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THE SHIELD

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PRESIDENTS MESSAGE



MEETING WITH THE COMMAND STAFF

by Ron Pinkston

On Monday, May 19th, the Dallas Police Association met with the command staff and all of the social groups. The DPA requested an agenda, yet never received one. When the meeting started, we were given a packet detailing officers who had not been terminated and received additional training or testing. We were told that management believes there are new officers on the street that may have never passed PVOC, and they are looking into that. Remember back to April 11th when the Department put out a news release after conducting a review of the Academy and the Department found no issues related to lowering of standards.

The big question in this fiasco is, *If it is in such a mess, who is to be held accountable for the Academy?* Are we going to hold a Senior Corporal accountable? A Senior Corporal doesn't terminate anyone without management signing off. A Senior Corporal doesn't write the policies that should be followed in the Academy. And, finally, it is not a Senior Corporal who allows the rules to be violated. Where does the buck stop? In the business world, it stops with upper management and, traditionally, that is the CEO. It seems logical that it should be the same with police management.

The job of the police academy should be to put out the best qualified candidate possible to serve the Citizens of Dallas. If instructors realize that a recruit isn't qualified to serve the citizens, then they need to be terminated, per Department guidelines. It shouldn't be done based on his/her race or gender, but rather on his/her ability to perform the duties of a Dallas Police Officer. It was said in the meeting we are holding recruits to a standard that some veterans couldn't pass. That statement is wrong because all Dallas Police Officers have gone through the Academy, and they all had to pass the same standard.

TCOLE's audit of the Dallas Police Academy did uncover some issues that need to be addressed, and most of them focused on the record keeping. The standards, however, weren't the issue as DPD has always tried to maintain a higher standard than TCOLE mandates because that is what our citizens expect. For management to now try and change our standard would be wrong and will place the City in a position to possibly pay out on larger lawsuits in the future. Citing the Supreme Court decision *Canton, Ohio v. Harris* (489 U.S. 378), the City of Dallas is exposing itself to serious

liability from failure to train and criminal indifference to established training standards.

During the meeting, it was hard to agree or disagree with management over the information that was disseminated due to not having adequate time to verify its validity. I have seen this tactic used in the past by management during Public Safety Meetings. Management will give out information to the City Council at the last moment so they might not be as prepared to ask as many questions.

During the fiasco with the Academy (and what appears to everyone as a cover up), one crucial thing has taken an even greater hit, and that is the morale amongst Dallas Police Officers. These officers who have worked diligently to serve the citizens of Dallas and have lowered crime for 10 straight years have experienced morale at an all-time low. These officers want to work and serve the citizens, but they need to know they will be supported. They have lost trust in management to do this. Because of this, police management has lost its ability to lead these men and women, and this is vital for the public's safety. We all want a great police department, but it needs the sacrifice of officers to go above and beyond to achieve that greatness. And, this can't be found in a police department with low morale. Management will say that low morale is always talked about, but if anyone will actually listen to the officers, you will hear more and more officers are shutting down. Bud Wilkinson is quoted as saying, "Morale and attitudes are fundamental to success." If Bud is correct in his statement, then there isn't much hope for future success in the Dallas Police Department. And, the safety of the citizens of Dallas depends on it.

As we fight through issues to improve the Department, please remember it is the citizens of Dallas we are serving. When you answer that call, do your best to serve that citizen because they did not create the bad policies and working conditions.

As always stay safe!



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ATO

by Frederick Frazier



I would like to start this off by saying THANK YOU for making the ATO program a house hold name with Dallas officers. In 2013, Assist the Officer helped 126 officers and firefighters providing over \$160K in assistance to officers and their families. Our Board has made every effort to provide assistance and is always expanding ways for alternative programs to help individuals get better. About two years ago, we revisited the treatment facility option using our horrible insurance plan. I set up a meeting with Dallas Police Assoc. President Ron Pinkston, City Of Dallas HR Director Molly McCall and six of United Healthcare's board members for treatment options. Our mission was to provide a treatment facility for officers that was NOT in the metroplex and would accept our insurance without breaking an officer financially. The result was La Hacienda <http://www.lahacienda.com> treatment facility, located in the Texas hill country, 90 miles due west of San Antonio. La Hacienda provides 40 acres along the Guadalupe River and was established in 1972. The next step was to visit the facility and see for ourselves how the program works to be sure it was on the up and up for our officers and their families.

As we arrived at the facility, we were met with open arms and professional attitudes. They took us step by step through the process an officer or family member would go through when admitting themselves. I asked each of the staff members how long they had been with the company. Almost every staff member answered with 20 plus years. We met with the director to educate him about ATO and how this program has changed so many lives. He was able to relate and gave examples of other officers, doctors, attorneys and teachers who had been through the program to get well. He also started with La Hacienda in 1976 as a counselor! He said something that stuck with me. The program is not a fix all program, rather an awakening for each person. The treatment allows you to see something you cannot see due to substance abuse or depression. I could relate. As officers, we are stressed to levels most cannot understand. We see, hear and read things that are unimaginable. I have spent many sleepless nights questioning if it is my time to go when standing behind a door or a window or outside a driver's door asking for ID. This weighs heavily on all of us and we all choose to chase these demons in our own ways.

