



THE TEXAS POLICE STAR

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Corpus Christi to Host 35th Annual CLEAT Convention

This CLEAT Convention will be unlike any other you've ever attended. The Corpus Christi Police Officers Association are going to make sure of that. Local officers and CLEAT staff have been working on details since the last convention adjourned in Fort Worth in 2010.

The 35th Annual CLEAT Convention will be held on October 19th - 22nd in downtown Corpus Christi at the Omni Bayfront Hotel.

The CLEAT Convention will be an exciting time of meeting old and new friends, attending informative seminars, gaining TCLEOSE training hours or spend some quality time at the beach!

Corpus Christi offers more seafood than you'll ever be able to eat, live music, exciting night life and of course the beautiful bayfront views.

This convention will offer lots of training opportunities for members to choose from. Some of the training opportunities will include Calibre Press' world famous street survival seminar series as well as other classes to help you stay current of your TCLEOSE training requirements.

When you're not attending the CLEAT Convention, you can go deep sea fishing, attend the Texas Jazz Festival, Zieg Fest or even see a WWE Smackdown.

"Every CLEAT local association should plan on attending this convention," said CLEAT President Todd Harrison. "The future of every officer's professional standards and pay and benefits will be at stake in this next election cycle. This convention is geared toward helping local associations to make sound political decisions in the coming months."



The 35th Annual CLEAT Convention will be held at the Omni Bayfront in Corpus Christi. See Page 12 for more information or www.CLEAT.org/Convention2011/ for all the details.

THE CLEAT TEAM – ON CALL FOR OUR MEMBERS 24/7



**By John Burpo
CLEAT Executive
Director**

If you are one of the more than 18,000 CLEAT members, then you know either through personal experience or through your co-workers that the 43 dedicated CLEAT employees in 8 offices across Texas are

backing you up every day of the year. The CLEAT staff consists of some of the best and brightest talent of any labor organization in the country.

Consider the many ways that the CLEAT team touches your life, both on and off-duty:

1. If you are under investigation by IA, a CLEAT attorney will always be there to represent you.
2. If you are suspended, demoted, or terminated, a CLEAT attorney will represent you.
3. If you are charged criminally with an act or omission in the scope of your employment, CLEAT will represent you.
4. If your city or county is covered by a collective bargaining or meet and confer agreement,

then an experienced CLEAT negotiator will be there every step of the way to guide your local organization through the difficult process of getting an agreement.

5. When your pension benefits are under assault, like they were during the 2011 legislative session, the crack CLEAT legislative team fights to protect your hard-earned pensions.
6. When your association gets into a conflict with the employer, whether a voter initiative or bargaining fight, experienced CLEAT field reps are there to guide you.
7. Every member of CLEAT should have a will and physician's directive –

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President's Message

Law Enforcement Training Grants: Where's the Money Going ?



By
Todd Harrison,
President

As I travel across Texas working with union leaders, local members and agencies, we all recognize

there hasn't been a tougher economic time for law enforcement agencies in many years. Departments have had to learn to do more with less and unions have learned to work toward the center in seeking common ground with the cities during negotiations. Rank and file officers have tightened their belts and adjusted family budgets as the country attempts to dig out of an almost fatal economic crisis.

On several different occasions during this past legislative session the CLEAT Public Affairs team worked to help save funding for various law enforcement programs. One example was the regional auto theft task forces that lost their funding early this year as state lawmakers just took the \$1 per auto insurance policy paid by every insured motorist and rolled it into the general fund, saying goodbye to the non-tax, non-government money earmarked specifically for fighting auto theft.

In this case, there was a happy ending where the solution would be to double the contribution from each policy holder to help fund the auto theft enforcement grants that pay officers salaries as well as sending the other half of the money to the state general revenue fund. This was not the solution that anyone wanted, it just wound up being the only way to save the auto theft grants. Not a dollar of this money will go to CLEAT. While others tried figuring out a way to get some of the money sent to training to help fund their union—our guys in the Capitol were free, clear and not conflicted. It

was simple for us, we were fighting for your jobs, not ours.

We can say that a part of the state funding crisis began with the politicians doling out millions of dollars in state training grants to the Texas Municipal Police Association, TMPA. Whether through the Governor's Criminal Justice Division or the training grants from the Texas Department of Transportation, the money should never have been given to help grow a statewide police union's membership. After the grants were doled out, TMPA purchased real estate, bought laptop computers, hired employees, gave big cash bonuses to executives, bought lattes, valet parking and other political pork barrel "necessities" paid for by the hardworking taxpayers. By charging the state the administrative costs for operating these grants, TMPA has been living large while the politicians lay off teachers and cut other essential services.

