

DALLAS POLICE ASSOCIATION

THE SHIELD

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PENSION AND PAC

By Ron Pinkston



Police officers are fighters when it comes to life and death situations on the street. But, when it comes to fighting for their rights or pension in the political arena, they seem to take a more passive attitude and remain silent. Their silence will not protect their best interests, and those awaiting cover from others will be left behind and/or exposed and vulnerable. If we, as Dallas police officers, have learned anything, it is that it's imperative we stand together on major issues. *How* we stand together will not always look or be the same, but we **MUST** be united as officers to fight for these common goals. Some will be on the front lines or down in the trenches working to influence decisions and changes, while others will remain behind the scenes just as importantly supporting the fight (i.e. campaigning, administratively, financially, etc.).

The Dallas Police Association (DPA) has a Political Action Committee (PAC) set up to assist officers in these types of fights. The DPA sends board members to Austin to represent the best interests of its members and all law enforcement officers. They battle and advocate for laws to protect our citizens and officers and help fight for our pension. These board members live in Austin for a six-month period during each legislative session in order to monitor the session closely and work with both the politicians and their staff.

The upcoming 85th Texas Legislative Session looks to be one police officers, firefighters, and teachers statewide will have to watch carefully. Pensions will be one of the biggest items scrutinized during this session. The Texas Pension Review Board has had several interim meetings and will be hosting meetings in Houston and Dallas this summer. It appears they are setting the stage for legislators to come after our members' pension benefits. At this time, it is unclear as to what the changes would be and what that process would even look like.

While we are all painfully aware of the possible changes ahead for the Dallas Police and Fire Pension (DPFP) (and those changes we have already experienced over the past five years), the proposed "changes" from Austin are more politically motivated. The DPFP Board has stated they are attempting to have proposed changes ready to be voted on by this fall to address our pension issues. The DPA has already made it known we will not be happy with changes

to the defined benefits such as *Multiplier*, *COLA*, and *Computation Pay*. (See definitions at end of this article).

Once we allow these defined benefits to be changed, it opens the floodgates for potential future changes that threaten to water down and/or eliminate said benefits. For example, if we vote to let the COLA be altered today, it will then be inferred or expected that our Multiplier can also be lowered in the future. Once we allow our defined benefits to be changed, then ALL defined benefits will be subject to "changes" in the future. This not only affects the retired and more tenured officers but, also, younger officers because they will never be exactly sure of their benefits.

While the changes to the DPFP will be decided in an election by its members, the greater issue to focus on is the upcoming Texas State Legislative Session where the politicians could be deciding the changes to our future pension. The DPFP Board is expected to look out for members' interests while attempting to resolve the issues with our pension. However, this is not the case in Austin. There is a movement to address all the pensions in the state by the legislature, but their motivation will NOT be to look out for our members. Their motivation will be solely political.

As the DPA has been saying for years, there is a highly financed special interest group on the right (the ultra conservatives) who are coming after our pensions. The underfunded issue with *our* pension has only made pensions throughout the state more vulnerable to these far-right political machines. They will be looking at taking away your retirement. Again, these politicians will not be looking out for the pension members, but rather the interests of their financiers – those ultra conservatives to the far right who don't want pensions in the state of Texas.

The question that begs to be asked now is, ***Are you going to be an officer who is passive when others are trying to take your benefits, or are you going to fight for what's yours?***

The Dallas Police Officers PAC (via the DPA) is there to help fight for you! We know officers can't leave work and head to Austin, but you can let your money do the fighting for you.

If you don't contribute to PAC, then start! We ask that all officers contribute \$10 a month. Some officers already give \$1 to \$5, and we are asking them to bump it to \$10 a month. If every Dallas police officer contributed \$10, it would greatly help us in this battle for OUR pension.

Remember there are people trying to take away what you have already earned. Get into the fight, and start contributing to the DPA PAC! There may come a time when we need you to make a phone call or write a letter to your State Representative or Senator. We will let you know when that

time comes...

In the meantime, let's all stand together as Dallas police officers and give the legislators a fight in Austin.

Stay Safe!

**Definitions of: Average Computation Pay
Multiplier
Years of Pension Service**

These terms are part of an equation to calculate pension benefits and they can differ from Tier to Tier (meaning the old plan and the current plan for members hired before and after March 2011).

As a disclosure, this information is believed to be accurate but readers should refer to the members' handbook and plan document for complete definitions.

All examples are for officers hired before March 2011.

Average Computation Pay (ACP) is made up of three parts.

Part 1. Civil Service Pay: Easiest way to explain it is base pay. It doesn't include OT, Assignment Pay, Lump Sums (sick, vacation, bonus etc). It's called the average because it takes the average of the three highest years as part of the equation to figure out your pension.