(continued on page 10)

MAY COPS COP

Senior Corporal Ray Milbern, Jr.



Senior Corporal Raymond Milbern has been selected as the May 2014 Cops' Cop for the Dallas Police Association. He joined the Dallas Police Department on August 8, 1990. Senior Corporal Milbern has been assigned to Neighborhood Nuisance, Public Integrity, Traffic, Motorcycle, Personnel, Southeast Patrol and currently is assigned to South Central Patrol.

In his nomination letter Senior Corporal Tom Naulty states, "Ray quickly catches your attention with his constant energy and over the top personality. I have never worked with another officer that exudes outstanding work ethic, mixed with his unique sense of humor, which creates a fun work environment for his peers and supervisors. Ray will be the first to volunteer his services on tasks that others deem menial, just to get the work done. Even though Ray has been known to be a guy that will do anything (especially when a Pink Card is involved) and one of the most frugal (cheap) guys that I know, he is also selfless and strives to make this Department better every day he puts on the uniform."

As a background investigator Corporal Milbern's assessment of an applicant was fair and honest, never sugarcoating their weaknesses. He let the applicant know what they had to do to achieve their dream of becoming a police officer. Senior Corporal Milbern did this with respect and sincere guidance for them to succeed. He was able to sort through information and use common sense discretion to hire the best possible recruits and conversely reject the others.

Senior Corporal Dwayne Thompson states, "I consider Ray among the elite of officers that I know. Recently I was nominated and was selected as a Cops' Cop but I would surrender the selection in a heartbeat so that my friend whom I have tremendous respect could be acknowledge for all the years of dedication that he has committed to the Dallas Police Department, his family and the community."

Deputy Chief Tammie Hughes in her support letter states Corporal Milbern gives 100% in everything he does. He often volunteered for assignments others shied away from and worked the long hours to get the job done right. "Don't hate, appreciate" is his favorite line to all of his so called haters.

Senior Corporal Milbern has received over 70 Commendations, including, two Certificates of Merit and Life Saving awards. He is married to his wife Emily and has two children, son Justin and daughter Rachel. The Milberns reside in Midlothian.

VIEWPOINT

DROPPing the Ball

by Jeff Baum, Major Crimes

Anyone who is not living in a cave has probably heard that an immediate fix to the DROP program is needed. I know a lot of people might be skeptical. We were told the pension fund needed some serious fixes a few years ago, and we were led to believe the changes that we voted on and passed would put the pension fund on the correct path for the long term. Now, we are being told that major changes are needed to the DROP program.

I'm not a financial advisor, but I do happen to know a little bit about this stuff. And, I can tell you that there is no doubt in my mind that changes to DROP are necessary. You don't have to be Warren Buffet to know that you can't pay out more than you are taking in for very long without getting yourself in trouble. If your household income is \$5,000 per month and you spend \$6,000 per month, you are going to have a problem in short order. If the pension fund earns 5% one year and pays out 8-10% in interest to DROP members...well, you get the picture. So let's just stipulate that changes to DROP are needed. The question is, *What should those changes be?*

I don't know this to be a fact, but from what I've heard, the two options being tossed around for an upcoming vote are:

- 1) A fixed DROP interest rate of 2.5%; OR
- 2) DROP interest rate calculated at whatever the pension fund earns (minus 4%) with a minimum of 0% and maximum of 12%.

If you know me, you know that I tell it like I see it, and what I see are some terrible options. I'll tell you why.

Option #1 - Numerous financial studies have been done by some very smart people with regards to safe withdrawal rates. To put it in layman's terms, the overwhelming consensus is that if you have a sum of retirement money in a 401k, IRA or whatever, you can withdraw about 4% every year with very little chance of running out of money. This is even truer for a pension fund because there is always new money coming into the fund as opposed to a person's personal retirement account, which is not being replenished with new money. I see no reason why if we want to vote for a DROP program with a fixed interest rate that it should be less than 4%.

Option #2 - In my opinion, this option is just as bad as Option #1, but for a different reason. The problem with it

is that the interest rate will change wildly from year to year. A DROP member could be paid 12% interest in one year and then 0% the next year. How is a person supposed to set their household budget in a situation like that? This problem could easily be fixed if the returns were smoothed by using the 10-year rolling average of pension fund returns (minus 4%) to determine the DROP interest rate.

