Record number of officer involved shootings and anti-police labor movement marks 2017 as a tough year

If 2017 seemed rough as a law enforcement professional this past year, it wasn’t just you. CLEAT Attorneys responded to a record number of officer involved shootings, in-custody deaths and critical incidents in 2017. CLEAT saw outright political attacks in the Capitol against your arrest authority, labor rights and earned retirement. Fighting back and winning, a staple tradition of the CLEAT program, took more effort, more staff and resources than ever before.

For example, the Fort Worth Police Officers Association has fought back valiantly against the steady drumbeat of high profile disciplinary attacks by the Chief and Administration. Another great climatic change example occurred in Austin where after 11 months of good faith negotiations the Austin Police Association saw their agreed-to employment contract unanimously sent back to the table by Mayor Steve Adler and the city council. Now APA rank and file members have voted by a 92% margin to decline to continue negotiating and go back to civil service rules.

Unprecedented political attacks on police employment issues were launched from both the left and right. The Travis County Democratic Party in Austin voted to oppose the APA contract and testified publicly in opposition to the entire Meet and Confer process. Texas Pro Choice, the state affiliate of the National Abortion Rights League, opposed the Meet and Confer Contract in Austin. And from the other direction the far-right leaning Texas Public Policy Foundation, also headquartered in Austin, testified in Senate Committee hearings that they would like to see law

> Shootings continued on pg. 4
Our response to Harvey should bring pride to every CLEAT member

It was an honor as your president to see our organization’s leadership and staff move the mountains necessary to assist 350 law enforcement CLEAT families who had suffered financial loss due to Hurricane Harvey. We certainly served hundreds more with hot meals, clothing, toiletries and supplies through our immediate outreach following the storm.

The CLEAT Disaster Relief program was originally the brain child of the Late CLEAT President Chris McGill who wanted the Peace Officer Memorial Foundation to expand its reach outside of its longtime areas where we set up running hot food lines. Our teams immediately headed to Houston, Harris County and the Golden Triangle. We pulled together and made a difference in all the places we could.

Next came the hard work of making sure our members received financial assistance from the POMF Disaster Relief Fund. I publicly want to thank the Dallas Assist the Officer Fund of the Dallas Police Association, The National Association of Police Organizations, The Fort Worth Police Officers Association, The Robert Klausner Foundation, California Casualty Insurance, The New Jersey and California Beneficent Fund and Port Authority Police Lieutenants Benevolent Association INC. But mostly, I want to thank you, our members because the vast majority of the disaster relief monies came from CLEAT, over $100,000.00.

There are too many individuals to thank and not enough space. I want to especially remember the CLEAT employees who did their job to make sure our foundation was there for our members when needed. The men and women of CLEAT, bottom to top, worked hard to help law enforcement personnel who will never know their names.

Now, we are entering a new phase of fundraising for the disaster relief fund and I humbly ask you to help us replenish this important fund for the future. If your local association can spare a few bucks, well, it all adds up. Thanks, and God Bless.

DONATIONS ARE ALWAYS NEEDED TO HELP ASSIST OFFICERS DURING THE NEXT DISASTER.

PLEASE DONATE TO WWW.POMF.ORG!

79 OIS’s gives CLEAT opportunity to shine

A few weeks ago the Harris County Democratic Party unanimously passed a resolution instructing the Austin, Texas City Council to stop the agreed-to contract that has been negotiated between the police union and the city that is being presented for passage. The resolution sought even more concessions including sticking to the Obama doctrine of policing that clearly stated more civilian oversight, more outside prosecutorial powers, increasing the automatic firing for misconduct.

A few months ago a spokesman for the Right leaning Texas Public Policy Foundation openly stated a new goal of the organization was to “pretty much get rid of” collective bargaining, civil service and all local employment rights for law enforcement. This was stated in a public hearing where the issue of ending union dues checkoff for teachers was being discussed at the time.

The Black Lives Matter chapters, the American Democratic Socialist Party, openly say they don’t even believe that police officers should be able to organize or even join a union or seek representation cases where any officer or any local union could have been similarly involved. Our attorneys are present, representing officers, in 1A meetings almost daily. We repeatedly face high profile employee hearings and arbitrations where the CLEAT Legal team are repeatedly tested and emerge victorious.