Part 2. State Longevity Pay = \$4.00 per year of service

Part 3. Education Pay = base on college credit hours, up to \$300.00 a month

(These three parts are averaged from the officer's highest three years, hence the *Average* in Average Computation Pay.)

The average then becomes ACP for the defined benefit calculation.

Years of Pension Service (YPS)-The number of years of pension credit an officer earns throughout his or her career.

Multiplier- Is a number between 2 and 3 that is determined by the officer's years of pension service and age. Once the multiplier is determined, it is multiplied by the YPS to get the percentage of the average computation pay the officer will receive as their Defined Benefit (pension).

(See chart below)

Defined Benefit Is the base pension benefit. Also called annuity, pension, or DB. The defined benefit is determined by taking the YPS X Multiplier, convert the answer to a

percentage.

That percentage is going to be the percent of the officer's Average Computation Pay the officer will receive as their Defined Benefit.

Multiplier Chart (Hired before March 2011)
20 and Out (or enter drop).

Age
45 = 2%
46 = 2.25%
47 = 2.5%
48 = 2.75%
49 = 2.75%
50 = 3%

Maximum 96% of Average Computation Pay



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SECOND VICE PRESIDENT

ARE YOU PREPARED???

By Beth Sundquist



We never think it will happen to us but it can, and if it does are you prepared???

I am talking about anything and everything; we are still human, walking among the living, and catastrophe can strike us just as fast as the person sitting, driving, or living next to you. When I ask if you are prepared, I am not talking about money (that was my January 2016 article). I am talking about TIME – VACATION/COMPENSATORY/SICK TIME. I often see and hear “time to burn sick time” and I don’t think that is the right solution. I know many of you are not in a position to take off when you want, and these days EVERYONE has a minimum staffing requirement.

As a supervisor, I often see officers who legitimately need to burn a sick day, and don’t have the time. They often don’t have vacation or comp time either, and that poses a problem for the officer and the supervisor. I don’t deny time off; I work with the officer. I am lucky enough to be in a position to do that, not everyone is.

Not everyone is eligible to buy back their sick time upon retirement, and often people burn it because it’s there. If you keep burning it for that reason, one of these days Murphy is going to knock at your door and you won’t have enough time. My suggestion for those who cannot sell back at retirement would be hold on to it until the end, and then utilize it before retirement.

Frederick Frazier and the ATO board have spent hours/days attempting to create a Catastrophic Leave Bank for those who need it due to cancer or other long term illnesses and this fund is also low.

I guess what I am saying is save your time, and use it when you need it; don’t waste it. Then when you are ready to retire, burn it like no other. Make sure you have enough to use when something major happens in your life. After having three major surgeries, taking care of my father, and my child, my sick time is precious to me, and even I am low due to these reasons.

Having enough sick/vacation time on the books isn’t the

only thing we need to be prepared. It’s unfortunate but we all pass away eventually; some of us sooner than others, and earlier than one expects. When a tragedy like this occurs, especially unexpected, our other half or relative is left to tend everything. The question is, does the loved one left behind have all the information available for them to continue with everyday life? I am not talking about being mentally prepared. I am talking about user names, passwords, location of important documents, etc. Usually only one person tends to the household finances, insurance policies, and important papers, but we should all make sure there is a document, notebook, flash drive or something with this information so your surviving loved one is able to tend to things once you are gone.

Most people utilize a safety deposit box or a fireproof safe in their home, and these are good traditional ways to secure important documents. I have also seen officers leave an envelope in their locker at work with their important information. Either way, be prepared; don’t make a loved one have to jump through hoops during a tragic time just to access information they need to carry on.

Make sure ALL of your documents (insurance, wills, power of attorney, medical power of attorney) are up-to-date. We all know of a friend or co-worker who had taken out an insurance policy or filled out a beneficiary designation form early in their career and named a girlfriend, first wife, best friend or a relative thinking that person would handle their affairs appropriately. As we go through life, things change. When change happens you need to update your beneficiary. Most people don’t want their first wife to get insurance benefits upon death, especially if they have remarried, and have children. This has happened multiple times when the city or the DPA has paid a beneficiary from the past instead of the current family; all because we are too busy to take a few minutes, and make sure everything is updated. You owe it to yourself, and your loved ones to make the time.

Once a year when you do a health checkup, do a personal/family checkup and make sure all of your documents are updated with your current information.

It’s also a good idea to do quick check on your supplemental insurance. The DPA through Texas Police Trust (TPT) and Combined offers several types of additional insurance that benefit you, and is well worth it. Believe me; I used it this spring for the first time, and it has helped with my deductibles since they are so high with the city insurance. Recently, an officer had a motorcycle accident, and he was out of work

six months. This officer had plenty of sick and vacation time, well over six months combined, yet he almost ran out. He was in a good position though because he had the max supplemental insurance he could get between Combined and TPT. These policies included a high deductible buffer, accidental and hospital stay insurance and he also had disability insurance which paid \$1500.00 a month while he was at home recuperating. The high deductible buffer/accidental paid out \$6,000 plus. This helped him manage his incoming medical bills so he would not have to tap into his regular check and savings account.