There's no question that TMPA grew its union membership at the expense of the taxpayers. They admitted under oath during legislative hearings that they held membership drives in conjunction with state mandated training. That's just plain wrong.

In fact, none of this needs to have happened at all if Texas had remained on the straight and narrow when it came to law enforcement training. There was a solid traditional system in place where law enforcement training was done by police and sheriff departments, regional police academies, as well as local colleges and universities. Local law enforcement agency heads had always been able to send their officers to the FBI training academy and other enrichment training when there were funds available. This triage system of agency-regional academies-colleges worked well for decades and we should return to it as soon as possible.

TMPA continues to conflict itself as an organization and the politicians continue to encourage it by not prohibiting police unions from

milking the cash cow. As TMPA openly lobbies the government for spare change, it has a Political Action Committee that contributes cash to campaigns and endorses candidates. In other words, the taxpayer grant dollars have freed up other monies that create a vicious cycle. The taxpayers help fund the union and the union helps fund the politicians and a questionable world of conflict of interest has been created.

CLEAT was the first law enforcement union in the state to train officers and we have never taken a dime of state taxpayer grant money. Our money stream comes from one source—the brave, hardworking men and women of Texas law enforcement who fund and operate this union. We don't answer to state bureaucrats or politicians, we answer to our members who put their lives on the line during every dangerous shift.

Our founders dreamed of an organization that would stand and fight for the rank and file and not be financially or politically conflicted. Thirty five years later, that is still who we are. The reason we are able to win arbitrations, negotiate decent collective bargaining contracts and fight back the dragons in the Capitol is because we are not owned. Whether we are facing down the city bosses and their lawyers or fighting politicians in the Capitol—we do it with a clean money stream and a fighting spirit that isn't conflicted by government handouts.

The CLEAT board of directors passed a resolution in opposition to the state funding of statewide police unions through training grants. I've directed our executive director and the public affairs director to renew our public education efforts to shed a little light on this wasteful spending. It's time for the state of Texas to put law enforcement training back on the right track, clean up this training-union scandal, put the money back into police training, and stop this shady, circular, and questionable funding of statewide police unions.

Convention will showcase CLEAT, Calibre Press Training

The world class training of Calibre Press will be front and center during the extra training days that have been added to the 35th Annual CLEAT convention to be held this year at the Omni Hotel-Bayfront Tower, 900 North Shoreline Blvd, Corpus Christi, Texas 78401.

October 19th and 20th will be two full days of TCLEOSE training from 8:00am - 5:00 pm. In order to receive a certificate for the training you must attend both days. The Calibre Press Street Survival class will consist of two days of training for the patrol officer taught by nationally renowned instructors and sponsored by CLEAT training staff.

The cost to attend the two day training event is \$150 for CLEAT members (this includes two days of training, plus the cost of the convention registration.) For non members the cost is \$215.

Members may register online for the training by visiting us on the web at www.cleat.org/convention2011/

For members who have been too busy to attend TCLEOSE training or just need to add a few hours before the year is over the CLEAT convention offers an exceptional array of professional training opportunities for officers from all across the state. For more information about the Calibre Press training you may contact us by phone **800-252-8153** and speak to someone who can assist you with registration.

Additional training will be offered for convention attendees who participate in the CLEAT break-out training sessions regarding legislative updates as well as other important information for your local union.

SURRENDER TO A BUNCH OF RICH SLACKERS--OR FIGHT!



By Charley Wilkison
CLEAT
Public Affairs

Politicians are always against crime and criminals and for protecting the citizens. Just ask one of them. Regardless of party affiliation or whether they were sworn in at a courthouse, city hall, state Capitol or in Washington D.C. they all purport to be on your side in the battle against drug dealers, child rapists and murderers.

If they are all really on your side then why would they allow Wall Street criminals who caused an economic downturn in the world's economy to gain dominance and validity with a full scale attack on your hard earned retirement benefits? If your personal elected officials want the highest standards of professionalism in law enforcement why would they flirt with driving the qualified applicants away from your profession by destroying the best recruiting tool the profession has at its disposal--a decent retirement?

We have to begin asking how many of our elected friends will stand up with you against the well armed enemies who intend to destroy what you have earned from working the dangerous, violent shifts that they only know conceptually? How many will face down the anti-public worker hatred and equate these non mainstream views as irrational prejudice against you?

During this past legislative session we were told by politicians that the public had no trust or faith in public employee retirement systems and something drastic had to be done to save the state. In reality the Texas retirement funds have always been conservatively managed and well funded. The Texas Municipal Retirement System is funded at over 84% which makes it one of the best performing systems in the country.

