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## Integrity reestablished as DPS cornerstone

By Steven C. McCraw

Director, Texas Department of Public Safety

The foundation of any great structure is a cornerstone. The legacy of the Texas Department of Public Safety is no different. The cornerstone has been its people, who were brave, service minded, fair, respectful to those we protect, and uniquely known for their candor and truthfulness.

Periodically any great agency of service must revisit the cornerstone, remember that foundational element and re-commit to those core values. This agency is anchored by brave servants of this great State, so it is critical to remember our individual vows to the importance of candid and forthright words and actions at all times.

As we approach our Jubilee Year, no better time exists to pledge to continue to place integrity, teamwork, accountability and excellence as our essential cornerstone values. In light of that, we must acknowledge our work can be tainted and even accomplished in vain, if a few of us fail to pledge to honesty as a cornerstone of our daily endeavors.

Anything less is unacceptable.

*In all matters of conduct, all employees must be honest; any employee who knowingly is untruthful cannot continue to stand with this Department.* We realize that some isolated personnel have failed to live to that standard at times. It should be clear that the brave and honest service of so many will not be tainted by the dishonest actions of anyone who would provide false information on material matters of this Department.

From this day forward, it should be clear that dishonesty is cause for discharge from employment with this Department. For the overwhelming majority who have always lived by this creed, it is important that new employees emulate your example and also fulfill our obligation to be candid and forthright.

Dear fellow employee,

I want to bring your attention to two incidents that involved a large number of DPS employees.

On November 5, an armed Army officer opened fire on dozens of people at Fort Hood, killing 13 of them. Many Highway Patrol troopers responded immediately to the scene, helping to secure a perimeter as the event was brought to an end. Other DPS employees, including more than 30 Texas Rangers, assisted with the investigation that followed. I have been very proud of the men and women who have been working this case.

And on Nov. 4, an Eldorado jury returned a guilty verdict in the first FLDS child sexual assault case. I realize there are still other trials and court proceedings, but many DPS employees and other law enforcement agencies were involved in the investigation into suspected sexual assaults of children at the polygamist

*continued on page 4*

## Paystubs available only online in January

Effective with the January 4, 2010 payday, DPS will transition to electronic earning statements and leave summaries using the State Comptroller's Employee Information System (EIS) which is a web based system.

EIS uses your email (txdps.state.tx.us) to identify and allow you to log into the system. Your statements will be accessible from work through a link on the DPSNet as well as from home at <https://ecpa.cpa.state.tx.us/empinfo/EmployeeMenu.jsp>. Employees who do not have a DPS email address will continue to receive paper statements.

Please make note of the following:

- Please keep your December 1st Earning Statement as well as your December 10th Leave Summary because they will contain a "flower box" with your "Web ID" and the links you will need to log into the EIS on or after January 4, 2010 to view your next Earning Statement and Leave Summary.

- The link on DPSnet "Employee Help Center" to the EIS website will provide step-by-step instructions (with pictures of the screens) for first time login to create your User ID and password.

- The Leave Summaries are posted monthly and are accessible anytime during the month. Earning statements are accessible each time a payroll is payable. Employees may choose to receive an email notification every time a new statement (earnings or leave) is available for viewing.

- History is available for both the leave and earning statements dating back to the implementation of this system December 2009.

- To reset passwords, please contact either the Help Desk at (512) 424-5432, Human Resources or the Payroll Office.

## May You Delight In The Light

The holidays can be joyous, but they often bring high expectations, stress and sadness. Here are some tips:

- Don't depend on others to make your season merry and bright.
- Tune in to small, joyful moments – the sights, sounds, and smells of the season.
- Honor what you can of older, meaningful traditions; be open to creating new ones.
- Volunteer! Bring cheer to others and some usually returns to you.
- Get more sleep. Unwind earlier in the evening; go easy on caffeine, nicotine, and alcohol.

If you anticipate having difficulty with the approaching holidays, please call the DPS EAP for assistance. 512-424-2211.

## Briefs

### 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 rehired, you must wait five years from your LAST day of re-employment.)