They also offer coverage for your children including accidents and sports injuries. I have heard several stories on this coverage, and have been told it is well worth the cost as it also covers the emergency room visit.

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MAY COPS' COP Officer Gregory Fregeau



Detective Gregory Fregeau has been selected as the May Cops' Cop for the Dallas Police Association. Detective Gregory Fregeau joined the Dallas Police Department in March 1999. He has been assigned to Southwest Patrol, Southwest Auto Theft Task Force and currently assigned to the Salvage Squad of the Auto Theft Unit.

Detective Gregory Fregeau has received 124 plus commendations including 3 Certificate of Merits, Lifesaving award, Officer of the Year, and nominated for Officer of the Month.

Detective Fregeau is married to Robin and they have a 2 year old son named Brody. While Detective Fregeau isn't at work he is busy being a devoted husband and father. Detective Fregeau has directed traffic for the Freedom Run.

Sergeant Bryan Roden states Detective Fregeau plays several roles in the Auto Theft Unit since 2006, he has worked in the bait car program; trained new detectives, has worked in several covert capacities and filed countless felony offenses. Just this year alone Detective Fregeau has filed 45 felony offenses with the District Attorney's office. He has investigated dozens of chop shops, performed several business inspections and recovered endless stolen vehicles. When I first arrived in the Auto Theft Unit the first one I recognized was Detective Fregeau. I have never seen someone walk around the office with confidence and charisma as he does. Detective Fregeau could be described as the typical first one to work and the last one to leave. Detective Fregeau, no matter how busy it is, always has time to help his fellow officers. Detective Fregeau is the first guy anyone goes to when assistance is needed. Every discussion almost always ends with "I wonder what Greg thinks".

Detective Ferguson states he has worked with and around Detective Fregeau for a number of years in the Auto Theft Unit and views him as one of the best detectives he has known. Detective Fregeau is very knowledgeable in Search and Seizure laws, case filings, suspect interviews, vehicle identification and is the person everyone goes to for RMS questions. Detective Fregeau has several out of town agencies that remain in contact with him for Intel sharing on known suspects and is the person many other units within the department go to for assistance. Detective Fregeau's work ethic is exemplary and he is a credit to this department.

These are just some of Detective Fregeau's traits that make him an outstanding Cops' Cop.

VICE PRESIDENT

TELLING IT LIKE IT IS

By Frederick Frazier



I need to vent and I think you will agree with me. Well, almost all of you will. Some will turn a blind eye and say, “these grumpy officers”; others just don’t want to rock the promotion boat. History at DPD repeats itself again and again with our City doing nothing to secure DPD officers, and the safety of this city. I’ve watched a great number of good officers leave, so many that I’ve stopped counting, and it’s absolutely embarrassing. Who’s leaving? That depends on who you ask. Some will say, “Oh, they were leaving anyway” or “They’ll be back.” Negative!!! They are not coming back, and most of them will bring instant leadership to their newly found agency. Most officers loved the work in Dallas, they just couldn’t afford to work here any longer. Can you blame them for leaving? I can’t.

Why is it like this at DPD? These are the obvious reasons:

- Four Associations
- Meet and Confer with seven groups
- City Mismanagement
- Pension Issues
- Pay Lawsuit

Four Associations - Why in the heck do we have four? Well, that’s a good question and I’ve addressed this for years. We’ve attempted to put mergers together only to hit road blocks, some calling it a takeover. Is it really a takeover when it’s what the officers want??? We do know with ONE association it will better our department and profession. We are stronger together. That’s a fact, not a MYTH. The DPA is the ONLY association who has attempted to tackle this issue.

Meet and Confer with seven groups - Let’s try this again, why are we combined with fire?? I have NO idea, but we’re getting screwed and those on the team NOW understand. This is why the DPA wanted to separate before this contract. Don’t get me wrong, we love our fireman, but we do different jobs, and therefore need to be independent, and on our own contracts. We debated this last year and even had a vote to separate ourselves from the fire. The funny thing was, during the vote, the others didn’t understand what we were asking for and voting on. So we’re all the same, right? Not even close. I’m not writing this to offend anyone, but we are not all the same. Some of us do this business every day, we live and breathe it, and others...it’s more of who’s available. Tell me how that benefits us as a whole?