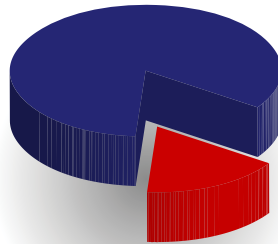
Another lie that is told by the police haters is that you do not contribute to your own retirement. Not a word is ever spoken of the high level of employee contribution or

that many officers will not be eligible to receive Social Security benefits. No, instead it's painted as a government handout with the connotation that you do not work very hard or contribute to your own retirement.

A recent poll we commissioned at CLEAT verified that 69% of registered voters who identified themselves as likely to vote in the next election cycle believe that a police officer's retirement should be greater than theirs as well as other private sector workers.

The poll, completed by a Texas Republican consulting firm, revealed data that proves the public is generally on your side. Public sentiment will vacillate as misinformation is fed

A recent poll we commissioned at CLEAT verified that 69% of registered voters who identified themselves as likely to vote in the next election cycle believe that a police officer's retirement should be greater than theirs as well as other private sector workers.



to the voters and the electorate but there is room in the mind of the Texas voter for a message from you. This is a time for unity inside CLEAT as our local associations hear from many voices who all claim to know best how to fight this growing threat to the brave men and women of Texas law enforcement. We should be alert, organized and unified but not panicking. Remember, only CLEAT has defeated these same anti-police, anti-worker measures this year during the legislative session.

Other voices say the paradigm has shifted forever and there is nothing you can do. Texas law enforcement officers must take a stand and fight or surrender. The CLEAT Board of Directors has chosen to fight.

It is good to remember that any constitutional amendment has to come straight through that same Texas Capitol and pass with a two-thirds majority. That's the same Capitol that you've been fighting in for years.

Your enemies attempt to wrap themselves in political conservatism while ignoring the massive excesses of corporate greed. They wave your flag while denigrating your selfless service to the people of this country. Where is their legislation limiting corporate CEO bonuses and retirements? Your opponents are dangerous because they are using hate and envy as fuel to an extreme political message that is far outside the mainstream of American political thought.

What they are really saying is that your life is worth less. Your family's sacrifice doesn't matter, your service to your fellow citizens is without merit.

Remember, it would be political malpractice for us to encourage you to give up on the Republican majority in Texas that you helped to build. You must stay engaged and focused so that your elected officials understand that their decisions have real life consequences as to whom you endorse, contribute financially to and vote for. These issues are too important to surrender to political consultants or traditional union mouthpieces who haven't won a fight in a generation.

As we get ready for Round 2 (the campaign cycle) and Round 3 (the 83rd Texas legislative session), stay in tune with your CLEAT Board Public Affairs team as we make sure we have a message that doesn't come from wanna-be politicians but instead comes from those who fight for you everyday. We intend to increase our polling and increase our scientific measurement of attitudes and potential messages. Your opponents have falsely labeled you as the problem when in fact you act as part of the greatest solution to problems this nation has ever known.

It's time to push back hard against these hypocrites who regularly feed at the trough of government subsidies and tax loopholes. It's time to start calling them what they are: rich slackers who have never worked a day in their lives. We either surrender or fight!

CLEAT PAC Special Invitation

Local Association Leaders, PAC Treasurers, and Retirement Board Members are invited to participate in the ongoing CLEAT Retirement and Pension Strategy Sessions to be held in conjunction with the CLEAT Convention

Thursday, 10 AM-Noon, October 20th, 2011
Bayfront Omni Hotel (lunch provided)
Corpus Christi, Texas
rsvp:rebecca.averitt@cleat.org

Widower of Fallen Officer Finally Receives Justice

Earlier this year, CLEAT spoke about Retired Harris County Deputy Thomas Shaw, widower of fallen officer, Rebecca Shaw of Harris County. Charley Wilkison wrote a blog telling the story of how Mr. Shaw had reached out to CLEAT for help when the Harris County Sheriff's Office failed to file for death benefits as a result of his wife's passing.

CLEAT was successful this legislative session in passing SB 423 which not only helped current surviving families receive continued health insurance coverage, but also aided Thomas Shaw in re-



Left to right: CLEAT's Melinda Griffith, CLEAT Executive Director John Burpo, Retired Deputy Thomas Shaw and CLEAT Director of Public Affairs Charley Wilkison

ceiving his death benefits after all these years.

Just a few short weeks ago, Thomas Shaw finally received the check after waiting for

so many years. His wife, Rebecca Shaw, died in the line of duty in 1998.

"I just want to thank CLEAT for everything they did for me," said Shaw. "After receiving no help from Harris County, I didn't know where to turn. Thankfully CLEAT stepped in and went the extra mile," he said.

Since SB 423 has been signed into law by Governor Perry, many surviving families have now received death benefit checks that were not able to obtain them in the past due to the fallen officer's department not filing in time.