### 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.



*On the  
mend...*

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 accident.

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

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## Awards

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The Exchange Club of Austin honored Tr. **Robbie Barrera**, HP Austin, with their Law Enforcement Officer of the Year Award for 2009. Tr. Barrera was recognized for her programs and efforts in educating Central Texans on DWI, underage drinking and child safety seats. The Exchange club works in the field of child abuse prevention and other community service efforts.

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## Mile Markers

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### Promotions

#### Director's Staff

**Joseph D. Armistead, Jr.**, Lt., GPD Austin to Dep. Asst. Director, Protective Services Austin.

#### HP

**John W. Madden**, Major, HP Austin to Dep. Asst. Director, HP Austin; **James Spencer**, Capt., CVE Garland to Major HP Dallas; **Casey G. Goetz**, Capt., HP San Antonio to Major, HP Austin.

### Criminal Investigations

#### Division

**Philip Duane Steen III**, Asst. Cmdr., CID Austin to Major, CID Austin; **John E. Bateman**, Asst., Cmdr., CID Austin to Major, CID Austin; **Douglas C. Kunkel**, CID Austin to Major, CID Austin.

### Intelligence and Counter Terrorism Division

**Todd W. Ashby**, Cpl., III, Intelligence and Counter Terrorism Austin to Sgt., Intelligence and Counter Terrorism Austin.

### Law Enforcement Support Division

**Thomas C. Gonzalez**, Mgr., Law Enforcement Support McAllen to Operations Coordinator, Law Enforcement Support Corpus Christi; **Darla R. Freeman**, Supv. Law Enforcement Support Texas City to Manager, Law Enforcement Support Austin.

### Retirements

**Bettie D. Revada**, Supv., DL Austin, 29 yrs., 7 mos., 14 days; **Caroline Ybarra Knauth**, Sgt., CIS Austin, 29 yrs., 3 mos., 19 days; **Jay Michael Giffin**, Sgt., HP Caldwell, 27 yrs., 7 mos., 21 days;

**Garry Lee Parker**, Sen. Tr., HP Austin, 27 yrs., 4 mos., 22 days; **Bobbie Ian Whitfield**, Tech., CIS Austin, 15 yrs., 4 mos., 26 days; **Wilburn Gene Hawkins**, Cmdr., CIS Austin, 36 yrs., 4 mos., 4 days;

**Jesse Carl Malone**, Sgt., Rangers Midland, 29 yrs., 4 mos., 20 days; **Shawn Scott Walsh**, Lt., Narcotics Svc. Bryan, 22 yrs., 3 mos., 24 days; **Comet Russell, Jr.**, Coord., EMD Austin, 18 yrs., 5 mos., 11 days;

**Charles E. Campbell**, Capt., Intelligence and Counter Terrorism Austin, 18 days, 2 mos.; **Rosa Maria Pina**, Examiner, DL Waco, 14 days; 9 mos.; **Lynn Rockford Wardlow**, Sgt., Rangers Llano, 29 yrs., 8 mos., 22 days;

**Lisa D. Hutton**, Secretary, HP Palestine, 22 yrs., 5 mos., 29 days; **Kathleen M. Tuttle**, Coord., Crime Records Austin, 16 yrs., 1 mo., 29 days; **Norma D. Gamez**,

Secretary, DL Corpus Christi, 13 yrs., 11 mos., 14 days;

**Patsy Jean Lockhart**, Tech., DL Beaumont, 12 yrs., 11 mos., 29 days; **Mary Love**, Tech., Accounting Austin, 11 yrs., 9 mos., 2 days; **Ramona Ann Rodriguez**, Tr., DL Fort Worth, 22 yrs., 7 mos., 11 days;

**Opal Faye Hildreth**, DL Lakeworth, 10 yrs., 6 mos., 6 days.

### Deaths

**Denisse Lynette Wuensche**, Supv., Crime Records Austin (September 1988 – November 2009) died Oct. 20, 2009. **Maria Victoria Cobb**, Tech., DL Cleburne (August 1999 – November 2009) died Nov. 5, 2009. **Daisie-belle Wyatt**, Clerk III, DL Austin (January 1978 – November 1997) died Sept. 15, 2009;