City Mismanagement - Where do I begin??? We have been

second-rate employees from the inception of this police force. City of Dallas is always, “After we’re done with this project, we will address the police.” How has that worked out for the citizens? If you go by the numbers, not so great. The department is plagued with constant turnover, constant crime, and constant division. Is this anything new with cities and associations, or when they’re mad at the “unions”? Nope, it’s par for the course. The only thing that’s different in Dallas is the four associations. Instead of sticking together, we have other police groups telling city management we are paid just fine, and the officers who are leaving will be back. Yes, that is being said. Keeping Dallas officers divided only benefits the city; it will never benefit the officers.

Pension Issues - If you’ve been paying attention, the DPA is extremely active in this area. Our Political Action Committee (PAC) constantly attends pension related meetings here and in Austin. We cannot afford to turn our backs, and let the city or state legislators make changes. Trust me, they will ONLY benefit the city if this happens. We, as contributors to the Pension, must step up and fix/address the issues at hand. We must also seek justice of any wrong-doing and prosecute ANYONE that took advantage of the fund.

Pay Lawsuit - What a complete mess!!! The city has kicked this can down the road for a very long time. Now the bill is almost due. It’s like that person you arrest: they want to smoke before they go in the jail on warrants. In reality, they could have addressed the warrants and smoked all they wanted. The city is no different; they just figured they would ignore it and it would go away.

In closing, we have a catastrophic situation, a perfect storm so to speak. Those of us who do this business in addition to our day to day police work said this was coming three years ago and now we’re here. How do we fix it? I know coming together as one association would be a huge start. Ask yourself, why would that be so hard? Why are others stopping this? I think you all know the true answer to that question. Demand the best. Demand for those who say they serve you to do their part in making us whole. The city and our chain of command love that we are divided. It’s a distraction. It’s, “Which one wants to make a deal?” so the others will go away. Who loses, the department or the officers?

Stay safe out there, and I will see you on the streets.



Dallas Police
ASSOCIATION

NEEDS TO BE SAID

By Steve Myers



This is going to be a tough article for me to write, and it may be tough to read for some of you, but I believe this needs to be said and needs to be read by our officers, management, and city leaders.

Another Police Memorial Day has come and gone in Dallas, and this year was a very nice ceremony. The weather was unseasonably cool. The Honor Guard was sharply dressed in their uniforms; the choir sang beautifully, including a song with elementary schoolers that brought tears to more than a few eyes; the command staff, mayor, and about two-thirds of the city council all sat front and center. The chief gave a touching story of his interaction with the widow of Walter Williams in the days after Williams had been killed, one of the five murdered in 1988. It was a poignant moment, and one that many officers don't typically see of their chief.

After the ceremony, we loaded up into the shuttles that would take us back to the DPA for a wonderful reception that is organized by Officers Arnold Rodriguez and Vanessa Berry. During that short ride from City Hall to the DPA, I overheard Mark Nix's parents say that they had not received an invitation to the memorial ceremony and that this was not the first time it had happened. Obviously, this troubled me. As we walked into the DPA, I got their attention. I hugged Mark's mom and shook his dad's hand, and assured them I would look into it. Next, I pulled Jo Ann Jackson aside and asked if she had received any notification about the ceremony so she could honor her late husband, Brian Jackson. She had not. In fact, she told me that in the eleven years that she has been attending the memorial after Brian's death, she had NEVER received a notice before the memorial. She said they had always arrived after the memorial and that the only way she knew when and where the service was being held was because she reads *The Shield*. Now I'm upset. As I'm talking to and catching up with a lieutenant who I have known since I was an Explorer, I mention these two instances to him. Just then, retired Sergeant Luke Lawrence, the brother of fallen officer Richard Lawrence who was shot and killed in 1993, leaned over and said that neither he nor any of his brother's family had received notification. Now I'm about to lose it. But before that happens, I'm assured this lieutenant will look into it. Before the end of the day, I receive a phone call and receive an explanation. There had been some sort of error with the notifications which necessitated them to be reprinted, that coupled with recent turnover within the unit that handles the notifications and the fact that the officer who is now responsible had been on CP 2.0, the ball got dropped. I did not take this reason as an excuse but rather as an explanation as to the process and how it would be fixed going forward. Personnel are now going to send out forms to the next-of-kin in an effort to have all surviving family members documented and known to the department. This

FOURTH VICE PRESIDENT

is a daunting task, and one I applaud them for undertaking.

