

DPS Chaparral



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January 2010

75th celebration to include motorcycle ride

Planning has been progressing for the 75th Anniversary celebration on August 6, 2010, and the Diamond Jubilee Committee has decided that a motorcycle ride would be a fitting tribute to our agency's history, as well as to the DPS officers who have been killed in the line of duty. (You may not know that the first DPS vehicles in the 1930s were motorcycles.)

Diamond Jubilee celebrations will be held at each of the six DPS regional headquarters starting on July 26 and will conclude with a larger event at the DPS headquarters in Austin on August 6.

The DPS 75th Anniversary Motorcycle Ride will leave Austin headquarters on July 25 and proceed on a 13-day tour of the state with stops at the regional headquarters' celebrations.

Motorcycle ride participants will carry the DPS Diamond Jubilee flag, which will be flown at each regional celebration, as well as uniform items from two motor patrolmen who graduated in the 1930s. One of the items will be from **Arthur Fischer**, the first Texas Highway Patrolman killed in the line of duty. Motorcycle ride participants will travel on their own time and at their own expense. This is a great opportunity to help celebrate the accomplishments of an outstanding organization while riding with some of your fellow DPS motorcycle enthusiasts.

There is a reasonable entry fee, and you can sign on to participate in any portion or the entire ride if you desire. All ride proceeds and voluntary contributions will go toward the building of a DPS Memorial and the DPS Disability Fund. Please visit the website at www.dpsride.org for more details and to download a ride application.



*Here's the official 75th Anniversary logo! The winning design was submitted by **Jimmy Guckian** of the Crime Records Service in Austin.*

Dear fellow employee,

The Department has hundreds of facilities across the state where we work and serve the public. It is imperative that we make every effort to ensure that our facilities are safe at all times.

The Public Safety Commission directed us to work with the Texas Facilities Commission to conduct a comprehensive condition assessment on all DPS buildings. We have also requested the State Fire Marshal to assist us in inspecting our facilities.

Over the next several months, you can expect to see representatives of both agencies at each of our facilities. Please cooperate fully with them, and provide any information they request.

Once their studies are completed, we can better prioritize renovations with the funding allocated by the State Legislature.

Sincerely,

Steven C. McCraw

Awards

On Sept. 24, 2008, Tr. **Steven Hoppas**, HP San Marcos, was working routine patrol on I-35 and was seated in his patrol car following a traffic stop. At that point, his patrol unit was struck from behind by a pickup driven by an intoxicated driver. The force of the impact threw him into the back seat and he sustained five broken bones. Hoppas was awarded a Purple Heart in recognition of his personal sacrifice that resulted in seriously bodily injury in direct performance of his duties.

For his role in the successful rescue of a kidnap victim, **Justin Holdridge**, CID Austin, received a Director's Citation. The SWAT Squad Leader and five other SWAT team members were instrumental in locating a woman and her former boyfriend, both Katy ISD police officers, after the high-profile kidnapping. Eventually, the SWAT team spotted the male suspect holding the woman hostage at gunpoint in a vacant home in Brookshire. Holdridge led his team into the residence and conducted over four hours of negotiations, which helped secure the woman's release. The suspect subsequently killed himself.

Texas Ranger Sgt. **Tracy Murphree**, Co. B Denton, received a Director's Award from the Oklahoma State Bureau of Investigation for his assistance in an

investigation involving a May 1 home invasion, rape and robbery that targeted Langston University students. Murphree was contacted after the cell phone indicated the suspect may be in Denton. Murphree and a Denton Sheriff's deputy set up surveillance and arrested the suspect as he was placing his belongings into a vehicle after exiting a hotel. Oklahoma authorities obtained a confession and the suspect implicated two other people in the attack.

Forensic Scientist **Raymond McMains**, Breath Alcohol Laboratory Lufkin, received the prestigious Medal of Merit for developing and supporting a database application that provides complete administrative, managerial and regulatory control for the breath alcohol laboratory system, which includes other police agencies. In addition, he developed an ingenious system that uses surplus computers to download Intoxilyzer information via the Internet that saves local governments \$80 to \$100 a month.

Briefs

DPS employees will have the opportunity to participate in the Survey of Employee Engagement (formerly the Survey of Organizational Excellence) in February 2010. The purpose of the survey is to get employees' feedback on organizational issues and provide DPS' leaders the information they need to make positive changes in the Department.

More survey information will be provided to employees in the following weeks.

Attention 2004 retirees!