The current method to determine the DROP interest rate is the rolling 10-year average of returns (**without** the minus 4%) with a minimum of 8% and maximum of 10%. With a maximum difference of 2% between the minimum and maximum interest rate, using the 10-year rolling average isn't that crucial. It is being used anyway because members want to have some idea of what to expect every year. It was a short time ago that the DROP interest rate could not change more than .25% in any one year. Now, they want us to vote for something that could cause an interest rate change of 12% in any one year! Using an average lessens the variation in year to year interest rates paid to DROP members and makes budget planning much easier. Moving away from using the 10-year rolling average at the same time you are widening the minimum/maximum range of DROP interest rates to 12% is ludicrous! Using the 10-year rolling average does not affect the total amount of interest paid out by DROP over the long term. It only lessens the variation in interest rates paid out from year to year. This method would've resulted in the interest rate being 4.78% this year.

In my opinion, there should be three options put to a vote of members:

- 1) A fixed interest rate of 4%
- 2) 10-year rolling average of returns minus 4% (min 0% / max 12%)
- 3) 10-year rolling average of returns minus 4% (min 2% / max 8%)

Also, I believe that members should be allowed to vote on whether or not they want a cap on the dollar figure a person is allowed to have in their DROP account. I was told that the pension board does not believe that this will pass a vote, and they need to present options to the members that they believe can be passed or we will have to go back to the drawing board. There is no reason we can't be presented with more than one issue to vote on. A vote for a cap on DROP balances will either pass or it won't, but it has nothing to do with the other options. DROP interest rate calculations and a cap on DROP balances are two entirely separate issues, and we should be allowed to have a "Yes or No" vote for a cap as well as a vote to determine the new way DROP interest will be calculated.



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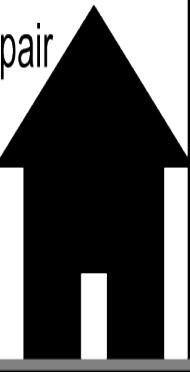
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SYMPATHY

SYMPATHY

The family of Mr. Mike McLennan, Father of **Senior Corporal William McLennan** (Narcotics Division).

The family of Mr. Lemuel J. Sowell, Brother of **Lieutenant Kenny Sowell** (Northeast Patrol).

The family of **retired Senior Corporal Bobby Hargis** #1082. Corporal Hargis retired in January 1999 after 37 years of service.

The family of **retired Lieutenant Don Archer**, # 1028. Lieutenant Archer retired in May 1990 after 36 years of service.

The family of Ms. Carmen O. James, Wife of **retired Senior Corporal Jerry W. James**.

The family of Ms. Marianna Demko, Mother-in-Law of **Officer Roy Gray** (Southwest Patrol).

The family of Ms. Ida Mae Brantley, Grandmother of **Deputy Chief Catrina Shead** (Office of the Chief).

The family of Mr. Willie G. Clark, Father of **Officer Antoine Hughes** (Love Field Unit).

The family of Mr. Paul Theis, Brother of **Senior Corporal Joel Theis** (Auto Pound Unit).

The family of Teresa "Terrie" McKee, Wife of **retired Senior Corporal Thomas B. McKee**.

The family of **retired Senior Corporal Roosevelt Benjamin**, #3981. Corporal Benjamin retired in January 2006 after 28 years of service.

The family of Mr. Isaac M. Deltoro, Father of **Officer Christopher Deltoro** (Northeast Patrol).

The family of Ms. Vera McDougal, Grandmother of **Detective Scott Sayers** (Crimes against Persons).

The family of Mr. Duilio Stefanini, Grandfather of **Officer Michael Waldroup** (Northeast Patrol).

The family of Ms. Daisy Allen, Aunt of **Senior Corporal Keith Abram** (Helicopter Unit).

The family of Ms. Yolanda Isabel Gonzalez Lopez, **Mother of Officer Javier Lopez** (Southeast Patrol).

The family of Mr. George E. Stone, Jr., Father of **Senior Corporal Glenn Stone** (Criminal Intelligence Unit)

The family of **retired Assistant Chief Gregory F. Holliday**, #2929. Chief Holliday retired in January 2002 after 31 years of service.

THANK YOU

The family of Mr. Lemuel Sowell would like to thank the DPA for the flowers and cards sent after the loss of their loved one. Lemuel is the brother of Lt Joseph Sowell, Northeast Patrol Division.

Thank you for the spirit lifting cookie bouquet while I was home recovering from hip surgery. It was a pleasant surprise. Also, thank you for the retirement badge that will always remind me of my career with the Dallas Police Department. Libby Newhall Cotner

Thank you so much for the beautiful and heartfelt tribute in remembrance of my grandmother, Beulah Mae Anderson. My father and I are thankful and honored to have the bond of service and respect for the members of the Dallas Police Association. Officer Brant Anderson #10240 and Retired Sgt. Aaron Anderson

Thank you for the tribute for my husband Michael Bowles (retired). He was proud to be a part of the Dallas Police Department. Eileen Bowles



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Winner of the Theodore Roosevelt Award
Officer Richard Whitt #9934

Congratulations to **Tammie Hughes** on her promotion to **Deputy Chief** on April 24, 2014.



Congratulations to the following members on their promotion to **Lieutenant** on April 28, 2014.