But while I've addressed one way the Department can do better, I believe the individual officer can do better. Not only can we do better, we absolutely must do better. Everything depends on it. This day, Police Memorial Day, is a day above all other days in our city. It is the day we pause and reflect on the 80 men and one woman who have died in the line of duty while wearing the same uniform, the same badge, and doing the same job each and every one of us do day in and day out. But it is also a time we thank God for sparing us from being number 81. We have all been in situations on this job where our family members were going to receive that knock on the door if not for the grace of God. It is a time we set aside whatever personal issues we have in our lives to pay respect to the fallen. But most importantly, it is a time to support the families who did get that knock on the door. Something I noticed while I was attending the ceremony was a lack of something. Street cops. There were, at most, a total of 100 Dallas PD uniforms present during the entire ceremony, and the majority of them were the personnel who were required to attend. Not taking anything away from them being there, I was required to attend and it was no less moving or somber than the times I've gone on my own time. But there wasn't anyone there, and that's common year after year. I'll be the first to admit that for the first few years of my career, I didn't attend our ceremony. In fact, I didn't even know where our memorial was located. That's not good, but I think that's pretty common amongst younger officers. We have to change that. The reason I attended our memorial the first time is because a senior officer told me about it and sort of peer-pressured me into attending. He held me accountable to my badge and to the families of the fallen. I challenge senior officers to do the same thing next year. We have 3,400 cops on this department, we can do better than 100.

We must do better. Dallas's Police Memorial Day is always the Wednesday during National Police Week which is the week during which May 15 falls. The next one is Wednesday, May 17, 2017. I hope to see you there!

Finally, thank you to everyone who helped organize and conduct this year's memorial. It really is a moving and well executed ceremony.

As always, stay safe!



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THIRD VICE PRESIDENT

A MOMENT TO REMEMBER

By Michael Mata



Last month was National Police Week (May 15th through 21st), a time we honor those brothers and sisters who have made the ultimate sacrifice for the citizens and communities they protect. I had the honor of attending the National Law Enforcement Officers Memorial Fund's 28th Annual Candlelight Vigil and 35th Annual National Peace Officers' Memorial Service on the South Lawn of the Capitol in Washington, D.C..

The vigil was held on the lawn of the National Mall, with the Washington Monument in the background overlooking the event. It was quite an inspiring sight to see, and at sunset it was breathtaking! The names of 252 officers killed in the line of duty that are being added to the National Law Enforcement Officers Memorial in Washington, D.C. were read aloud at the vigil. (These 252 officers include 123 officers who were killed during 2015, plus 129 officers who died in previous years but whose stories of sacrifice had been lost to history until now.) As each of the fallen officers' names were spoken, every person in attendance held a lit candle in their memory.

They told the stories of a few fallen officers and their sacrifices at the beginning of the ceremony. One such story really touched my heart, not just because the loss of life of the officer but because of what the officer never got to experience.

A 29-year-old female officer from Omaha had prematurely given birth to a baby girl. So, the baby had to stay an extended period of time in the hospital after birth. The officer, not wanting to exhaust her FMLA time, went back to work and had planned to go on extended leave once the baby was released from the hospital to go home. The day before her newborn baby girl was to be released, the officer was tragically killed on the last call of her last shift before she was able to introduce her little one to its new home and enjoy her extended leave.

Sadly, this officer will never get to experience the momentous events of parenthood – rocking your child to sleep, the late nights holding them when they are sick, the giggles and the laughter that fill a house. She will never get to experience these little treasures because she was shot by a coward. That fugitive killed her because he viewed her as something less

than human, something that was expendable. He didn't see her for who she really was...a person – someone's wife, daughter, and mother.

This officer was a hero who deserved better than the hand she was dealt! She deserved to wipe away her child's tears, to cheer as her daughter finished her first ballet. She deserved to worry the day her child got their driver's license; she deserved to stay up late listening for her return after her first real date. And, most of all, she deserved to grow old and be a grandmother.

As this story was told, I looked over at my children and I was thankful that God has given me the joys of fatherhood; that He has given me these gifts (which I often have taken for granted as life carries on). I looked at my kids and thought, 'What if this was my last day on Earth? Would they know how much they mean to me?' I think they do. But, have I made myself the promise to never leave for a shift again without hugging them and letting them know their father loved them?

Oftentimes, life just gets away from us. We make promises to our children and our spouses with the purest of intentions of keeping them. But, sometimes when life throws us a curve ball, we use it as an excuse not to follow through on those promises. While our intentions may be heartfelt and honest at the given time, the disappointment felt by our loved one(s) when we fail to meet our promises will leave lasting emotional scars. Our loved one(s) will begin to feel less important, or even a nuisance, rather than experience what they truly mean to you.

So, I ask you to take a moment and think of the promises you have made in the past that maybe you didn't follow through on or live up to...the ones made at the time you didn't think were a big deal (because to you, it really wasn't). Now, I want you to follow through and keep that promise you made because a promise is something our loved ones never forget, especially kids!