CLEAT Regional Director Pete Elizalde and Melinda Griffith, Public Affairs Coordinator

Elizalde Joins CLEAT on the Road

SAN ANTONIO- When Pete Elizalde was appointed by SAPOA President, Mike Helle, to the CLEAT Executive Board last spring, Officer Elizalde felt a little bit like he'd been thrown in the fire.

As the legislative representative in the Capitol, he landed feet first and sought to help implement an era of increased cooperation between CLEAT Public Affairs and SAPOA.

This past month, Officer Elizalde has sought to understand more of the Public Affairs mission by traveling with staff to places like Corpus Christi, Edinburg and Temple.

San Antonio POA Members React Angrily to News That Legislators Tried to Hurt Officers' Rights, Benefits During the Legislative Session



SAPOA President Michael F. Helle (at podium) tells members to get more involved in the local PAC after listening to a legislative report from CLEAT's Charley Wilkison.

SAN ANTONIO-SAPOA President Michael Helle sounded a little bit like an evangelist last week as he strongly spoke and asked members if they were ready to see their hard-fought labor rights disappear like they had in other states?

"Our members have the right to ask us where we were as their rights and benefits were under attack," said Helle, "we were right there with CLEAT in the Capitol fighting for all Texas officers."

SAPOA members reacted angrily to news that the 82nd Texas Legislative Session had been one battle after another to hold on to basic rights that officers there have enjoyed for generations. CLEAT's Charley Wilkison reported to San Antonio union members about bad bills filed and pushed by politicians during the last session. He told them that unless local members hold legislators responsible for their actions that they can expect more of the same next session.

Helle encouraged local members to join PAC and participate in helping to build a political battle plan against those who tried to hurt Texas officers.

"Many of your so-called friends were actually fair weather buddies and your enemies were emboldened to attempt to destroy us," said Wilkison during his legislative report.

Wilkison asked the SAPOA to not endorse or give PAC contributions to anyone without engaging CLEAT for a full report card on each legislator. He said the Public Affairs division is in the process of traveling to each of the state's local associations to give a complete legislative wrap-up so local members will hold their political endorsements until they hear from CLEAT.



CLEAT Testimonial

Thank you for doing the job that you guys do. For years I was very active in our local organization and I have passed that on to the younger more motivated ones. BUT our connection with CLEAT has done wonderful things for our local organization and as evidenced in the recent information put out by CLEAT, you guys are still on the front line keeping folks off of our back and looking out for our best interests. So in a nutshell, please pass on my personal heartfelt thanks for the support you guys have given us and to the officers of this state!!!

Thanks, *Sgt. Darin Bayles, Round Rock Police Officers Association*

Galveston Probate Judge Joins with CLEAT to Help Families of the Fallen



During the one of the public hearings on the probate issue, only Judge Sullivan and CLEAT testified in favor of the bill.

GALVESTON —Legislation to exempt probate fees for peace officers and firefighters who have fallen in the line of duty (SB 543) has passed the Texas Legislature and was signed this session by Governor Rick Perry. Filed by Rep. Larry Taylor, (R. Galveston) in the Texas House of Representatives and Sen. Glenn Hegar, (R. Katy) in the Senate, the bill was the idea of Galveston County Probate Judge Kim Sullivan.

House Bill 1209 was initially drafted by Judge Sullivan and edited and reviewed by Rep Taylor’s staff. Sen. Hegar filed the companion bill in the Senate (SB 543) which passed successfully through all the legislative phases.

Rep. Taylor said, “I am grateful for the initiative of local probate Judge Kimberly Sullivan for bringing this issue to my attention.” Last year representatives from Rep. Taylor’s office met with Judge Sullivan to present the passage of a law that would free the family of a deceased of-

ficer from paying probate fees. “I truly believe that peace officers and firefighters are an integral part of our community. They put their lives on the line every day for us and this financial relief is just a small token of our gratitude”

Probate is the legal process by which a court oversees the distribution of assets from the deceased, and the payment of their debts. The role of the court and the Judge is to facilitate and protect, when necessary, both the creditors and beneficiaries of the estate. Judge Sullivan stated that, “Probate fees vary and depending on the complexity of the case, can range from the hundreds to thousands of dollars. This is one way to help the families of our fallen heroes during a time of sadness and possible financial hardship.”

Judge Sullivan worked with Rep. Taylor during the legislative process and even testified at the committee hearing in Austin to lobby for passage of the bill. The legislation was endorsed by CLEAT, The Texas State Association of Fire Fighters, the State Fireman’s and Fire Marshall’s Association.