Other organizations often attempt to duplicate or imitate the CLEAT Legal Plan and the CLEAT Legal Team, but they try it on the cheap. In the end, not living up to the comparison they often begin spreading false statements about our coverage, our model of operation and sometimes even spread rumors about our lawyers. CLEAT is like America, we’re an open organization and our victories and mistakes are all earned in full public view. We like it that way, nowhere to hide. The pressure is on our team every day to be our best and perform up to the record of 41 years of excellence. Our on-staff legal team in 2018 will stand at 20, plus two Of Counsel attorneys. These are all folks who work just for you. In addition CLEAT has over 50 Regional Attorneys across Texas who are available on a moment’s notice for backup in case of a critical incident.

Our off-duty, extra job is covered under the CLEAT Legal Plan, always has been. Training academy staff are covered under our Legal Plan. The CLEAT Legal Plan was designed by cops for cops. When you call CLEAT to speak to an attorney, you’ll actually get one on the phone. A licensed CLEAT Attorney will talk to you directly about your case. You will not go through a civilian whose job it is to find a way to downplay or reduce your coverage. Furthermore, you will not speak to a former officer who believes he or she is an attorney, when actually they didn’t graduate law school and aren’t actually licensed to practice law, real, live working attorneys. We are NOT designed to find an automatic “NO” to whatever issue you are facing.

Since we don’t seek or accept federal, state or private grants or funds to help operate our union—you can expect our attorneys to be able to stand up to the political powers that be and not back down. You get what you pay for and our attorneys are not conflicted. You are now facing the worst anti-law enforcement climate in American history.

— SGT. TODD HARRISON

“THE MEN AND WOMEN OF CLEAT, BOTTOM TO TOP WORKED HARD TO HELP LAW ENFORCEMENT PERSONNEL WHO WILL NEVER KNOW THEIR NAMES.”

BY: CHARLY WILKISON EXECUTIVE DIRECTOR

Executive Director Charley Wilkison and Bob Leonard, General Counsel represent the organization’s attorneys. The CLEAT Legal team are repeatedly tested and emerge victorious.

“YOU ARE NOW FACING THE WORST ANTI-LAW ENFORCEMENT CLIMATE IN AMERICAN HISTORY.”

BY: TODD HARRISON CLEAT PRESIDENT

Our on-staff legal team in 2018 will stand at 20, plus two Of Counsel attorneys. These are all folks who work just for you. In addition CLEAT has over 50 Regional Attorneys across Texas who are available on a moment’s notice for backup in case of a critical incident.

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It just makes sense that you’d choose the organization that receives its funding from only one source, you, our member. It also makes sense that you’d choose the organization that spends roughly $20,000 per day in the defense of law enforcement officers in Texas. It also makes perfect sense to choose a union that is unafraid to stand up and fight for you at city hall, the courthouse and the statehouse. That’s us, CLEAT.
CLEAT Convention cancelled for first time in 41 years

Helping our members is what we do

by: Alex Price
CLEAT Public Affairs

The CLEAT Executive Board met via telephone and cancelled the 41st Convention with a unanimous vote. “With our brave men and women being deployed into harm’s way, we believe our staff and resources should remain focused on our work assisting Texas’ finest.” Said CLEAT Executive Director Charley Wilkison.

During the scheduled week for the 41st Annual CLEAT Convention, six CLEAT Staff teams spread out along the coast of Texas from Corpus Christi to the Golden Triangle. “This was no easy decision, the convention had never been cancelled and no one took that lightly, but helping our members was the right thing to do.” Said Ed Martin.

“As one effected by the storm, I applaud CLEAT for that decision, and stand proud to be part of such an outstanding family. I truly believe we did what we are sworn to do by “serving” others in their time of need.”

Many CLEAT member families were affected by Harvey leaving families without homes, food, clothes and other basic needs to survive. The efforts that went into organizing the convention shifted to the donation of $500 to each family that submitted a relief help form to CLEAT.

CLEAT Executive Board Members as well as local leaders from as far away as El Paso and Amarillo worked day and night cooking food for officers from Corpus to Houston.

