



DPS Chaparral



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Commission discusses Deloitte study

After receiving a report by DeLoitte Consulting that recommended a major restructuring of DPS, the Texas Public Safety Commission agreed at its November meeting to begin the search for a project manager who will guide the reorganization.

Although the suggested changes were far-reaching, Public Safety Commission Chairman **Allan Polunsky** said the commission would determine which findings would be implemented.

“I feel it will be a very good blueprint for us to go forward with,” he said. “I think it is very important that everyone understands that not necessarily everything that is incorporated in this report—or the recommendations contained therein—will eventually be adopted...it is a launching point.”

The commission also established a committee with members **Tom Clowe** and **John Steen**. They will examine how best to implement the findings that are eventually adopted.

“We want to concentrate on the findings by the Deloitte study,” said Col. **Stan Clark**, interim DPS director. “We understand the intent

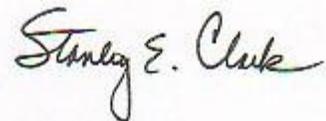
continued on page 2

Governor appoints two new commissioners

Gov. Rick Perry recently appointed **John Thomas Steen Jr.** of San Antonio and **Ada Brown** of Dallas to the Texas Public Safety Commission. The commission is responsible for formulating and overseeing policies for the Texas Department of Public Safety, the state’s chief law enforcement agency.

John Steen is an attorney in private practice and former appointee to the Texas Commission on Economy and Efficiency in State Government, and the Texas Alcoholic Beverage Commission, where he served as chair. He is vice chairman of the University of Texas at San Antonio Development Board, immediate past president of the Fiesta San Antonio Commission, and director and past chairman of the World Affairs Council of San Antonio. Steen formerly served as a lieutenant in the U.S. Army Reserve, and received a bachelor’s degree from Princeton

continued on page 4



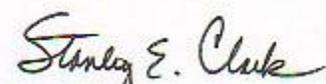
go from here?” To learn more, please read the article directly to the left of my letter. As you can see, there could be many changes, and we face many challenges.

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I would like to personally welcome our two new commissioners to the DPS family. I know that **Ada Brown** and **John Steen** will be valuable additions to the Public Safety Commission and I look forward to working with them.

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It hardly seems possible, but the holidays are almost here. Lt. Col. **Lamar Beckworth** and I wish nothing but the best for you and your families. Please be sure to travel safely during this season. And please watch over the families of those DPSers who are deployed overseas in the military. Happy holidays.



Awards

Inspector **Ronald Snow**, OAI Austin, was awarded a Medal of Merit for his development of numerous automated workbooks that have enhanced operations and efficiency at the Department. Beginning in 1996, then-Sgt. Snow took the initiative on his own time to develop capabilities in that area that far exceeded what existed within the Department at the time. These products automatically performed mathematical functions, redundant entries and data field comparisons. Of special note is the Texas Peace Officer's Crash Report that is used by law enforcement agencies across the state.

Briefs

Dive team looking for you

The DPS Dive Recovery Team is seeking applicants. Any commissioned THP trooper wishing to apply for consideration should submit a memo through their chain of command, forwarding the original directly to Maj. **Ron Joy**, HP Austin. Dive certification is not required. For further information, please call 512-424-2115.

Attention 2003 retirees!

Retired? Want your permanent record? If you retired in 2003,* and would like your original personnel file sent to you, please call 512-424-7084 before Feb. 1, 2009. (*If you retired in 2003 and rehired, you must wait five years from your LAST day of re-employment.)

Deloitte study, continued from page 1

of the study, and we are going to implement the best suggestions in the study.”

Polunsky noted that stakeholders, including members of the Department, would be allowed to make suggestions on how to remake the agency.

Specific recommendations by DeLoitte call for:

- Combining all DPS law enforcement divisions under a single deputy director for law enforcement and deploying them operationally across the state through a new regional command structure.

- Establishing a new organization for intelligence and counterterrorism, focused on facilitating information sharing and intelligence-led policing and supported by a robust fusion center.

- Hiring an Assistant Director to develop a new human resources strategy to attract, train and pro-

mote the best people within and outside DPS.

- Hiring a chief information officer to develop the infrastructure, systems and information necessary to support both law enforcement and the license and regulatory activities.

- Overhauling financial processes and systems to provide the necessary financial accountability and transparency.