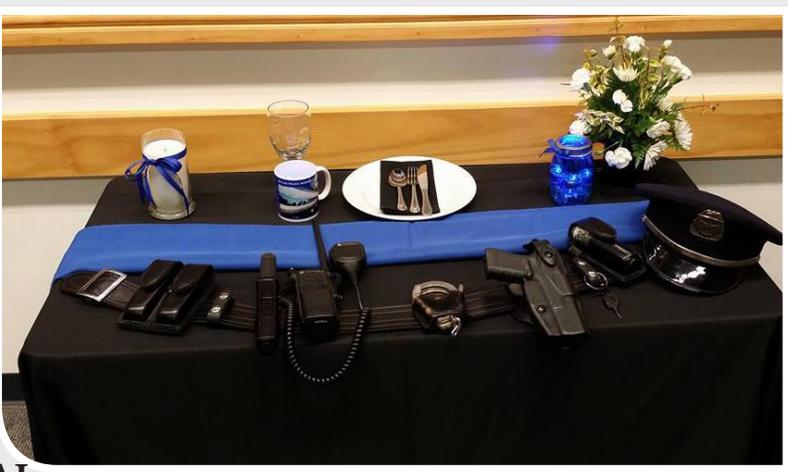
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BACK THE BLUE
DALLAS POLICE ASSOCIATION



DALLAS POLICE MEMORIAL DAY





MEMORIAL



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OFFICER SURVIVAL



OFFICER SURVIVAL

By Steve Bell, MA LPC

This article is in response to Michael Mata's article titled "Help Is Not A Dirty Word", which appeared, in the March 2016 issue of The Shield and to Beth Sundquist's article titled "One Is Too Many", which appeared in last month's issue of the Shield. Aside from the compelling story about the death of a 22 month old baby boy two of Mike's officers had pulled from a swimming pool, Mike's message was a very important one that I have tried to convey on several occasions on these same pages. Whether you hear it from someone that is currently working, someone that is retired, or from someone that is now trying to give the HELP all of these articles are referring to, the message is still the same. In an attempt to catch the attention of the readers, I began titling my articles "Officer Survival", for obvious reasons. Taking a phrase from Mike's article, "Officers see some of human nature's worst characteristics, and because we are the 'protector of men' we see the evils that 'free will' gives us." That is a very powerful phrase and one that I would like to expand on. When I was in graduate school we were constantly reminded that regardless of a client's presenting problem we were always going to be dealing with the psychological phenomenon of free will, regardless of how effective a treatment plan might be or the skill of the therapist, never forget you are always dealing with someone that has the power to make their own choices.

I would like to share some thoughts on a subject that is usually not discussed much; Suicide. Handling any call involving a death is always very difficult, but for me handling a suicide was the most difficult. I can still remember the first suicide call I handled by myself. Even though it was in the late 60's I still have a very vivid mental picture of the 23 year old male seated in a chair with a shotgun in his lap, barrel under his chin and his right big toe stuck in the trigger guard. Obviously with 34 years on the department I would have the occasion to answer many more suicide calls. All of them having their own special nuances, but none of them ever making complete sense or addressing the ultimate question concerning the fact suicide is a very permanent solution to what is almost always a very temporary problem! The act of suicide gives a whole different meaning to "asking for HELP". At almost all of the many suicide calls I answered there was usually some friend or family member in total disbelief trying to make sense of the choice that had been made by the deceased. Unfortunately most suicide victims have ask for help, in their own way, just maybe no one was listening or no one recognized what asking for HELP looked like. In Beth's article "One Is Too Many" she is pointing

out the inherent stressors connected to the job of a police officer and how at times these stressors left unattended can lead to the suicide of an officer. All of the articles mentioned have one thing in common. How difficult it can be for some people to reach out and ask for HELP.

It has become very obvious it doesn't make any difference whether the client is a civilian or police officer asking for HELP has always been difficult. It usually means, in that persons mind, they have reached the lowest point in their life and life really feels out of control. Usually they just can't accept that things have gotten this bad. Let me make this as clear as possible asking for HELP is in reality, the first step to regaining control of your life. Whatever you have been doing up to that point hasn't been working so maybe it's time to step back and take a hard look at the situation and realize things are out of control, so maybe it's time to let a professional step in and HELP you regain that precious notion of having control over your life.



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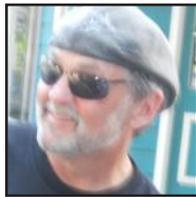
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BACK IN THE DAY

BACK IN THE DAY

By Bill Croom, Retired



On January 8, 1948 the Dallas Morning News wrote about a bizarre event that involved a former Dallas Police Chief. Robert L. Jones, who served as chief from 1935 to 1939 shot and killed his son-in-law George A. Vadere after a private detective from the William J. Burns Detective Agency learned that Vadere was already married when he wed Jones' daughter Marjorie.