Jose L. Garcia

Stephen E. Hoyer

Sergeant Victor Renteria #8558 (SW Deployment) and his wife Sergeant Amanda Renteria #8615 (Internal Affairs Division) proudly announce the birth of their second daughter, Annabel Iris Renteria, born March 20, 2014, weighing 7lbs 4oz and 20 inches. Big sister Alexandra (3 years old) is extremely happy with her little sister's arrival.



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Each year since 1994 NAPO (National Association of Police Organizations) has presented the TOP COPS Awards® Ceremony. The purpose of the TOP COPS Awards® is to educate the American public about our nation's heroes and to pay tribute to law enforcement officers in federal, state, county, tribal and local agencies from across the country for actions above and beyond the call of duty during the preceding year. Our TOP COPS are nominated by fellow officers. An independent Awards Selection Committee comprised of national law enforcement representatives select, from hundreds of nominations, one TOP COP case from each of the 50 States and U.S. territories. Officers from the top ten cases are selected as our TOP COPS Award® Winners. In each remaining state, one case has been selected for which the officer(s) will receive an Honorable Mention award.

Congratulations to Dallas' own Top Cops recipients:
Detective Kurt Hibbits and Detective Frederick Frazier.



REFINANCE

CAN YOU STILL REFINANCE? ONLY IF YOU WANT TO SAVE MONEY!!!

by Kevin King

And if you're looking to buy the time is now!!

I've been asked many times the last several months if it's still possible to refinance since rates have gone back up over the last year and a half. My first answer is that it's specific to each individual and then I help people review and determine if refinancing is their best option. Chances are that if you're going to refinance from a 30 year loan to another 30 year loan and your current rate is less than 5.5% and you've had the loan less than 5 years then it won't pay, but there are many scenarios where it would pay. A few of those may be:

- You have been in the home more than 5 years and you want to move to a 15 or 20 year loan. 15 year rates are still substantially under 4% and either a 15 or a 20 year loan will save you 10's of thousands of dollars over the life of the loan
- You added a pool or remodeled and refinancing your primary mortgage and the home improvement loan into one loan will lower your overall payment and save you 10's of thousands of dollars over the life of the loans.
- You are paying monthly mortgage insurance and with your reduction in equity and from rising home values you can get rid of your monthly mortgage insurance saving you \$100-300/month
- You have some equity in your current home but you have quite a bit of consumer debt(credit cards, car loans and student loans) that you want to get rid of. Doing a cash-out refinance can pay off the consumer loans and lower your overall monthly debt obligation, it also turns the consumer loan interest into mortgage interest, which is tax deductible.
- You've missed the refinance windows several times and your rate is still around 6% and it's just time to get it done.

These are not all but some of the reasons I have helped fellow officers refinance in the last year. It's free for you to call and for us to review your individual situation. Typically refinancing for most of us is the equivalent of eliminating one extra job a month, or if you want to build equity quickly and save 10's of thousands of dollars over the life of your loan by going to a 15 year mortgage it would typically take adding one extra job a month. It's pretty simple; What do you want?

ATO

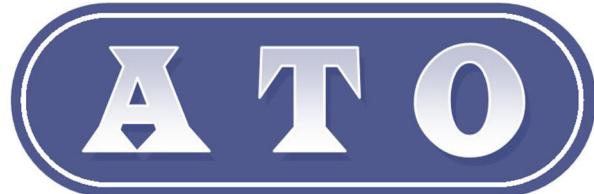
by Frederick Frazier

(continued from page 5)

It is nobody's job to judge you and that is one of the reasons ATO was created. Through the Dallas Police Association, it's a support system to assist our officers and families. This program is confidential, just like our counseling program, and the City cannot get their hands on it. We are always just a phone call away, but you can also speak directly to Cade Saurage, La Hacienda at 830-285-3268.

If you need more info on ATO or just to talk, I can always be reached at 214.549.4918.

Frederick Frazier
Chairman
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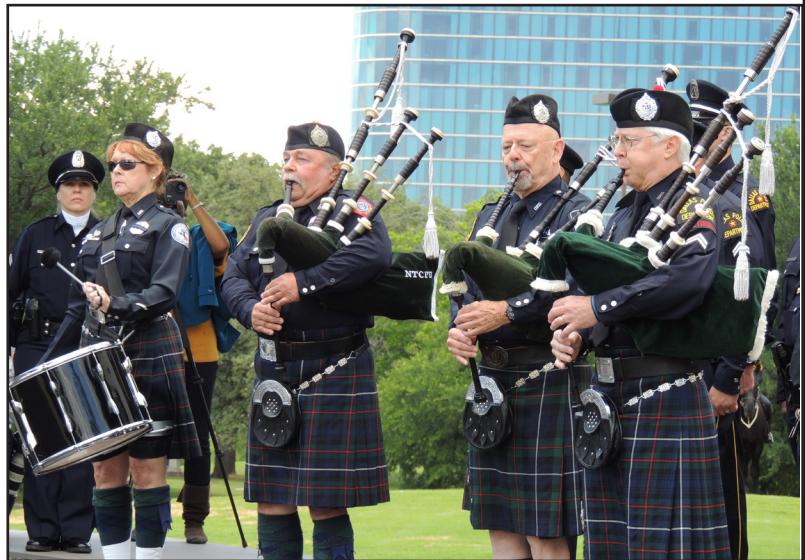
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DALLAS POLICE MEMORIAL