Retired? Want your permanent record? If you retired in 2004* and want your original personnel file sent to you, please call 512-424-7084 before Feb. 1, 2010. (*If you retired in 2004 and re-hired, you must wait five years from your LAST day of re-employment.)



*On the
mend...*

Tr. **Bobby Bowlin**, HP Crockett, injured while working a traffic crash.

Tr. **Michael Box**, HP Magnolia, injured in a traffic crash.

Tr. **Jonathan Hunter**, HP Bryan, injured in a traffic crash during a vehicle pursuit.

Tr. **Richard Black**, DL Dallas, injured during a fugitive felony arrest.

Sgt. Inv. **Armando Lopez**, CID Hurst, shot during fugitive arrest.

Tr. **Deon Cockrell**, HP San Antonio, injured while avoiding being hit by an oncoming vehicle – assisting with a traffic crash.

Tr. **Monty Posey**, HP Garland, struck by vehicle while working a traffic stop.

Quarter Century Club meets

The next Quarter Century Club ladies luncheon and banquet will be held at the Georgetown Community Center on Friday, March 26, 2010.

Call **Jennifer Hall** at 512-424-7297 for more details.

Mile Markers

Promotions

Director's Staff

L.C. Wilson, Dep. Asst. Director, Rangers Austin to Regional Cmdr. Houston Region.

Criminal Investigations Division (CID)

Philip K. Allen, Cmdr., CID Austin to Major, CID Garland; **Stephen Slater**, Capt., CID Waco to Major, CID Houston; **Jose M. Morales**, Capt., CID Corpus Christi to Major, CID San Antonio;

Terry C. Preston, Capt., CID Austin to Major, CID McAllen; **Joseph C. Longway**, Capt., CID Lubbock to Major, CID Lubbock; **Joe "Shane" Byrd**, Capt., CID Midland to Major, CID El Paso.

HP

Timothy C. Smith, Lt., HP Tyler to Capt., HP El Paso; **Andrew J. Sitgreaves**, Lt., CVE Del Rio to Capt., CVE Houston; **Randy G. Jones**, Sgt., HP Angleton to Lt., HP Garland; **Patrick B. Hernandez**, Sgt., Law Enforcement Education Austin to Lt., HP Del Rio;

Rebecca E. Shelley, Cpl. II, HP Mineral Wells to Sgt., HP Vernon; **Ronald C. Ward**, Cpl. IV, HP Donley to Sgt., HP Hereford; **Craig D. Cummings**, Tr. II, HP Katy to Sgt., Dumas.

Rangers

Bryant D. Wells, Lt., Rangers Huntsville to Capt., Rangers Garland; **Shawn H. Palmer**, Lt., Rangers San Antonio to Capt., Rangers McAllen; **Frank J. Malinak**, Sgt., Rangers Bryan to Lt., Rangers Waco; **Crayton T. McGee**, Sgt., Rangers Houston to Lt., Rangers Hurst; **David T. Rainwater**, Sgt., Rangers Conroe to Lt., Rangers Houston; **Robert L. Smith**, Sgt., Rangers Beaumont to Lt., Rangers San Antonio.

DL

Sheri Gipson, Manager, LIB Austin to Dep. Administrator, DL Austin; **Germaine M. Martinez**, Prgm. Specialist, DL Austin to Dep. Administrator, DL Austin; **Rosendo Martinez**, Prgm. Supv., III, LIB Austin to Dep. Administrator, DL Austin; **Margaret Spinks**, Asst. Mgr., LIB Austin to Manager, LIB Austin.

Retirements

Lori Kirk, Statistician, Crime Records Austin, 30 yrs., 1 mo., 22 days; **Gregory Haire**, Lt., Narcotics Svc. Conroe, 27 yrs., 10 mos., 17 days; **Gary Steve Turner**, Sen. Tr., CVE Bryan, 25 yrs., 5 mos., 16 days;

Dan Dennis Monaghan, Supv., Mail Operations Austin, 18 yrs., 5 mos., 10 days; **Eliza-**

beth L. Fiscus, Training Asst., Aircraft Austin, 2 yrs., 7 mos., 14 days; **Imelda Coronado**, Tech./Secretary, Crime Lab McAllen, 41 years, 3 mos., 14 days;

Lisa Strain Sheppard, Capt., CID Corpus Christi, 27 yrs., 1 mo., 24 days; **Terry Roosevelt Jackson**, Sen. Cpl., HP Canton, 26 yrs., 7 mos., 24 days; **Gayle Marie Guidry**, Examiner, DL Sweetwater, 26 yrs., 2 mos., 29 days;

