

DPS Chaparral



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After 43 years and nine months with the Texas Department of Public Safety, Col. Thomas A. Davis Jr. retired on August 31. He was the tenth director of the DPS since its creation in August 1935. Col. Davis became director on March 1, 2000, after serving as assistant director from 1997 to 2000.

Col. Davis, a native of Houston, joined DPS on Nov. 18, 1964 and graduated from the DPS Academy on March 5, 1965. He was a Driver License trooper in Houston from 1965 to 1967. In 1967, he transferred to the Highway Patrol, where he remained until 1971, when he was promoted to the Criminal Intelligence Service.

He promoted to lieutenant in 1983 and transferred to Austin. In 1986, he was promoted to Assistant Commander of Criminal Intelligence, which was later renamed the Special Crimes Service. In 1988, he was named Assistant Chief of Criminal Law Enforcement and promoted to CLE chief on Oct. 1, 1993.



Col. Davis' farewell message is at right.

Survey of Organizational Excellence results

The Department of Public Safety has received the report on the results of the Survey of Organizational Excellence. The basic data portion of the survey paints a positive picture relative to the makeup of Department personnel answering the survey.

More than half of those responding have been with the agency for more than ten years. More than 80 percent of those responding plan to be working here in two years, confirming management's belief that the Department contains a high number of career-minded employees with a sincere interest in the future of the Department.

Also, the survey results indicate that DPS employees know the overall agency mission and how it relates to their job. They feel pride in working for this agency and feel the Department produces high quality work. Employees feel ethics are high among employees at the Department and

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Dear fellow employee,

After 43 years and 9 months with the Texas Department of Public Safety, I am retiring on Aug. 31, 2008.

I am proud to have been part of one of the best law enforcement agencies in this country. So many advancements have been made in law enforcement since 1964, when I began my career here at DPS. We have computers in patrol vehicles; investigators have many high-tech tools at their disposal. Science has taken a greater role in crime-fighting.

As I prepare to leave DPS, I remind you to live up to the ideals of our motto, "Courtesy, Service, Protection." And I urge you to protect your integrity as strenuously as you protect yourself and the people of Texas. Your integrity is your greatest asset. Once it's gone, it's all but impossible to regain it.

May God bless you and keep you safe as you protect the people of the state of Texas. It has been an honor to serve with you.

Thomas A. Davis Jr.

Awards

Andre Espinoza of Kerrville received a Director's Award for saving a man after his car crashed into a lake in 2007 in Kerr County. Espinoza was fishing with family when the car careened off a bridge into 10 to 12 feet of water. Disregarding his own safety, he dove several times before finally freeing the man when the driver's window shattered after the car hit lake bottom. While underwater, the trapped man said he came to the realization it was his time to die just before Espinoza pulled him from the submerged vehicle. Espinoza was nominated by Tr. **James Salaz**, HP Kerrville.

Wrecker driver Timothy J. Knox of New Caney received a Director's Award for helping rescue a man from a burning vehicle in Montgomery County in 2007. Knox, Tr. **Paul Kohleffel**, HP New Caney, and a sheriff's deputy were all at the scene of an eight-vehicle wreck that had already claimed one life. A truck driver was pinned in an 18-wheeler by large metal pipes that had penetrated the cab after the collision. As flames and smoke closed in on the victim, the three rescuers worked together to pull the unconscious man from certain death. Tr. Kohleffel, who was awarded a Director's Citation, nominated Knox.

Robert Reyes of Brenham, David Gentry of Somerville and Michael Vader of Brenham combined efforts in 2007 to save a woman's life on a rainy day in Burleson County. After one vehicle hydroplaned, it collided with another, causing both vehicles to catch on fire. The woman could not move because of her injuries and

called out for help. The three men risked their lives, ignoring the fire, smashed a window out and pulled the woman to safety shortly before the entire vehicle was engulfed in flames. All three were nominated by Tr. **Michael Monaghan**, HP Caldwell.

Garry Parker, HP Capitol, captured first place at the Uniformed Safety Education Officers' Workshop (USEOW) national competition in Colorado. Parker's presentation, titled "Alcohol: The Ultimate Reality," beat out safety-related presentations from 10 other states. This is the second time Parker has won first place in the national competition.

Briefs

Breath Test birthday

The Texas Breath Alcohol Testing Program, now known as the Forensic Breath Alcohol Laboratory Service, celebrated its 40th anniversary in August. Four people were presented awards for length of service: Breath Test Operator Cpl. **James L. "Lonnie" Griffey, Jr.**, CVE Baytown; Breath Test Operator Tr. **Jack L. Pettitt, Jr.**, DL Houston; Supervising Forensic Scientist **Steve Foster III**, Breath Alcohol Abilene; and Administrative Assistant Ethel Traylor with the Southwestern Institute of Forensic Sciences in Dallas.