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Widows luncheon





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CONGRATULATIONS !
The Dallas Police Association's Double 6 Cook Team took home Second Place this year, all winning proceeds were donated to the Assist the Officer Foundation.
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DOUBLE 6 COOK TEAM

COOKING FOR A CAUSE

Do you like to BBQ? The Double 6 Cook team is taking new volunteers!!! We are a group of members sponsored by the DPA and ATO that enjoy cooking and also love to raise money for officers when they are down. We have only been around for a little over a year and have already won one 1st place trophy and two 2nd place trophies in addition to raising thousands of dollars to benefit the ATO.

Our new focus is on building a brotherhood between the officers on this department. In the future I would like to take the cook team to one substation each month and cook for the officers there and letting them know that their hard work is appreciated and needed. We are in a time where morale is dangerously low. We need to remember that being a cop isn't just a paycheck, it's a brotherhood. Our goal on the cook team is to build up that brotherhood through serving each other, and cranking out some delicious food. But in order to do that we are going to need some extra help. Right now our team is 8 strong. We need more folks who want to volunteer to try and make this place better.

I can make you a few promises if you want to join. Firstly, you won't always get special assignment. Secondly, it won't be a regular 8 hour shift. Thirdly, you will make new, strong friendships, meet tons of officers from around the department and metroplex, and you will have an opportunity to serve fellow officers and other citizens that greatly appreciate what you do for them.

Police Officers dedicate their lives to serve this community. They make sacrifices every day to fulfill that service. We on the cook team dedicate our spare time to serving the officers on the front line every day, and to making sure those officers have an opportunity to form a brotherhood that is desperately needed when times are tough. You don't have to know anything about cooking BBQ, we can teach you whatever you need to know. We just need your time and willingness to serve. I will be posting our events in the shield every month for those that would like to drop by and hang out. So far June is empty.

If you are interested in joining please call or email any of the following cook team members:

Daniel Mulvihill 9720 (318)623-6424
Silver Valencia 7492 (214)460-1918
Wes Melton 8978 (469)734-6216
Reggie Woods 6546 (214)533-6872

BACK IN THE DAY



BACK IN THE DAY

by Bill Croom

On August 5, 1977 the Dallas Morning News reported that Edward Lincoln King was the first to be sentenced in Dallas County to die by lethal injection. Judge Thomas Thorpe sentenced king to die on September 13th. King had been found guilty of slaying Dallas Police Officer Leslie G. Lane in March, 1974.

The shooting of Officer Lane occurred after a 5-hour crime spree where King beat policewoman Bettie Robinson about 11:00pm outside her apartment while getting out of her car at 6200 Highland Hills. He put a .380 automatic to Robinson's head and forced her back into her car. After a struggle, King struck Robinson in the head several times. She broke away and jumped out of the car. King then drove off in Robinson's car also with Robinson's .38 revolver and purse still in the car.

About 2:30 am he kidnapped two women from the corner of Birmingham and Oakland. One managed to jump out of the car and escape, but not before King fired a couple of rounds at her.

Fifteen minutes later Officer Mike Thomas spotted the suspects' car and gave chase eastbound on Live Oak. King bailed out of the car and started running with Thomas after him. The woman that had been kidnapped and was still in the suspect's car started screaming. Officer Thomas was distracted by the screaming and did not know that Officer Lane was also chasing after King. Behind a house, King fired at Lane and hit him twice in his side. Officer's Thomas and D.P. Williams found Lane lying on a nearby driveway between 4703 and 4707 Live Oak. He was transported to Parkland Hospital where he died at 3:10am.

Meanwhile one of the kidnapped women was interviewed and knew King's name (oh really?) and both were able to identify him from photographs on file. At 7:45 am the morning of the shooting officers surrounded King's mother's house at 3515 Frosty Trail. King surrendered after being woken up in his old bedroom. King was on parole at the time after being sentenced in 1963 to 110 years in prison for attempted murder, robbery and burglary. He had been paroled (?) in 1972.

In a story that still comes up every few years unfortunately, the DPD reported on August 14, 1977 that patrol strength had been reduced in several parts of the city because of old, worn out squad cars. Patrol officers in the Northeast and Southeast divisions complained that at any given time, about a quarter of the squad cars assigned to those divisions

cannot be driven. Patrol supervisors confirm that there is a high rate of mechanical failures besides air-conditioner breakdowns. Southeast officers report that because there were no relief cars, they were forced to sometimes ride three to a vehicle.