Donations are still being accepted by the Peace Officers’ Memorial Foundation. You can visit www.pomf.org to donate.

SUPPORT CLEAT PAC IN 2018

CLEAT PAC IS THE FIRST AND OLDEST LAW ENFORCEMENT POLITICAL ACTION COMMITTEE IN TEXAS.

WE ENDORSE CANDIDATES AND POLITICAL LEADERS WHO SUPPORT YOU, YOUR WORK AND YOUR RIGHT TO BENEFITS AND A DECENT RETIREMENT.

VISIT WWW.CLEAT.ORG/CLEAT-PAC/

THE NUMBERS BEHIND THE HARVEY DONATIONS

<table>
<thead>
<tr>
<th>Organization</th>
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<tr>
<td>NAPO RELIEF</td>
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<td>DALLAS - ASSIST THE OFFICER FOUNDATION</td>
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<td>ROBER KLAUSNER CHARITABLE FOUNDATION</td>
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<td>CHRISTI CRADDICK</td>
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<td>TOTAL DONATED TO POMF:</td>
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<td>CLEAT CONTRIBUTION:</td>
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When people think of law enforcement employment contracts in Texas, they think of CLEAT. CLEAT was the first law enforcement organization to negotiate collective bargaining contracts in Texas. We have the highest qualified staff of full time negotiators and some of our employment contracts are recognized as the best in Texas and some of the best in the nation.

CLEAT currently negotiates 77% of all law enforcement employment contracts in Texas. Recently, a national article recognized the 25 best police departments in the nation. #1 was Austin, #2 San Antonio and #16 Fort Worth, all contracts negotiated by CLEAT.

When we say we are the best, we can back it up with facts.

Our negotiators are the best just because they were all former police officers. Instead, they are the best because they are educated, trained and experienced. They work hard to listen to the local association’s needs and balance that with what it possible.

CLEAT negotiators study the trends, stay ahead of the arguments from the other side while professionally seeking the best agreement possible for the officers. Rest assured that if war breaks out at the negotiating table you will want the people there who will stand strong with you and not collapse or take the management side or sell you out when the political climate gets tough.

We take our work seriously and we use the latest tools like salary surveys to bring our members the best information they can use during negotiations. In fact, CLEAT has the exclusive relationship with PolicePay. Net. They are the police salary and pay experts nationally.

The CLEAT Field Service team knows the difference between a good contract and the city’s spin cycle.

CLEAT negotiators look at the landscape in a holistic way. If it’s time to challenge something legally the CLEAT attorneys will be there as back-up in a flash. If things go bad with the politicians at the table and it’s time to bring in the fire power, CLEAT negotiators will not hesitate to call in the political messaging pro’s to take the issue to the media and influence the outcome through the local voters.

CLEAT is more than just the experts nationally. CLEAT negotiators look at the landscape in a holistic way. If it’s time to challenge something legally the CLEAT attorneys will be there as back-up in a flash. If things go bad with the politicians at the table and it’s time to bring in the fire power, CLEAT negotiators will not hesitate to call in the political messaging pro’s to take the issue to the media and influence the outcome through the local voters.

CLEAT is more than just the experts in collective bargaining contracts. We are the partners of the local officers and their association. We don’t stand up beside the city manager and tell you to take whatever is offered. We believe negotiations should be treated seriously. Collective bargaining is a right given exclusively to officers by the voters. We believe that officer pay should be commensurate to the risk involved in protecting Texas.

We take our role in your contract negotiations just as seriously as we do representing you legally or fighting to protect your rights in the Capitol. We see collective bargaining and meet and confer rights as your right to the path of self determination. We believe that every officer in Texas should one day be covered by an employment contract.
The McAllen Professional Law Enforcement Association held its first annual Donut Dash 5k fundraiser event this past October. The event was a success with over 300 in attendance and CLEAT was proud to be a sponsor.

Great job McAllen Professional Law Enforcement Association (MPLEA)!

CLEAT Senior staff conducted a special training for El Paso Municipal POA and El Paso County Sheriffs Officers Association. Larger local associations face special challenges. Here CLEAT Financial Services Director Susan Collins talks about IRS compliance issues and financial best practices.