El Paso County Sheriffs Officers Association Donates to CLEAT PAC



Left to right: CLEAT’s Charley Wilkison and El Paso County Sheriffs Officers Association Jose Marrufo

The El Paso County Sheriffs Officers Association President, Jose Marrufo, presented CLEAT PAC with a contribution of \$2,500 last week. The CLEAT Public Affairs team was in town to present a statewide report of the 82nd Session of the Texas Legislature.

“We call on CLEAT in the Capitol and they always respond,” said President Marrufo. “They fight for us from both the law enforcement angle and the labor angle. They care about our officers on the street and those who work in the jails. It doesn’t matter to them, they see us all as hardworking professionals with families who depend on us.”

“CLEAT defends our right to enforce the law and they defend our right to collectively bargain. They fight for us on the left and the right,” said Marrufo.

Only one organization successfully defended your rights, working conditions, and retirement benefits....

**JOIN TODAY
CLEAT PAC FIGHTING FOR YOU!**

https://members.cleat.org/about_pac_donate.aspx

Fort Worth Police Officers Association Prepares for Meet and Confer



Ron York of POLICEPAY.NET met with Fort Worth Police Officers Association President Rick Van Houten and his board to discuss the economic analysis of the Dallas-Fort Worth Metroplex in preparation for meet and confer negotiations in the fall. CLEAT has the exclusive rights in Texas to the use of nationally recognized POLICEPAY.NET, which helps our locals prepare for collective bargaining or meet and confer.

Leadership Meeting Held in Valley

Staff Attorney Roberto "Bobby" Garcia speaks with Hidalgo County Sheriff Detention Officer David Garza at a recent meeting of local leaders at the CLEAT office in Edinburg. There has been a flurry of members joining in South Texas recently.



Rio Grande Valley Area Unions Receive CLEAT Legislative Updates



Laredo President Luis Dovalina greets Charley Wilkison and CLEAT president Todd Harrison at a recent legislative report given to local leaders in the Rio Grande Valley.

Amarillo Police Officers Association Attends Legislative Presentation



CLEAT's Charley Wilkison gave a legislative presentation to board members of the Amarillo Police Officers Association informing them of the new laws passed during the recent legislative session. CLEAT was instrumental in not only passing legislation that benefits law enforcement, but also stopping bills from becoming law that would have hurt officers everywhere. The CLEAT Public Affairs Division has been traveling around the state since the end of the session educating members of the new laws passed affecting law enforcement.

Brownsville's 26th Annual Redfish Tournament



The Brownsville Police Officers Association held their 26th Annual Red Fish Tournament recently, and it was a great success. Family and friends of law enforcement came from all over to be a part of the event and help support the men and women in blue. "I was happy to participate in this year's tournament," said CLEAT President Todd Harrison. "There was a very large turnout, and it was enjoyed by all," he said.

Harlingen Helps Beat the Heat



The Harlingen Professional Law Enforcement Association recently teamed up with the Magic Valley Riders Motorcycle Club to distribute fans to Harlingen's less fortunate residents who otherwise would not have the means to stay cool this summer. The event, titled Beat the Heat, was implemented by Officer Robert Ahrens, who is the Treasurer of the HPLEA. According to Ahrens, "This is one way where we can give back to the community and we plan to make this an annual event." Approximately 100 fans were distributed during this event.

Ruck March to Remember



Joe Salvaggio, SAPD Lieutenant and SAPD officer, Detective Lawrence Saiz, participated in a march from SA to Ground zero. They started the Ruck March to Remember at the Air Force Security Forces Center on Lackland AFB. The march went from there to Ground Zero in NY to commemorate the 10th anniversary of 9-11. Security Forces member will march segments from Lackland AFB all the way there. They will be updating a Facebook page everyday until 11 September 2011. Lt. Salvaggio hopes to travel to NY on 9-11 to march the last 10 miles with their Airmen.

“The heat and the blisters were painful reminders of those sacrifices made on that day, and every day since,” said Salvaggio. “It is very humbling to be a part of remembering all of those who have given the ultimate sacrifice for our Country...I am grateful to them and to all who have served and continue to serve in both in the military and in civilian law enforcement to ensure we stay free. Thank you for your service in making us the greatest nation on earth!” he said.



(L to R) Harris County Deputy Sheriff Doug Hudson, CLEAT Special Counsel Ron DeLord, and Houston Police Officer David Freytag

Sheriffs Association of Texas 2011 Conference

The Sheriffs Association of Texas held its annual conference at the George R. Brown convention center in Houston. The SAT gave the Peace Officers' Memorial Foundation, Inc., a booth to promote the charitable activities of the POMF in providing scholarships, family assistance, research of historic officer deaths, and conducting the Candlelight and Memorial Services every two years. Deputy Hudson is the state coordinator for the memorial services and he is assisted by Officer Freytag who coordinates the Houston Police Honor Guard. Hudson and Freytag have close to 50 years of service each in law enforcement. The POMF was well received, and sheriffs and deputies learned more about the memorial and researching historic cases.