The problem with the cars was complicated by the fact that 135 new patrol cars were sitting idle awaiting replacement parts for some unknown defect. One unknown police supervisor reported in one of two investigations sent to Chief Byrd into the lack of drive-able squad cars said anonymously that officers frequently abuse the squad cars. Another report stated that the City's Equipment Services Division was often inefficient in replacing and repairing police cars. Assistant Chief Souter, commander of patrol operations stated to the DMN that "We occasionally have a shortage of cars. It's not the numbers but keeping them repaired." But, he also stated that "We haven't had any shortages that deprive the public of protection."

This writer remembers in August, 1977 I was a young rookie and the DPD had 1977 Pontiac Lemans squad cars. These had the cool red bucket seats, replacing the 1976 Lemans with the blue bench seats which made it tough for two officer's, one being 6'2" and the other 5'7" to ride in the same front seat of the squad car! Heck, I don't remember any problems but remember most everyone loving the Lemans, you could turn over the air cleaner and it would sound great! I guess in August, 1977 they were waiting on the 1978 Plymouth Grand Fury's to show up during this time, a good big, heavy squad car but not loved (in some divisions at least) as much as the Lemans.

In others news happening in this hot month of August, along with faulty squad car air-conditioners was a report that a federal jury had found Dallas Police Chief Don Byrd, one police officer and nine jail attendants innocent of charges of neglecting a prisoner's medical needs following a March, 1975 arrest.

Van Thomas Craig, serving two 5-year sentences for armed robbery, sued Byrd and the others for allegedly neglecting his wounds and physiological suffering (?) for the five days he spent in the jail at good old 106 S. Harwood. The jury in U.S. District Judge Robert Hill's court decided that police did not violate Craig's rights after he had been arrested for robbing a Kroger store on March 21, 1975.

Craig said that he was shot twice in the buttocks and once in the shoulder while attempting to escape from the grocery store. All three bullets exited his body apparently. Officer J.E. Bateman took Craig to Parkland Hospital immediately after his arrest. Craig was treated for his wounds and released that night.

Craig said he was transported to a "stinking, dirty, cockroach infested cell at 106. He said that he was even forced to sleep on a bare, wooden board. Hmm.

**ONLINE VS. TRADITIONAL
UNIVERSITY**

by Steve Bishopp

Craig also claimed that he was continual pain from the bullet wounds and was under physiological stress during his stay from March 21 to March 26. On March 26 he "collapsed" and was "forced" to go back to the relative lap of luxury, compared to 106 I guess, Parkland Memorial Hospital, which was not named in the suit since I'm sure that they treated him gently and PMH did not have the smells or cockroaches' that 106 S. Harwood had.

Craig asked for ten grand for his suffering and another ten grand to 'punish' the 11 defendants. Well, he didn't get it. Okay... all of us that experienced the "stinking, dirty, cockroach infested (at least that part of the suit was true) 106 S. Harwood on any hot Friday night in August in 1977 should be in line for something from the City. Heck if they could pay my health insurance that would be cool.

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On occasion, I am asked for advice about going back to college to obtain/finish a degree. Sometimes, the questions pertain to which degree one should work toward, meaning which discipline would be the most conducive to a police career or upon retirement from a police career. However, most of the questions center on whether one should attend a traditional school (what some call 'brick and mortar' schools) versus an online university. Having spent quite a few years in a graduate program, and finally obtaining an advanced degree, I certainly have some insight. How valuable that insight is often depends on the person asking. But since this question comes up fairly frequently, I thought I would provide my take on both types of learning institutions.

First, because we are cops and experience matters when someone gives their opinion, I will provide a brief description of my 'expertise' on the subject. Then, you can use or discard what I say as you please. I spent the vast majority of my career in patrol as an officer, FTO, as well as a sector and Deployment sergeant. I did some time as a divisional administrative and FTO sergeant before landing in a corner cubical at HQ. I've worked at SE, CE, SW, and NW.

In 2005 I decided to go back to school for a master's degree—this turned into a seven and a half year stint in graduate school; I finally finished with a doctoral degree from UT-Dallas in 2013. All that means is that I know two things: working patrol and going to school. Well, truth be told, I would need a serious refresher if I went back to patrol work, but I have certainly retained the general idea about how to do it. On the other hand, I am a self-proclaimed expert at going to college. Based on these limited credentials, I offer some insight on the subject of going back to school.

To start with, realize that online schools are for-profit institutions and nothing can get around that. What that means is if you pay, you pass, period! Let me provide you with an example from my personal experience. Someone related to me recently went back to school at an online university and was looking to get a master's degree in business. I gave her considerable assistance on her writing assignments, but I know almost nothing about macro/micro economics, supply chains, industrial vs. consumer goods companies, tort reform, etc. However, I (I mean she) got A's on all 4 of her first 5-page papers on those and other business topics. That means top grades given in a graduate level class on papers largely written in two hours by someone who knew nothing about the topic. Thank about that for a minute. In another one of her MBA classes there was a

four-part end of semester test; open book and open notes, naturally (remember, this is all online). The book and the test questions were so poorly written that the test was a joke. I likened it to the old TCLEOSE test we took in the academy. Anyway, her overall grade from these four tests was a 68. Her final grade in that class? A 93! After all, her tuition had been paid. She got a 93 in the class and had little understanding what the class was even about.