This training was designed for local unions with 1,500 members or more. CLEAT has also conducted this type of training across the state regionally to all affiliated groups. Local union training is a service provided upon request to CLEAT local unions free of charge.

September 13, 2017 was a historic day in Amarillo as the first ever Labor contract for the City of Amarillo was signed with the APOA. President Norm Fisher said, “Thanks to CLEAT, Craig Deats who served as our Chief Negotiator from CLEAT and our bargaining team made up of local officers.”

El Paso’s newest city councilman Henry Rivera whom CLEAT endorsed. Henry is a 30 year CLEAT member from El Paso Police Department.

Karl Brehm, Morris Munoz and Robert Leonard attended the DSABC Thanksgiving Luncheon this November.

Representative Ina Minjarez was at the luncheon and presented a flag from the capital to the DSABC’s Juan Contreras and Jeremy Payne.

EVER WONDER HOW MUCH OF A DIFFERENCE CLEAT ACTUALLY MAKES?
If law enforcement officers ever have a reason to think about CLEAT Public Affairs they would naturally think about the successful political battles involving the state legislature or commercials developed for local political battles across the state. CLEAT was the first to advocate full time in the state legislature and have a proud record of over 40 years of accomplishments. We lobby the state Legislature and you can read all about our most recent legislative agenda or legislative highlights from years past. CLEAT believes the next session of the state legislature begins as soon as the last one ends. Our focus on growing local PAC’s and campaigning to elect our friends in the Legislature as well as remove those who are your enemies makes this part of the Public Affairs assignment a full-time operation.

And while it’s true that other divisions like Legal or Field Services often call on Public Affairs to inflict pain on the enemies of Texas law enforcement – that’s not our only job either. The Public Affairs Division also serves as the official spokesperson for CLEAT in the media. By helping to plan the annual convention, planning memorial services and raising funds with our charitable sister organization, the Peace Officer Memorial Foundation, as well as assisting in the annual training academies we help other divisions of CLEAT with the public face of our organization.

We develop all publications and maintain the website, Facebook pages and assist locals in communication with local members. We work with other divisions to develop political messaging, build creative media to help win collective bargaining, civil service, pay raise or manpower elections and change the image of local unions with local voters and opinion leaders. Whether its polling statewide or locally, whether it’s helping associations to become more politically assertive, or helping build local Political Action Committees, CLEAT Public Affairs fights hard to be the rapid response team.

Rita Ostrander
Lobbyist

Alex Price
Communication Specialist

Chris Jones
Training Coordinator, Field Representative/Public Affairs

Rita Ostrander
Lobbyist

Houston Community College’s Christmas Party with Janet Cole and Paul Barnes.

A new 3 year Collective Bargaining Agreement between Kleberg County and the Kleberg County Sheriff’s Officers Association was signed this fall which includes salary increases per year and education pay incentives. Pictured from left: Kleberg County Judge Rudy Madrid, KCSOA President Tim Camarillo, and CLEAT Field Rep. Ernie Flores.

SACOP’s Shop with a Cop event at the Walmart in San Angelo, Texas.

Paris POA Annual Christmas Party and Bowling event.

San Angelo Police Officer Steven Quade helped a local San Angelo woman track down information on her deceased brother who was a Sgt. with the Kingsville Police Department and killed in the Line of Duty in 1958.

Taylor County Sheriff’s Officers Association’s Annual Christmas Party

Horizon City Police Officers Association got together to help the community during Christmastime.

Carol Whitfield and Steve Alexander at the North Texas Will Drive handing out Will Packets to members.

2018 is the campaign cycle for the Texas legislature. All members of the Texas House of Representatives are up for election as well as certain state senators.

Please stay informed with CLEAT PAC endorsements!
That’s Lieutenant to you: Dail makes history for Travis County

BY: ALEX PRICE
CLEAT PUBLIC AFFAIRS

Being a woman in law enforcement isn’t anything new for Christina Dail, a long time CLEAT member, who has been with Travis County Sheriff’s Office for over 18 years.

What is new, however, is becoming the first female African American Lieutenant that Travis County Sheriff’s Office has seen.

“This opportunity is what I’ve always dreamed of.” Said Lt. Christina Dail. “I want to lead with integrity and instill that into the people I work with.”