- Organizing all licensing and regulation functions under a single deputy director responsible for improving the customer service and efficiency of activities which include driver license, vehicle inspection, concealed handgun licensing and private security licensing.

The report is available at http://www.txdps.state.tx.us/deputy_staff/public_information/Deloitte102808.pdf or on the front page of the DPS website.

CIS busts major dog-fighting ring

On November 14, DPS Criminal Intelligence Service (CIS) investigators served arrest warrants following their 17-month investigation into a large-scale dog-fighting ring in Harris and surrounding counties.

CIS Investigators seized 187 dogs, arrested eight suspects, charged 55 and are filing additional charges on at least 35 more.

The fights, which drew up to 100 people per fight, were held at different locations and advertised by word of mouth. Those involved

would wager thousands of dollars per match and up to tens of thousands per fight. Investigators also anticipate filing narcotics and theft charges, and their investigation continues.

Assisting in the investigation and the seizures were the Texas Highway Patrol, DPS Aircraft, the Harris County District Attorney's office, the U.S. Dept. of Agriculture, the U.S. Marshal's Office and the Harris County Society for the Prevention of Cruelty to Animals.

Mile Markers

Promotions

THP

William Marvis Diggs, Capt., HP Austin to Major, HP Austin-HQ; **Douglas Wayne Hatch**, Lt., CVE Midland to Capt., CVE McAllen; **Laurencio Munoz Saenz**, Lt., HP Midland to Capt., HP Austin-Capitol.

Director's Staff

Jerry Byrne, Lt., Rangers Garland to Inspector II, OAI Austin-HQ.

Rangers

Joseph Benjamin Hutson, Sgt., Rangers Stephenville to Lt., Rangers Laredo; Gary Holden Shaw, Sgt., Narcotics Svc. Beeville to Sgt., Rangers El Paso; **Brent Michael Barina**, Sgt., CIS El Paso to Sgt., Rangers Bastrop;

Michael D. Adcock, Sgt., CIS Garland to Sgt., Rangers Cleburne; **Anthony Lynn Bradford**, Sgt., CIS Decatur to Sgt., Rangers Midland; **Melba Leticia Molina**,

Tr. II, HP McAllen to Sgt., Rangers Laredo; **Arthur Richard Barrera**, Sgt., MVT McAllen to Sgt., Rangers McAllen.

Retirements

Glenda Rae Baine, Tech., DL Longview, 31 yrs., 7 mos., 29 days; **Sylvia Castillo**, Evaluator, Motor Carrier Austin, 30 yrs.; **Frances Louise Ulbrich**, Food Svc. Worker, Training Austin, 29 yrs., 10 mos.; **Dennis James Damek**, Sgt., MVT Humble, 29 yrs., 8 mos., 20 days;

Frances Edward Carmon, Sen. Tr., HP Bryan, 29 yrs., 2 mos., 26 days; **Mary Katherine Zimmerman**, Sen. Programmer, IMS Austin, 29 yrs., 2 mos.; **Jose Daniel Lozano**, Sgt., Narcotics Svc. El Paso, 27 yrs., 9 mos., 17 days; **Monte Carl Grimes**, Sen. Cpl., HP Cleburne, 27 yrs., 1 mo., 2 days;

Steven Alan Carlborg, Capt., DL Hurst, 26 yrs., 7 mos., 21 days; **Terry James Welch**, Sgt., Rangers Garland, 24 yrs., 4 mos., 18 days; **James Dexter Cox**, Sen.

Tr., CVE Gainesville, 23 yrs., 1 mo., 1 day; **Hector Cantu**, Cpl., HP Lamesa, 19 yrs., 11 mos., 14 days;

Donnie Foy Weakly, Sgt., HP Austin, 17 yrs., 2 mos.; **Emmett Rudolph Hardee**, Coordinator, Building Programs Austin, 9 yrs., 7 mos., 14 days; **Stephen Wilson Losten**, Security Officer III, HP Austin, 6 yrs., 4 mos., 14 days.

Deaths

Allan Lloyd Kempf, Tr. III, HP San Antonio (September 1956 – August 1989) died October 18, 2008; **Louise Green**, Tech., DL Baytown (December 1967 – September 1993) died October 20, 2008; **Karen Saxon**, Admin. Asst. III, DL Anson (June 1982 – August 19, 2005) died October 20, 2008;

Norris Runge, Inspector III, MVI Hurst (April 1964 – September 1993) died October 30, 2008; **Billy Bob Taylor**, Tr. V, HP Grandbury (February 1973 – January 2000) died November 2, 2008.