The shooting took place about 2:00PM at the Frank Babb Jewelry Store at 2014 S. Ervay St. in the Irwin-Keasler Building. Vadere was shot as he attempted to return a wedding ring which he had purchased with a hot check.

Jones shot Vadere in the back as he fled into the street after being confronted by Jones inside the store. Jones had walked up to Vadere and said simply "Come here." Vadere got away from Jones as the former chief grabbed him and then started running into the street when the chief took a shot with his .38 city issue pistol.

Vadere kept running after being shot, initially hiding behind a Railway Express truck then collapsing into a doorway of a photographer's studio. Vadere, himself a former private detective with the William J. Burns Detective Agency died soon after. A nearby witness picked up the bullet that had exited Vadere's chest and gave it to responding officers.

Jones was arrested and charged with murder an hour and a half later and was freed on a \$7500.00 bond. "He married my daughter without getting a divorce from any of his other wives," Jones explained quietly to bystanders. "He won't do it anymore."

Vadere and Jones' daughter had been married five months when they separated and Vadere moved to California. He had only recently come back to Dallas. During the absence of Vadere, it was found that there was the existence of one or more wives still married to Vadere was revealed to Chief Jones.

In Chief Jones' first trial on the shooting there was a hung jury. The trial was then moved to Kaufman County where he was found not guilty.

C.T. Plant who was 79 years old when he had recently died, had spoken the first words over DPD police radio KVP in 1932. He had joined the department in 1912 and retired soon after those historic words were broadcast in 1932. He was a desk sergeant when he transmitted the first message from 106 S. Harwood. It's unclear what their first message might have been...

On September 1, 1948 a lawyer, Edwin Tobolowsky, went before the Dallas City Council and told them that his client Leroy Thomas had been unlawfully arrested and detained overnight in the City jail. He had been arrested at a department store downtown after acting suspiciously. Initially Thomas was seen to hide when police officers were looking for him inside the store. He left the store attempting to elude officers when he was arrested. Thomas said that he was not permitted to use the phone or was told what he had been arrested for.

The suspect apparently fit the description of a person who attempted to rob two people in West Dallas on the Tuesday before. Another attorney, L.M. Rice also suggested to the council that an outside investigator should be called in. He said that members of the Dallas Bar Association (?) be called in. Tobolowski suggested that the council should call in the civic affairs committee of the Dallas Junior Chamber of Commerce (??) be called in as well.

Councilman W.J. Brown challenged Tobolowski's accusation that this type of thing happens all the time in Dallas. When questioned, Tobolowski couldn't actually name another instance.

Councilman Everett Fox asked if the matter had been taken up with Dallas Police Chief Carl Hansson. Tobolowski said that it had not.

"So you went directly to the Council," said Brown. "Why? Why didn't you talk to the chief of police? We have to go back to him for the information. We could have saved a lot of time and trouble by going to him first. He is the department head."

"I didn't realize it would be any trouble," said Tobolowski.

"Since it has been brought to the attention of the Council, this instance should be investigated by the City Manager," Councilman Fox said.

Hijackers had hooked up a truck to a trailer holding 420 cases of whiskey and wine on November 30, 1948 from Julius Schepps Wholesale Liquors at 2301 Canton St. It was found later by Dallas County Sheriff's deputies on Wintergreen Road south of Hutchins. The thieves had taken 210 cases of whiskey.

Most of the wine was intact and still in the trailer. (???) Wine just wasn't that popular in 1948 it seems, at least not in Dallas!

How times have changed...



THANK YOU

Thank you for the plant you sent in remembrance of my mother. I appreciate your thoughtfulness. Eric Ricklic #6363 (Northwest).

I would like to thank the Dallas Police Association, Assist the Officer and the Double 6 BBQ Team for the wonderful coolie assortment sent following my recent surgery. Your kindness is greatly appreciated. Bill Knobel #3869 (Retired).

Thank you for the remembrance you sent in honor of my step-mother. My family and I are very appreciative for your thoughtfulness. Frederick Frazier #7324, V.P. Dallas Police Association (CIB).

NEED A DPA ATTORNEY?

DPA attorneys from LGGL keep weekly office hours for confidential conferences with DPA members.

Monday - Bob Gorsky

Wednesday - John Snider

Thursday - Robert Rogers

Friday - Zach Horn

Subject to the lawyer's schedules, IA cases, etc., the attorneys are generally available from 9:30 a.m. - 5:00 p.m.

Feel free to call the DPA to confirm the attorney's availability or just stop by!
214.747.6839

PEOPLE

SYMPATHY

The family of Ms. Norma T. Ricklic, Mother of **Police Officer Eric Ricklic** (Northwest).

The family of Mrs. Geraldine Pierce, Mother of **Sergeant Debra Thomas** (Northeast) and Mother-in-Law of **Sergeant Michael Hunter** (Mounted Unit).