Dail has made history, but what even more special is that being in law enforcement is more of a family tradition. Christina’s father served in the military for 25 years then served with Travis County Sheriff’s office for another 25 years before retiring in 2014.

“I wanted to follow in my father’s footsteps and make him proud.” Said Dail. “18 years later...here I am.”

What makes this story hit closer to home is that CLEAT’s previous Region 8 Executive Board Director, James Hodge’s retirement created the opportunity for Christina to reach her dreams and make history.

"Lieutenant Dail is smart and energetic and has proven herself to be a great leader. TCSO and TCSOA are in good hands with her in leadership roles.” Said James Hodge. "I am expecting great things from her and I am very proud of her most recent accomplishments.”

Christina Dail knows how big the shoes she has to fill are and that's not going to stop her. Dail has overcome many obstacles in her life, especially in the past year, but that didn't stop her from continuing to be the best.

“Nothing is going to stop me from achieving and reaching higher” Said Dail.

CLEAT was the first state law enforcement union to implement financial best practices in Texas. CLEAT’s finances are so well guarded that a new accounting software was implemented to further protect our members. Our money is seen by staff -- as your money. We practice good stewardship and follow a careful checks and balances that include four independent audits each year.

The CLEAT operating and assett budget is initially checked by staff, then forwarded to the Finance Committee made up of three state-wide elected Vice Presidents who are current officers. All CLEAT budgets are voted on by the entire Executive Board which is also made up of current law enforcement officers who are members. CLEAT does all this in our efforts to maintain integrity in our finance and accounting systems.

Rest In Peace: Officer Kenneth Copeland

San Marcos PD’s 1st Line of Duty Death

CLEAT has focused efforts for the past four years to implement a state of the art membership database that allows 24/7 access to your membership information.

No matter what happens on your shift, we are able to assist our lawyers in real time as to who you are, where you work, your membership status, your will status, your last training class completed, etc.

Our membership team, our finance team work hand in glove to help build a better union for you.

There is nothing more important to CLEAT than our members.

Financed by:

CLEAT was the first state law enforcement union to implement financial best practices in Texas. CLEAT’s finances are so well guarded that a new accounting software was implemented to further protect our members. Our money is seen by staff -- as your money. We practice good stewardship and follow a careful checks and balances that include four independent audits each year.

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MEMBERSHIP STAFF

Jeannette Foree
Membership Coordinator

Kristi Hill
Membership Coordinator

Alia Davila
Receptionist

FINANCE STAFF

Elizabeth McManus
Finance Specialist

Susan Collins
Finance Director

Melody Lovett
C.P.A.
CLEAT lawyers are a world apart from the lawyers in the phone book or the lawyers from the late night television commercials. CLEAT attorneys specialize in working only for Texas law enforcement personnel. There are former police officers, former law professors and former assistant district attorneys who are standing by 24/7 to look after our member’s best interest. Whether you’ve been involved in a shooting, a critical incident involving a custodial death or just facing a disciplinary hearing, you will find no greater advocate than a CLEAT attorney.

CLEAT was the first and only law enforcement organization in Texas to hire attorneys full time to work exclusively for our members. When our members need help, we don’t want them to go to the back of the line waiting for an attorney to bail out a crack dealer or finish up a divorce case. We know you need us now or you wouldn’t have called. Our attorneys personally go to the site of shootings, when they occur and represent our members when they need us—not the next day or whenever they can get around to it.

Our attorneys are highly educated, trained and experienced in every aspect of the law. From representing officers in arbitrations, court proceedings, all the way to the Supreme Court or just designing a free will for your family—nobody does more for Texas officers than CLEAT.

The founders of CLEAT wanted lawyers working just for Texas officers and that has been the extraordinary model of success for more than 40 years. CLEAT members can be proud that the attorneys who work for us are not conflicted. Our attorneys don’t have to hope that federal, state or local grants come through next year because they are funded solely by you -- the member.

CLEAT spends $20,000 per day in the defense of Texas law enforcement personnel regardless of their work assignment or where they’re from. CLEAT does not have “associate members. No matter who you are -- if you join, you’re a full-fledged member.