Psych Services offers professional counseling to DPS employees, families

Recent additions and revisions to the General Manual describing the Comprehensive Stress Management Services provided by the Psychological Services Bureau have been approved. These services include the Employee Assistance Program, aimed at assisting employees and their families to address issues of work and personal stress through brief counseling or referral services. For many years, the DPS Employee

Assistance Program has been staffed by dedicated employee volunteers (Employee Assistance Specialists) who provided referral services to their fellow employees for mental health and substance abuse problems.

Our counselors in the field, who previously could only provide services to crime victims, are now able to offer professional counseling services to employees and their families as well. Our

counselors will now be referred to as Victim Services/Employee Assistance Counselors. We will soon have seven additional counselors located in District offices, in addition to the counselors currently stationed in regional headquarters. If you need assistance in locating the Victim Services/Employee Assistance Counselor or Employee Assistance Specialist near you, please call 512-424-2211 or 512-424-7973.

Practical ways to lose a few pounds

Carrying around extra pounds can have an adverse affect on a personal fitness plan, especially when you're trying to lose those pounds.

Not only does the extra weight automatically create a little more stress on the body during exercise, but in today's "faster bandwidth, super-sized, microwave" society, if we don't see immediate results when dieting, psychologically we get frustrated and defeated, and many times we ditch the diet before ever seeing any benefits.

But losing a few extra pounds can make exercising easier, more enjoyable and more beneficial. An article in *Shine Magazine* (September 2008) offered several ways to lose weight over time, without incorporating any massive diet plans.

Eat Healthier Foods – Don't worry so much about eating less. Instead, focus on eating more healthy stuff, such as fiber-rich fruit, vegetables and whole grains. According to Madelyn Fernstrom, Ph.D., of the University of Pittsburgh, "high-fiber foods expand in your stomach, so you're less likely to overeat."

Get Enough Sleep – Trade in your snooze button for an earlier bedtime, according to researchers. A Laval University Study (Quebec) indicates that people who get less than six hours of sleep a night are 35 percent more likely to gain weight than those getting seven to eight hours a night; averaging 11 pounds of weight gain over six



years. This may not sound like a lot, but it can add up over the course of a career. Sleep deprivation also causes more release of the stress hormone *cortisol*, which is associated with belly fat (James Gangwisch, Ph.D., Columbia University).

Walk Your Dog – Spending time with the family K-9 can help you on the scales. A study done by Rebecca Johnson, Ph.D., showed that people who walked their dog 20 minutes a day for five days a week averaged a yearly weight loss of 14 pounds. A quick calculation reveals 20 minutes to be 1.3 percent of your day. That's not much. So grab Fido and hit the trail!



On the mend...

Tr. **Michael Earheart**, HP Gainesville, injured in fleet accident;

Tr. **Ronald R. Ramirez**, HP Alice, injured during a struggle; and

Tr. **Steven Hoppas**, HP San Marcos, injured when vehicle struck by alleged drunk driver.

Good news! Tr. **Justin Stoler**, HP Bryan, has returned to work.

Two new commissioners, continued from page 1

University and a law degree from the University of Texas. He fills a new position on the commission pursuant to Senate Bill 11 of the 80th legislative session for a term to expire January 1, 2012.

Ada Brown of Dallas is an attorney at McKool Smith. She is a past Dallas County Criminal Court Judge and past prosecutor with the Dallas County District Attorney's office. She is a board member of the Dallas Bar Association and chair of its Criminal Justice Committee, and a barrister in the Patrick E. Higginbotham Inn of Court. Brown also teaches trial advocacy as an adjunct professor at Southern Methodist University's School of Law. Additionally, she is a member of the JL Turner Legal Society, Mensa Genius Society, American Bar Association and Northway Christian Church. Brown received a bachelor's degree from Spelman College and a law degree from Emory University School of Law. She is replacing Elizabeth Anderson for a term to expire Dec. 31, 2011.

Attention retirees!

It's that time of year again: Chaparral newsletter renewal. Look for the bright yellow sheet in the Chaparral envelope. You MUST send us an e-mail or the yellow form to continue receiving the Chaparral.