FBI grad

Capt. **Dwight Mathis**, HP Bryan, graduated from the FBI National Academy in Quantico, Virginia, June 6.

Region VI retirees meeting

The Region VI Retirees as-

sociation meeting will be held at 10 a.m. on Saturday, Sept. 13 at the Bellmead Community Center located at 3900 Parrish. The cost of the meal is \$10 per person. All DPS retirees are invited to attend. For more information or to make reservations, contact **Charlie J. Morgan** at 254-867-6732 or **Judy Falkner** at 254-799-8963.

Mile Markers

Promotions

DL

Robert J. Sells, Lt., DL Austin to Capt., DL Garland.

CLE

Enrique Muniz, Sgt., CIS Houston to Lt., CIS Houston.

THP

James Dale Reyer, Sgt., HP Webster to Lt., HP Del Rio; **Richard Corey Lain**, Cpl. II, HP Wichita Falls to Sgt., HP Wichita Falls; **Matthew Everett Dusek**, Tr. II, HP El Paso to Sgt., HP Garland; **Thomas William Moore, III**, Cpl. III, HP Big Spring to Sgt., HP Ozona;

Jason Wayne Bundy, Tr. III, HP Henderson to Sgt., HP Jacksonville; **Audrey Florence O'Leary**, Tr. II, HP Corsicana to Sgt., HP Uvalde; **Steven Randall Oliver**, Tr. III, HP Denton to Sgt., HP Trophy Club;

Michael Lee Johnson, Tr. II, HP Canton to Sgt., HP Terrell; **Angela Cheri Fountain**, Cpl. III, HP Magnolia to Sgt., HP Austin-Capitol; **Michael Lee Hodgson**, Cpl. II, HP Sierra Blanca to Sgt., Van Horn.

Retirements

Burton Wayne Christian, Chief, Administration Div. Austin-

HQ, 34 yrs., 9 mos., 4 days; **Mary Ann Courter**, Gen. Counsel, Director's Staff Austin-HQ, 19 yrs., 2 mos., 20 days; **Frances Marie Storek**, Admin. Tech., DL Denton, 18 yrs., 1 mo., 12 days; **Bessie Elaine Brooks**, Secretary, HP Garland, 8 yrs., 7 mos., 25 days;

Richard Lindsley Shing, Sgt., Rangers Garland, 31 yrs., 10 mos., 16 days; **Gary Neil Whitfill**, Sgt., CVE Lubbock, 30 yrs., 7 mos., 24 days; **Debra Pevehouse Lloyd**, Tech., HP Lubbock, 29 yrs., 11 mos., 16 days; **Cory Coy Crumrine**, Sen. Tr., CVE Monahans, 29 yrs., 6 mos.;

Kathy Virginia Pulley, Sgt., DL Houston, 29 yrs., 1 mo., 18 days; **Rory Roy Crumrine**, Sen. Tr., CVE Crane, 28 yrs., 1 mo., 20 days; **Richard Lynn Hooten**, Sen. Cpl., HP Denton, 28 yrs., 20 days; **Mario Orozco**, Sen. Tr., CVE Georgetown, 23 yrs., 6 mos., 22 days;

Benjamin Henry Courtney, Programmer II, IMS Austin-HQ, 39 yrs., 4 mos., 26 days; **Melissa Jan Hodgson**, Analyst, CLE Austin-HQ, 33 yrs., 6 mos., 18 days; **Mary Pledger Hoskins**, Clerk, DL Austin, 20 yrs., 6 mos.

Deaths

Patrecia Imajejan Gray, ret. Attorney IV, Midland (June 1994 – August 2003) died July 22, 2008; **Charlie Vines**, ret. Capt., L&W Corpus Christi (Sept. 1947 - Aug. 1984) died August 10, 2008.



*On the
mend...*

Tr. Justin Stohler, HP
Bryan, motor vehicle crash

Survey results, continued from page 1

is not tolerated in the workplace. However, the survey indicates that there is still significant room for improvement, even in these higher scoring areas.

The survey also shows several areas of significant concern. The lack of competitive salaries that keep pace with the cost of living is the number one concern of employees. Close on the heels is the employee concern that they are not paid fairly for the work they do.

Employees gave low scores to questions about seeking the opinions of employees at all levels; valuing people who challenge the status quo and openly sharing information within the organization. Specifically, employees indicate that they do not believe the organization will use this survey to improve performance. The low response rate of 33 percent for the survey (compared to 60 percent at other similar agencies) is likely tied to employees feeling that they are not being heard.

Finally, employees feel that there is no real feeling of teamwork at the agency. Employees gave low scores to questions about employ-

ees doing the actual work having control over decision making; information getting to the right people at the right time; work groups being involved in goal setting or in making processes more effective and work groups being trained to incorporate the opinions of all members.

