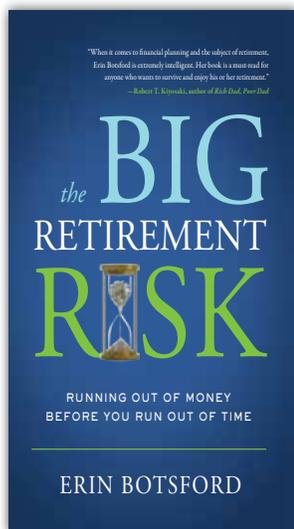
Everyone is invited to attend any of the scheduled meetings.

Continued from page 14

Some also argued these benefits would also help combat staffing issues.

“For officer safety and service to the community, nationwide there needs to be better coverage and staffing,” David Dempsey said. “In this day and age, it is going to get harder to find good candidates as LE gets more dangerous and more disrespected by the media and some members of the public. Pay and benefits will have to be excellent to compete with other industries and opportunities to retain and attract good officers. There will be a staffing crisis for several years until communities and politicians recognize this and pony up the funding.”

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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, while improving Member/Retiree benefits. From 1992 to 1995, Jerry served as the Executive Director of the Kansas City, Missouri Public School Retirement System and continued to improve investment performance as well as increase Member/Retiree benefits.



Walt Parker
Founder,
Investment
Advisor



Jennifer Lander
Partner,
Investment
Advisor

Date: Tuesday, January 24 2017
Time: 6pm- **Dinner and Wine Tasting**
Place: Tollway Center, 7th Floor
14675 Dallas Parkway, Addison

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