**Lisa Hutton**, Admin. Asst. III, HP Palestine (April 1987 - September 2009) died Oct. 18, 2009; **Lydia Chapman**, Clerk II, DL Austin (August 1959 – May 1981) died Oct. 22, 2009; **Dorothy Kirk**, Admin. Tech. IV, Accounting Austin (August 1978 – September 2000) died Oct. 28, 2009;

**Edward "Ed Parr, Jr.**, Tr., HP Pittsburg (June 1974 – September 2002) died Oct. 31, 2009; **George Edward Read**, Capt., Intell Houston (December 1947 – February 1985) died Oct. 31, 2009; **Leon Dale Atchison**, Tr. IV, Communications Brady (September 1961 – January 1990) died Nov. 3, 2009.

## ***Fitness Corner: Narrow is the Running Gait***

In recent years the Department has placed a high emphasis on the fitness of our employees. As a result, there has been a big push to get in better shape. The most common way to do this is running. It's practical, inexpensive, and easy. You don't need a lot of equipment, perfect weather or a specific location to run. And doing it on a consistent basis will get you where you need to be.

According to the New Balance Web Express, the *Running Gait* is a unique set of actions and reactions that your foot performs while in motion to cushion and balance your body. In other words, it's the way you run.

From a biomechanical standpoint, when you run your foot actually goes through three phases: (1) Impact/Support, (2) Mid-stance/Propulsion, & (3) Recovery. To simplify, from the time your foot hits the ground to the time it leaves again there's a lot of stuff going on.

*Pronation* is a term that combines all these phases and describes a normal foot in motion. Pronation occurs as the foot rolls from the outer edge to the inner edge, and in fact, is considered important and healthy in the way your feet respond to the intense shock put upon them when you run.

Why all this talk about pronation? Because everybody does it when they run, and the way each individual pronates determines their running gait.

Identifying your particular running gait is important in consideration to footwear and injury prevention.

Depending on your gait you will fall into one of three categories: Over-pronator, Neutral Gait, or Under-pronator.

Over-pronation occurs when the foot excessively rolls inward, more than normal. Over-pronators need running shoes that offer motion control and/or stability.

Underpronation, or supination, occurs when the foot rolls inward less than normal. Under-pronators need running shoes with lots of cushioning, which are typically also designed for a neutral gait.

Runners with a neutral gait do not pronate excessively inward or outward, and need a shoe with normal cushioning and support.

How do you know what you are? The easiest way to determine your running gait is to look at the wear on the bottoms of your shoes. If the insides are worn down more than the outside, you over-pronate. If the outsides are more worn, you under-pronate. If they are evenly worn, you have a normal gait.

This information will be useful the next time you get ready to purchase running shoes. If you're going to spend the money anyway, you might as well get a shoe that fits your foot and running style.

Running shoe manufacturers will not make a shoe nowadays without integrating these factors into their technology. Therefore, it's easy to find the right shoe for you, and in fact, most manufacturer websites make it simple for you to find the specific models they've designed for your running gait.

All of this can be very important to making your "head, shoulders, knees and toes" last longer, espe-

cially if running is your exercise of choice.

Whatever your exercising pleasure, remember, *wide is the path, but narrow is the running gait.*

### ***Colonel's column, continued from page 1***

paid off. This verdict sends a strong message: that the people of the state of Texas will not allow children to be victimized in our state. This is a great example of how law enforcement agencies working together can protect children. I am proud of the work done by our Texas Ranger and Criminal Investigations Divisions. I am also proud of the manner in which the Texas Highway Patrol, working with the Division of Emergency Management sheltered and protected the hundreds of children who lived at the compound. I congratulate all of them for a job well done.

We have 40 employees who are currently deployed to military service, both here in the States and overseas. Please keep them and their families in your thoughts and prayers.

As we approach the holiday season, I extend the warmest wishes to you and your family.

*Steven C. McCraw*