Corpus Christi Police Officers Association Thanks Longtime Supporter

Political and community activist Joan Veith was presented with a handmade cross in celebration of her 80th birthday by Corpus Christi Police Officers Association President Mike Staff. Joan made every city council meeting during collective bargaining and often spoke out for fair wages and benefits for CCPD officers.

CLEAT Special Counsel Ron DeLord discussed the new retiree options for members of the CLEAT Benefit Trust's dental and vision plans. CCPD officers have participated in the plans for more than 20 years. Officers and their dependents who honorably terminated employment or retired prior to July 1, 2011 and were members of the dental and vision plans for 12 months previously are eligible until October 30, 2011 to re-join the plans. Any member of the dental and vision plans who honorably terminated employment or retires after July 1, 2011 is eligible to remain the plans if they opt to remain with 90-days of terminating employment or retiring. For more information go to www.cleatbenefittrust.org.



Cameron County Sheriffs Deputies Association Fights for Collective Bargaining



CLEAT region 2 director Mark Guerra recently met with Cameron County Sheriff Officers Association members from Brownsville. The group is currently seeking collective bargaining.



Left to right: Luis Mendieta, President of the Cameron County Sheriff Deputies Association, CLEAT Attorney Bobby Garcia, CLEAT Organizer Danny Fetonte and CLEAT Field Representative Perry Hyden

Recently, The Cameron County Sheriff's Deputies Association turned in over 3400 signatures to force a collective bargaining referendum for the Cameron County Sheriff's Officers. This effort was led by CLEAT Organizer Danny Fetonte and included other CLEAT staff members and many volunteers. This is the first step in obtaining what many feel is long overdue.

Now, the County Commissioners has decided to take the petition off their agenda for consideration on bad legal advice by Jim Allison of the Texas League of Counties. Mr. Allison is a long opponent of collective bargaining for deputies, and has claimed that it does not exist for county employees. The Texas Appellate Court has settled the issue of county bargaining. In fact, Bexar County, Chambers County, El Paso County, Hays County, Jefferson County, Nueces County and Webb County all have collective bargaining rights that has been established by the voters. If Cameron County refuses to set the item on its agenda as required by statute, CLEAT will take legal action.

"CLEAT is committed to helping its county associations acquire better working conditions and pay through obtaining local labor rights in the agencies where they work," said CLEAT President Todd Harrison. "Our deputies and detention officers deserve rights in the workplace and we are committed to bringing those rights to every officer in the State.

As the newsletter goes to press, it has not been made clear whether the County Commissioners will send this issue to the voters.

Montgomery County Saves Retiree Benefits



MCLEA President Joe Ashton

Due to proposed budget shortfalls throughout the State, the Montgomery County Commissioners court was looking at different ways to balance the budget. A retirement contribution reduction was one of the proposed changes to offset a portion of the proposed shortfall. The Montgomery County Law Enforcement Association, its membership and a majority of the employees were not in favor of this proposal.

The Montgomery County Law Enforcement Association provided additional information for the Commissioners Court to consider when deciding to move forward with a vote on the proposed reduction. The Commissioners Court took everything into account, including the information provided by MCLEA and rendered a sound decision to keep the contributions at the same rate.

MCLEA is proud of the decision and hopes to work closely with the Court in the future with any issues that may arise.

"Sometimes its the work done behind the scenes in securing local benefits that achieve the best results," said CLEAT President Todd Harrison. "We congratulate our members in Montgomery County for helping secure retiree benefits there. This is a great victory," he said.

Lubbock Gains New Officers



Lubbock will be a little bit safer with thirteen new Police Officers on the streets. The thirteen new officers are new members of the Lubbock Professional Police Association and CLEAT.

"We really need these guys out there and they are all top notch recruits, and I know that I feel better knowing that they all have CLEAT backing them up when they hit the streets," said LPPA President Paul Nichols.

CLEAT Retirees Stay Connected

CLEAT retirees are now able to remain connected their union, stay in touch with fellow officers and the goings-on in the field of law enforcement through the CLEAT Retiree Association.

“When officers retire they are happy to have survived a stressful job and years of hard work. However, a short time later many retirees call to catch up, find out what’s happening and to wish us continued success. We want to allow our retirees to remain a part of the CLEAT family that they have sustained all these years,” said Sgt. Todd Harrison, President.

CLEAT retirees will pay only \$30 per year to be a part of the CRA and CLEAT will pay their dues during the calendar year in which they retire. They will be able to continue to have a password to the CLEAT website and use the protected information there, receive the Texas Police Star through the mail, be a part of the POMF preferred provider program and continue their participation in the CLEAT Benefit Trust.