Frank David Pe'Vey, Sen. Cpl., HP Bay City, 23 yrs., 5 mos., 19 days; **Michael Bennett Wilson**, Major, HP Houston, 22 yrs., 10 mos., 10 days; **Rebecca Jo Stephenson**, Examiner, DL Fairfield, 18 yrs., 18 days;

Janice Sue Santanna, Asst. Evaluator, DL Austin, 14 years, 2 mos., 5 days; **Debra Ann Murray**, Analyst, Intelligence and Counter Terrorism Corpus Christi, 11 yrs., 8 mos., 14 days; **Hulene Smith Ferguson**, Tech., DL Tyler, 9 yrs., 5 mos., 18 days; **Cindy Ann Curnel**, Tech., DL Seguin, 27 yrs., 7mos.

Deaths

Brenda Louise Romano, Tech., Vehicle Inspection Victoria (October 1993 – November 2009) died November 14, 2009; **James Russell Peck**, Analyst, Intelligence and Counter Terrorism Division Austin (April 2008 – November 2009) died November 19, 2009;

Uvalda Gene Hodge, Cpl., DL Sherman (September 1956 – April 1989) died November 27, 2009.

EEO and Office of the Ombudsman: offering assistance, guidance

2009 brought numerous changes for the DPS, including the creation of an Office of the Ombudsman and the re-establishment of the Equal Employment Opportunity (EEO) Office.

While the word “ombudsman” may be unfamiliar to many, it has been in use for more than two centuries. The word is Swedish and can be roughly translated as “grievance officer.” The first ombudsman office, the *Riksdagens Justitieombudsman*, was created in 1809 by the Swedish legislature to act as an agent of justice in affairs between the government and its citizens.

In the two centuries since, ombudsman offices have been created throughout the world. In the United States, ombudsman offices are found throughout much of the federal government, in academia and in the private sector. In 2009, DPS established its own Office of the Ombudsman.

To ensure the Department is able to fully achieve its goals and mission, it is essential there be a place all personnel have access to where they can confidentially raise concerns and issues that might not otherwise be reported and a place that can serve as an early warning system and agent of change for the Department. The Office of the Ombudsman was created as a neutral, confidential, independent and informal resource for just this purpose. **Kevin Casey** is the agency’s Ombudsman.

The Ombudsman can assist all members of the Department in numerous ways, including:

- discussing in confidence a work-related problem, concern or issue you have been unable to resolve on your own;
- helping you identify, understand and discuss your situation, and explore and evaluate available options in an objective manner;
- informally looking into a situation and offering suggestions; or,
- exploring the possible use of conflict coaching, facilitation, mediation or other dispute resolution process to resolve a workplace conflict.

The Office of the Ombudsman does not serve as an advocate for either employees or management, does not make administrative or policy decisions and is not an office of notice.

For additional information, visit the Office of the Ombudsman’s webpage on DPSnet or call 512-424-5076.

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In July 2009, the director re-established the Equal Employment Opportunity Office (EEO) by appointing Maj. **Rhonda Fleming** to that position. The EEO reports to the director and administers two major programs. The EEO is responsible for coordinating the development, implementation and evaluation of the Department’s policies and procedures concerning equal employment opportunity.

DPS is an equal opportunity employer, and it is our policy that all applicants and employees are en-

titled to equal employment opportunity. DPS does not discriminate against any employee or applicant for employment, promotion, transfer or any other personnel decision because of race, color, religion, sex, national origin, age (as provided by the Age Discrimination in Employment Act), disability or veteran status. The EEO officer is responsible for the development of the Department’s recruitment plan and ensuring that the Department’s equal opportunity policy is communicated both internally and externally.

Additionally, the EEO is responsible for the implementation of the Department’s Chapter 18.25 policy which involves the education, prevention and investigation of claims of discrimination and/or sexual harassment and unprofessional conduct.

Inappropriate conduct of a discriminatory or sexual nature that interferes with an individual’s work or creates an intimidating, hostile or offensive environment will not be tolerated or condoned by the Department. The Department has “zero tolerance” towards inappropriate comments, gestures, jokes and behavior regarding a person’s or class of persons’ sex, race, color, national origin, religion, age or disability. The intent behind the words or action is irrelevant; such behavior will not be tolerated.

You may contact the EEO at 512-424-5062 or 5213 or by e-mail at Rhonda.Fleming@txdps.state.tx.us or through her administrative assistant at Debbie.Gilmore@txdps.state.tx.us.