The above example speaks to course rigor. Let me discuss why rigorousness of the class should be important to you when you are paying hundreds, or, in my case, thousands of dollars to take up a chair. There is a difference between quality and quantity. In traditional schools, students are graded on many things besides test and/or writing assignment grades. Participation and an articulable grasp of the required course material are often a part of the overall grade. This requires students to not only read, but to participate in a meaningful way so the instructor can gauge how well a student actually grasps the concepts of the class. So, theoretically, the amount of material one is expected to read or digest may be less (but not always so as I had several classes where reading four to five books in one semester was required) and the student can digest what they have studied. This kind of ability to intelligently argue a point cannot be gained or honed in a chat room. Also, online schools assign a tremendous amount of reading and writing assignments. But from what I have seen over the years, the reading is geared to high school level intellect, and anything turned in for a writing assignment will get a good grade no matter how scholarly it may or may not be. There are exceptions to this, and there may be a few instances at online universities that can be used to refute my assessment of online university course material.

As far as money goes, you are paying nearly the same for the online school as you would a traditional school. That goes for graduate and undergraduate alike. I will leave that up to you to Google until your heart is content. But I assure you, you will wind up with about the same student loan debt as you would with a traditional school. (I actually thought some of those schools were more expensive than community colleges and even some state schools).

And what are you getting for your money? Many people I have talked to really believe that their online graduate degree will qualify them to teach at any university or community college. I read some posts from one particular online school¹ and saw that Harvard and Yale were copying that school's teaching methods and material because it was so superior to an Ivy League school. Wow, that is amazing and total BS. So, I checked with some university administrators. If you have a degree from an online university, your applica-

¹ Note that when I say things like "certain schools this", or "some universities that" I am purposely not mentioning specific schools. You can find all of that out on our own through internet searches.

tion to teach at traditional school is going in the trash. To teach at a community college, the same is likely to happen. However, if you have a very unique skill set (not just being a big city cop) that you bring to the table, you might have a chance at a very small school or community college. But remember, you are going up against people with degrees from 'brick and mortar' schools and they will always receive first consideration for a teach position. You can, however, teach at the online university where you graduated from. Several of those schools that I called did not even recruit for faculty outside of their institution so apparently only people who graduate from that school will teach there. That is pure academic incest and just silly in my opinion.

Are the schools you are considering accredited? Make sure you check on the accreditation of the school; not all accreditation agencies are equal, and some are just bogus. Also, be watchful for any university that makes it hard for anyone to find out if they are accredited, or those that overstate the greatness of their accrediting agency. Also, be wary of schools that offer grad programs in, say, Organizational Leadership, but are accredited by the Council on Accreditation of Nurse Anesthesia Educational Programs (CoA-NA). That school would be accredited, but not really necessarily in the program of interest to you. Here is website that may be useful for you <http://www.chea.org/Directories/regional.asp> and http://www.chea.org/pdf/2013-2014_Directory_of_CHEA_Recognized_Organizations.pdf. Also check out <http://ope.ed.gov/accreditation/Search.aspx?6d6f64653d31267264743d352f372f323031342031303a35363a333220414d> to see if and by whom the school you are interested in is accredited. One final test of accreditation is trying to get a student loan. You will not get a federal student loan for a school that is not accredited.

Let me provide you with some pros and cons of both types of institutions. I'm sure there are more, but these are the ones I came up with.

Online university pros:

- Easy material
- Cannot fail
- Do course work any time of day anywhere you go
- Painless way to finish that bachelor's degree and get a higher pay rate
- No real qualifications for acceptance into graduate programs
- Some employers outside of the academic world accept degrees from these schools at face value

Cons:

- Schools are for profit and may not have student's best interest in mind
- Graduate program will leave you

- with little more knowledge than what you started out with
- Many complaints posted on various blog sites discuss online advisors that are pushy salesmen or often lack to respond to students once they are enrolled
- When they find out you have vet benefits, they will hound you to death. Be careful about searching these schools and giving them too much personal information (Note: most of the online schools' websites will not provide you with course information unless you provide a considerable amount of personal contact information)
- You will pay roughly the same money for less education, period! Remember my comment about employers putting resumes from these institutions straight in the trash

Traditional university pros:

- Face-to-face interaction providing immediate feedback of ideas (this is more important for graduate level work than undergraduate)
- Having a degree that will be accepted anywhere
- Personal satisfaction with knowing the grade/degree you obtain was earned and not given as reward for paying your tuition on time
- Ability to take as many or as few classes per semester as you are comfortable with, minus pressure to continue taking the next course or several at a time

Cons:

- Having to travel to a location at a certain time
- That is really all of the cons

In closing, there are a few things to remember. First, many traditional schools offer online courses/degrees that are comparable to what you would get by actually going to class. While there is some dispute among diehard anti-online university folks about this, the fact is an online master's degree from a reputable traditional school is often just as viable to academic employers if you are looking to teach that subject somewhere. However, a graduate degree from an online university will most likely be discarded and you will not be qualified to teach (other than at the school where you grad-

uated from).