“The CLEAT Public Affairs team often battles the forces of evil in the Capitol who attempt to take away affordable health insurance benefits from retirees. Others also have attempted to limit retired officers from being able to carry a weapon. CLEAT has been committed to helping the retired Texas law enforcement officers maintain their rights from the beginning,” said Harrison.

By joining the CLEAT Retirees Association officers can stay connected to the organization that continues to fight for them.

Webb County Talks Budget



CLEAT Staff Rep Perry Hyden and CLEAT Special Counsel Ron DeLord met with Webb County Deputy Sheriff Association President Federico Calderon to discuss the county budget.

Kilcrease Named to Field Rep Staff for Central Texas Area Unions



CLEAT would like to welcome new Field Representative David Kilcrease to the Field Services Division. He will be working closely with the Central Texas associations.

David Kilcrease spent 9 years in the United States Air Force and 25 years with the Bexar County Sheriff’s Office.

David retired at the rank of Sergeant and worked virtually every position at the Bexar County Sheriffs Office.

He has been involved in employee labor Associations nearly his entire career and is the immediate past President of the Deputy Sheriffs Association of Bexar County and region 3C Director at CLEAT.

Austin Police Association Dedicates New Building



Friends and family of law enforcement filled the new Austin Police Association Hall for its open house dedication ceremony on August 1, 2011. The building was named “Speed, Martinez, McCoy Hall” after three of the Austin officers who helped put a stop to the Charles Whitman shooting rampage that occurred at the UT Tower on August 1, 1966.

The dedication ceremony was held on the 45th anniversary of the UT Tower Tragedy, and honored not only the three officers who’s names are listed on the Hall, but all those who risked their lives on that tragic day. Sixteen people died and thirty three were wounded when Charles Whitman opened fire on the University of Texas Campus before being gunned down by Austin Police Officers.

“We want to use this facility to honor those who have come before us and who have made this day possible,” said Wayne Vincent, President of the Austin Police Association.

San Antonio Airport Police Plan For Meet and Confer



Photo Left: CLEAT Attorney Karl Brehm visits with Officers

CLEAT Special Counsel Ron DeLord and CLEAT Attorney Karl Brehm attended the San Antonio Airport Police Officers Association membership meeting at the Valero Hanger at the San Antonio Airport. Brehm gave an update as to pending litigation and DeLord addressed the ongoing attempts for the San Antonio Airport and Parks officers to get a new Meet and Confer contract.

Procedural Due Process Comes to San Benito

When You Ask to Consult with Your CLEAT Attorney, We'll Protect Your Right to Do So!

A fellow San Benito officer complained that someone had defaced a photo of him and his wife placed on a bulletin board in his cubicle. This officer did not know who did this, but complained to Internal Affairs that Officer David Ortega was responsible for the damage to the photo. David responded to IA by denying the allegations and expressing his concern that this other officer was retaliating against him for reporting a previous incident of neglect of duty. He turned in his written response to the complaint, but when the IA investigator wanted him to respond to a follow-up questionnaire immediately, without the assistance of an attorney, David refused to do so. The Chief issued a three-day suspension for insubordination.

Upon appeal, the arbitrator chastised the Department for initially concluding there was no evidence to find Officer Ortega had engaged in the conduct, yet then attempted to fabricate a procedural issue over the follow-up questionnaire, in order to justify a disciplinary action. For this reason the arbitrator concluded Officer Ortega was not insubordinate when he requested a union or legal representative before answering follow-up IA questions.

This case was handled by Senior Attorney John Curtis who serves as CLEAT Corporate Counsel.



CLEAT's Michael Rickman Promoted to Director of Legal Division



The Combined Law Enforcement Associations of Texas announces the promotion of Senior Staff Attorney Michael Rickman to head of the Legal Division.

As Legal Services Division Director, Rickman will oversee the day to day operations of CLEAT'S premier service to members.

In a complete structural makeover of CLEAT's prized Legal Division, Rickman joins John Curtis as CLEAT Corporate Counsel. Rickman is a former Mesquite police officer and holds a JD from Texas Tech School of Law. Rickman's wife, Gay, is a retired Mesquite officer.

"Mike brings many years of loyal service to the members of CLEAT. Being a former police officer, his goal is to continue to offer world class legal services to our members," said John Burpo, CLEAT's Executive Director.

In his tenure at CLEAT, Rickman has responded to all kinds of critical incidents, won many arbitrations and lawsuits and his legal successes have created many milestones for the CLEAT legal division. He has been with CLEAT since 1997.