CLEAT Legal Victories

Paul Barnes (pictured to the left), CLEAT Staff Attorney, assisted Austin Police Association by filing a grievance with Austin Police Department and the city arguing that they violated the Meet & Confer contract in regards to promoting some of our members. The city refused an arbitration. CLEAT sued the city to make them go to arbitration and we won.

James Munga is a Jailer with the Tarrant County Sheriff’s Department, who was terminated for discrepancies in his reports on face to face observations of inmates, done as part of the security protocols required by the state of Texas.

After review of the videos and questioning of the investigators, the Sheriff’s Civil Service Commission found that Munga was NOT Guilty of Untruthfulness (the most serious charge), and ordered his reinstatement after a brief period of Suspension without Pay.
2017 LINE OF DUTY DEATH’S

Detective
Jerry Ronald Walker
EOW: 1/17/2017

Asst. Chief Deputy
Clinton Greenwood
EOW: 4/3/2017

Border Patrol Agent
Isaac Morales
EOW: 5/24/2017

Corrections Officer
Shana Tedder
EOW: 6/9/2017

Police Officer
Miguel I. Moreno
EOW: 6/30/2017

Deputy Sheriff
Jason Fann
EOW: 8/5/2017

Detective
Elise Ybarra
EOW: 8/6/2017

Corporal
Monty D. Platt
EOW: 8/8/2017

Sergeant
Steve Perez
EOW: 8/27/2017

Deputy Constable
Mark Diebold
EOW: 9/7/2017

Police Officer
Elias Martinez, Jr.
EOW: 9/17/2017

Police Officer
Floyd East, Jr.
EOW: 10/9/2017

Senior Trooper
Thomas Patrick Nipper
EOW: 11/4/2017

Border Patrol Agent
Rogelio Martinez
EOW: 11/19/2017

Trooper
Damon Allen
EOW: 11/23/2017

Police Officer
Kenneth Copeland
EOW: 12/4/2017

Always
Remember
Our merger has already happened: Some thoughts on why CLEAT/NAPO is a better fit

1. NAPO respects the independence of Texas officers. NAPO is a coalition of state and local police unions and associations from across the United States. Individual associations and unions vote to join NAPO, and they then govern NAPO, not the other way around. NAPO has no control over our state and local associations’ budgets, logos, names, bylaws, endorsements or policies. On the contrary, NAPO’s member associations, who sit on NAPO’s executive board, decide NAPO’s budget, endorsements, policies, legislative priorities and bylaws. The FOP, by contrast, is a “top down” organization. It is a fraternal society, organized on a “lodge” system. An officer may choose to join a local lodge, but then he or she is automatically enrolled in (and pays part of his/her dues to) a state lodge and a national or “Grand Lodge.” The FOP itself owns the right to the name of a lodge, its identity, and controls endorsements, policies and governance. The FOP is, of course, a valid organization, but it does not in practice respect the traditions of independence which are so strongly a part of Texas and Texas officers. Once you’re in the FOP, you’re in for life. Once a group becomes a lodge and is assigned a lodge number, the FOP controls that new “lodge”, and there’s no returning. NAPO, on the other hand, knows that any group can choose to belong or not belong, so NAPO has to be more responsive to the needs and expectations of its member groups. Finally, NAPO is officially recognized as a 501(c)(6) national trade association, not a fraternal society. Every NAPO member group is a professional police/peace officer association. NAPO has no “social” lodges. Every NAPO group exists solely to advance the interests, safety and careers of its officers. NAPO also has no retiree division; every NAPO group represents active duty officers.

2. NAPO respects the dedicated service of CLEAT’s professional staff and attorneys, and provides similar dedicated service at the federal level. NAPO’s lawyers and staff are beholden to no one but CLEAT’s members. They have no conflicts due to representing other clients. Similarly, NAPO’s professional staff in Washington, D.C., represents no one but NAPO’s member association. NAPO’s two full-time, registered federal lobbyists are employed exclusively by NAPO, they represent no one else. NAPO’s general counsel has no other client but NAPO. Just like with CLEAT, NAPO members don’t have to worry about whether an attorney is going to be ready when he/she is needed, and don’t have to worry about whether that attorney or lobbyist has any potential conflicts due to other clients. Once again, NAPO honors the traditions that are important to Texas officers.