The family of Mrs. Gloria Jean Otto, Mother of **Police Officer Ian S. Otto** (Southeast Patrol).

The family of Mr. Jose Humberto Bernal, Father of **Senior Corporal Jose Bernal** (Southwest Patrol).

The family of **Retired Sergeant Ronald Bardin**, Husband of Retired Sergeant Nancy Bardin. Sergeant Bardin retired in 2011 after 37 years of service.

The family of Ms. Debra Leah Webb, Sister of **Senior Corporal Bradley Ellis** (North Central Patrol).

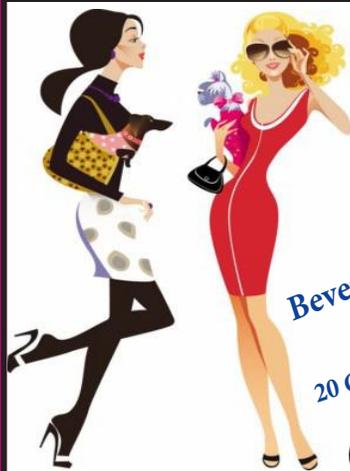
The family of Mrs. Norma Jean Hill Carr, Mother of **Senior Corporal John W. Carr, Jr.** (Strategic Deployment).

The family of Mr. Phillip C. Carroll, Father of **Police Officer Jason Carroll** (Love Field).

The family of Dolly Frazier, Step-Mother of **Detective Frederick Frazier** (CIB).

The family of Ms. Earline Thomas, Mother of **Senior Corporal Tommie Thomas** (Vice Section).

The family of Phil E. Pardue, Father of **Senior Corporal Angela Pardue** (Personnel Division).



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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 "DPA"), 1412 Griffin Street East, Dallas, Texas 75215 on May 10, 2016 at 11:07 am. The meeting was called to order by the President, Ron Pinkston.

The following proxies were received: S. Myers to Mike Mata; Chris Webb to Silver Valencia; Demarcus Turner to Boux Bland.

Minutes of the meeting.

- Griffis gave the invocation.
- The minutes of the April 12, 2016 Board of Directors meeting was presented.

MOTION by Taylor seconded by Janse to accept the minutes as presented. Motion passes.

- The May 2016 Cops' Cop Award was presented to Gregory Fregeau.
- Pinkston discussed the current membership status with the National Association of Police Organizations (NAPO). Pinkston stated there is a lack of communication; a difference of opinion on several issues, and closed leadership structure within the organization. Pinkston recommended the DPA terminate its membership in NAPO.

MOTION by Woolum seconded by Castleberg to terminate the membership of the DPA in NAPO effective immediately. Motion passes, no opposition.

- Pinkston discussed the current status of the merger of the DPA with the Dallas FOP. Several attempts have been made to reach out to the FOP President Walton without success. The Dallas FOP membership voted for the merger, but the Dallas FOP President is stalling the merger and is working to stop the merger. Discussion and questions by the Board.
- Pinkston stated Chief Brown has begun to meet with the police groups again, but has canceled the last several meetings with the DPA.
 - Several issues being discussed are the plan to spend 19 million dollars for security updates at police facilities. However, only 1 million dollars is being allocated for updating the entryways at police facilities.

- DPD SWAT is part of the Violent Crime Task Force and recent policy requires approval from Chief Brown if any arrest/search warrants need to be executed between the hours of 3pm and 11pm. The goal is to have the SWAT answering calls for service only.
- The DPD is looking into the purchase of the .40 caliber sponge gun as a deadly force alternative. No details on who will be issued this weapon.
- All DPD transfers are frozen unless a special need or favor arises.
- The DPD bid process will supposedly take place at the normally scheduled time according to Chief Brown.

- Joe Schutz, Dallas Police & Fire Pension Board Trustee gave an update on the activities of the Board.
- Mr. Ron DeLord gave a brief presentation on the Meet and Confer activities. Discussion and questions.
- There was no quorum at 12:15 pm.
- The Crimes against Children's Conference social will take place on August 9, 2016 at the DPA. Volunteers are needed.
- Frazier discussed PAC activities and the need to monitor closely the bills relating to pension activities. State Senator Huffhines has demonstrated his lack of support for police officers and has stated that the salaries of police officers in Texas is too high. Discussion and questions.
- The Carry the Load event is scheduled for May 29-30, 2016. Need 30 uniformed volunteers for this event which benefits the DPAs Assist the Officer Foundation.

The Board Meeting was adjourned at 12:48 pm, May 10, 2016.

The minutes of the Dallas Police Association were duly recorded on May 10, 2016.

Original Signed

E. J. Brown

Recording Secretary



Dallas Police
ASSOCIATION



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