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Tanner Claborn Continues to Remind Students of His Father's Death at the Hands of a Drunk Driver



CLEAT continues the battle for benefits for survivors. CLEAT's Chris Jones with Tanner Claborn and Paula Claborn Henderson.



The family retained Deputy Claborn's patrol car after the accident and use it as a display at DWI presentations at area schools.

Tanner and Paula are the surviving son and spouse of Harris County Pct. 4 Deputy Constable F. Scott Claborn who was killed in the line of duty by a drunk driver on February 19, 2004. The Claborn's have been in a running battle with Harris County over survivor benefits, including worker's compensation and health insurance.

Since the passage of SB 423, CLEAT's Public Affairs Division continues to fight cities and counties on behalf of surviving families for health insurance, death benefits and more.

Open Enrollment for CLEAT Dental/Vision in Laredo

It was open enrollment for CLEAT Dental/Vision for the Laredo Police Officers Association. Carol Whitfield with the CLEAT Benefit Trust advised officers on different options on dental and vision benefits for them and their families. Not only did active peace officers attend, but retirees also showed up to enroll. CLEAT Attorney, Celeste Robertson, was in attendance as well to consult with wills and estate planning. In the end, there was a great turnout.



DSABC Files Bad Faith Bargaining Suit



The Deputy Sheriffs Association of Bexar County has been negotiating more than 2-1/2 years with Bexar County for a new contract. The negotiations have been especially frustrating due to Bexar County's continual delays and tactic of bringing new issues to the table. The last straw came on August 24th and 25th, when the County insisted that the DSABC buy into the County's plan to reduce the detention work force by 128 officers. This development was coupled with an attack by the Jail Administrator on the DSABC at a roll call. The DSABC filed a lawsuit on Tuesday August 31st claiming bad faith bargaining by Bexar County. The suit seeks to compel the County to bargain in good faith. DSABC President Steve Long, along with more than 50 law enforcement and detention officers, held a press conference on the 31st at the steps of the courthouse condemning the County's tactics. The suit is being handled by San Antonio labor attorney David Van Os.

Over 100 deputies and corrections officers gathered on the steps of the historic Old Bexar County Courthouse to announce the filing of a lawsuit against Bexar County. At left; David Long, President of DSABC speaks to the media and the crowd.



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THE CLEAT TEAM

(Continued from Page 1)

– our excellent will program provides this service as a part of your dues. And if, God forbid, a member's or spouse's will must be probated, our legal staff will handle this process for you.

8. The CLEAT Police Officer Memorial Foundation provides a \$10,000 line of duty death benefit to the family following the death of a member. CLEAT also oversees annual ceremonies to honor all of our fallen brethren.

9. CLEAT's new training services offer many options for TCLEOSE-approved training, including regional trainings and our on-going relationship with Calibre Press.

One of the best and most recent examples of your CLEAT team's extraordinary efforts is the latest fight in the Texas Legislature. There were numerous horrific bills introduced this year attacking public employee pensions, the worst of which would have eliminated all public employee pensions in Texas and converted them to 401(k)'s. Our topflight legisla-

tive team – Charley Wilkison, Melinda Griffith and Chris Jones fought tooth and nail throughout the session to keep these odious bills from getting out of committee.

Then immediately following the session, CLEAT held training on the pension fight and what is coming in the future. More than 40 leaders from CLEAT locals around the state heard from pension experts across the country. These presentations were followed by an up-to-date poll among Texas residents that clearly showed Texas law enforcement officers are held in high regard and that our citizens believe they should receive a good pension for their difficult work and sacrifices. CLEAT has made its number one priority over the next 2 years the fight to save our members' pension rights that they have worked so hard to secure – we will not stand idly by while extremists make uninformed attacks against our members.

I am proud of the incredibly hard-working CLEAT staff. All of vital services provided by the CLEAT team substantially contribute to a better workplace and life for every member. Every time that you go to work, remember that you have CLEAT backup for any job issue that comes up in your career.

2011 CLEAT Convention October 19th-22nd Omni Hotel Bayfront in Corpus Christi



CLEAT members can reserve their rooms now!
Just mention CLEAT when you make your reservation.
The deadline to reserve a room is Wednesday, September 28th.

Omni Hotel-Bayfront Tower
900 North Shoreline Blvd.
Corpus Christi, Texas 78401
Phone: (361) 887-1600, Fax: (361) 887-6715

October 19th and 20th will be two full days of TCLEOSE training and the official convention will begin on October 21st. The Calibre Press Street Survival Class will consist of two days of survival tactics for the patrol officer taught by Calibre Press instructors and sponsored by the CLEAT Training staff. Many social events will be taking place before, during and after the CLEAT Convention.

Simply visit <http://www.cleat.org/convention2011/> to check out all the details as well as register for the Convention.