Management recognizes that these low performing areas indicate a critical need for immediate action. The Department will seek active involvement of employees at all levels of the organization in determining specific strategies for correcting these deficiencies.

The agency will come up with both short-term and long-term strategies and will develop employee feedback initiatives to test the success of implemented strategies and ensure DPS is on the right track.

It is imperative to the success of the organization that employees and management at all levels can work together as a team to fulfill the mission of the agency.

There will be more information about what is going on with this project in the near future.

Internet usage policies for DPS employees

Internet activities that cannot definitively be linked to an individual's job duties must be performed on personal, not DPS time. Personal use of the Internet should be limited to the morning break, lunch and the afternoon break. DPS actively monitors Internet use.

Basic Internet Guidelines:

Listening to music or radio: Do not.

Downloading music: Do not.

Watching non-business related videos: Do not.

Downloading non-business related videos: Do not.

Playing games: Do not.

Non-business related Instant Messaging: Do not.

Unauthorized Peer-to-Peer: Do not.

Remaining logged on without a business reason: Do not.

Burning calories the smart way: hitting, maintaining target heart rate

One of the keys to getting in shape and staying that way is a good cardiovascular aerobic workout program.

To achieve maximum benefits from cardiovascular exercise, you should incorporate both short intense workouts, as well as longer endurance based workouts.

Research has shown that the longer you can exercise at your "target heart rate," the more calories you will burn, and therefore, the more optimal your workout will be.

What is a target heart rate? It is said to be the percentage of your maximum heart rate that allows you to burn the most calories and exercise safely at an increased cardiovascular level.

Translation: To get the most out of your exercise sessions, you need to achieve your target heart rate for as long as possible. How can you find out your target heart rate?

By using something called the Karvonen Formula:

$220 - \text{your age} - \text{your resting heart rate} \times 65\% \text{ to } 85\% + \text{resting heart rate}$

If this is still Greek to you, consider the following example for a 45-year-old with a resting heart rate of 70 beats per minute (resting heart rate can be measured by taking your pulse for 10 seconds and multiplying that number by 6).

Example: $220 - 45 (\text{age}) = 175$
 Target Heart Rate = $138-159 \text{ bpm}$
 $175 - 70 (\text{resting heart rate}) = 105$
 $105 \times .65 = 68$, $105 \times .85 = 89$
 $68 + 70 (\text{resting heart rate}) = 138$

$89 + 70 (\text{resting heart rate}) = 159$

By now you've dug out the dusty calculator and spent a few minutes crunching numbers. And while target heart rate is the best way to burn calories, realistically speaking, you can't spend every waking moment in the gym or on the treadmill.

In an article written on kcby.com (2008), public health advocate Charles Stuart Platkin (The Diet Detective's Calorie Bargain Bible, 2007) detailed research done by James A. Levine, M.D., Ph.D., of the Mayo Clinic involving every day activities that will help you burn calories in a practical way. Consider the following:

- Laugh more: A Vanderbilt University study revealed that good hard laughter burns 10 to 20 percent

- From the mailbag:

"Recently my cousin from California and her husband came to Houston for a visit. Other than to cross the Panhandle on I-40, they had never been in Texas.... [When she got home, she sent an email to the person who sent this to DPS...]

"I don't know if I told you, but when we were traveling east from El Paso, we had a soda break at a gas station. A Texas State Trooper pulled in next to our parked car, but before doing so he took a long look at the license plate. Then he sat in his car for quite a long time. What surprised us was that when he got out of the car he greeted us with "How y'all doing?" Never in

more calories, which means a few minutes of laughter each day could burn up to 4 pounds per year. So watch more National Lampoon movies and find a funny friend.

- Stand Up: Standing up while talking on the phone or watching TV burns 50 percent more calories than sitting. So get off your duff.

- Talking with your hands: Being expressive with your hands when you talk can increase calorie burnage. So remember, "I caught a fish this big..."

- Drink a cold glass of water: It's all about homeostasis. Because our body temperature is fairly high, when we drink a cold glass of water, our body attempts to maintain a balanced internal temperature, and burns calories in doing so. So "bot-toms up" on the ice cold agua.

a million years would a California Highway Patrolman... converse pleasantly with the citizens of their own state, and certainly not the citizens of another state. We were so impressed."

Having spent a major part of my life in Texas, I would have been surprised if he hadn't spoken. It shows that we often take things for granted that turn out not to be so elsewhere. I would like to add my appreciation to that of this cousin for the work that the DPS patrolmen do, although I admit that a time or two I would have also been appreciative had they been doing it somewhere else, but none the less, they deserve our thanks and support.