Secondly, your motivation for going back to school is very important. Ask yourself why you want the degree and what, if any, use are you going to get from it. DPD accepts any degree from any school that is accredited no matter how bogus or reputable the accrediting agency might be. If getting the extra pay is your goal then by all means, take whichever path is the easiest and least expensive. If you want a graduate degree just to have one and don't really feel like putting that much mental work into it, an online university is the place to go. However, if you want course credits that are likely to be transferable to a traditional school, or you want a graduate degree so you can teach at some point, then a traditional school is your only real option.

Lastly, this article offers a very broad, general description of differences, perceived and real, about both institutions. Many officers who are currently attending online schools are quite satisfied with their education and feel that they are being sufficiently challenged. I am not disagreeing with that or even suggesting they are wrong. What I am saying is that broadly speaking, if you are thinking about furthering your education in the future, here are some things to think about. Remember, this is my opinion, and only my opinion. Finding good information on the Internet is hard, so hopefully this insight from someone who is well versed in going to college will be helpful to you. Good luck to you no matter what you decide!

Steve Bishopp, #6591

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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 the "DPA"), 1412 Griffin Street East, Dallas, Texas 75215 on May 6, 2014 at 11:05 am. The meeting was called to order by the President, Ron Pinkston.

The following proxies were received: Smith to Kazmierczak and Myers to Mulvihill.

Minutes:

- The minutes of the April 8, 2014 Board of Director's Minutes were presented to the Board.
- ***MOTION*** by Tabor seconded by Mulvihill to approve the minutes as presented. Motion passes, no opposition.
- Marsh gave the invocation.
- The May 2014 Cops' Cop was presented to Ray Milbern.
- Pinkston discussed the proposed changes to DROP. Discussion and questions.
- Pinkston gave an overview of the issues at the Police Academy. Discussion and questions.
- Pinkston discussed the LeMaster Group public relations firm. Questions and discussion.
- Pinkston discussed the results of the City of Dallas Health Insurance report by the HUB International Insurance Services. Questions and discussion.
- The land purchase will close on May 8, 2014.
- Police Memorial Week is May 11-17, 2014. 6 Members will attend the ceremonies in Washington DC. DPA will host a memorial luncheon on May 14, 2014.
- Mata recognized Shavon Vela and her success with the White Rock 5k race.
- The Carry the Load event will take place on May 25 & 26, 2014. Need volunteers for the event and for everyone to participate.
- Frazier discussed the ATO Counseling Program and how United Healthcare will not cover treatment at La Hacienda. Questions and discussion.

The meeting was adjourned at 12:35 pm, May 6, 2014.

The Minutes of the Dallas Police Association have been duly recorded on May 6, 2014.

Original Signed

E.J. Brown, Recording Secretary

LOCAL BUSINESSMEN UNITE TO PROVIDE REWARDS FOR DPA MEMBERS AND THEIR FAMILIES

After completing several satisfied real estate and mortgage transactions with Cop's Cop 2013, Herb Ebsen, his family, friends, and other DPA members, a DFW Realtor and a local Mortgage Lender have created the Protect and Serve Award Program. The program provides financial rewards for DPA members and their families when buying, selling, financing, or refinancing a home.

Quite simply, when a DPA member or their family member buys or sells a home through Evolve Realty, they will receive \$1000 or 20% of the real estate commission (whichever is greater) as a credit toward their closing costs, according to John Stahl, owner of Evolve Realty.

If a DPA member or their family member finances a home purchase, or refinances their present home through First United Bank Mortgage, they will also receive savings, according to Karl Kuhn with First United Bank Mortgage, and a contribution will be made to the DPA's Assist the Officer Fund.

The program was created to reward DPA members and their families for the sacrifices they and their families make on a daily basis to keep the public and our city safe. "It's the least we can do to give back to those who have given so much to us" said Mr. Stahl and Mr. Kuhn.

By taking advantage of both the real estate savings and the mortgage rewards, when buying a home, DPA members and their families can potentially save thousands of dollars, according to Mr. Stahl. If credit issues are preventing anyone from buying, financing, or refinancing a home, Evolve Realty also has resources to help remedy that problem.

More information on this award program is available by contacting John Stahl, Evolve Realty (214)415-8008 and/or Karl Kuhn, First United Bank Mortgage (469)831-8383.

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*Borrower will receive \$1,000 or 20% of commission, whichever is greater. Credit will be given by Realtor and may be used at any Lending location. Not valid with any other offer. Borrower or co-borrower must verify membership in the Dallas Police Association.



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