3. In the halls of Congress and in the Administration, NAPO representatives are personally known by the elected officials and their staffs. Just like CLEAT in Texas, NAPO in Washington is constantly on Capitol Hill. NAPO’s national headquarters is in Alexandria, Virginia, across the Potomac River from the Capitol. The FOP’s national headquarters is in Nashville, Tennessee, more than 650 miles away. (The FOP does maintain a small office in Washington.) When leaders in Congress and the Department of Justice want advice and feedback on legislative proposals or policy changes, they look to NAPO. For Texas in particular, this is important, since both Texas Senators, John Cornyn and Ted Cruz, serve on the U.S. Senate’s Judiciary Committee. When CLEAT representatives travel to Washington to lobby on federal issues, NAPO makes sure that the federal decision makers know who they are. CLEAT’s voice is well respected in Washington. No other Texas group comes close in knowledge, professionalism, or time spent with congressional leaders.

4. NAPO respects and honors CLEAT’s position as the strongest unified voice for Texas peace and police officers. NAPO doesn’t take any legislative position on laws or policy affecting Texas without checking with CLEAT leadership first. NAPO has no conflicts because NAPO represents CLEAT and only CLEAT in Texas. NAPO doesn’t have to compromise or split the difference based on other competing member groups.

5. Bottom line, CLEAT and NAPO are more in line with the traditions, independence and professionalism of Texas officers than any other state wide or national group!
41ST ANNUAL CLEAT CONVENTION Award Recipients

Memorial Awards

Sergeant Korby Kennedy President's Award: Doug Thomas, San Angelo Police Officers' Association
Jimmy Willborn Award for Leadership: Dean Fischer, San Antonio Police Officers' Association
Jerry Clancy Lifetime Achievement Award: Henry Martinez, Deputy Sheriff's Association of Bexar County

Legislative Awards

Legislative Stewardship of the Year: Jimmy Rodriguez, San Antonio Police Officers' Association
Political Grassroots Award: Arturo Garcia, DSA of Bexar County

Officer of the Year Awards

Sgt. Richard Egal, Austin PA
Cpl. Max Johnson, Austin PA
Arturo Garcia, DSA of Bexar County
Randy Rodriguez, El Paso MPOA
Doyal Gilbert, Fort Worth POA
Daniel Phagan, Harris County
Julio Cavazos, San Antonio POA
Michael Medina, San Antonio POA
Elise Bowden, Region 1
Arturo Vela, Region 2
Mario Casares, Region 2
Agapito Perez, Region 2
Roberto Cortinas, Region 2
Lillian Penick, Region 3
Robert Horstman, Region 4
Brady Hogue, Region 5
Ryan Woodward, Region 5
Lee Brading, Region 6
Adan Hernandez, Region 7
Richard Dricks, Region 7
Ben Rush, Region 8

Awards Around the State

Amarillo Assoc. receives Grassroots Award for first contract

In Abarne, Region 5 Director Norm Fisher presents Brady Hogue and Ryan Woodard Officers of the Year for their heroic role in Walmart shooting.

Todd Harrison and President Kari James Tarrant County LEA Political Grassroots Award

Corpus Christi's Greg Shipley, Scott Leeton, and President Todd Harrison

Region 3 Officer of the Year Recipient: Corpus Christi's Lillian Penick

Region 1 Officer of the Year Recipients: Arlington's Craig Roper and Elise Bowden involed in OIS

Region 2 Officer of the Year Recipients: Laredo Police Officers Agapito Perez and Mario Casares Far left: LPOA Pres. Rogelio Navarez Far right: CLEAT’s Ernie Flores

Region 2 Officer of the Year Recipients: Laredo Police Officers Agapito Perez and Mario Casares Far left: LPOA Pres. Rogelio Navarez Far right: CLEAT’s Ernie Flores

San Juan Professional Law Enforcement Assoc. Political Grassroots Award

January 2018 | Texas Police Star

Texas Police Star | January 2018
Ready to Buy a Texas Home?
The Homes for Texas Heroes Program can help.

The Homes for Texas Heroes Home Loan Program was created by the Texas Legislature to help Texas Heroes purchase a home. The program, administered by the Texas State Affordable Housing Corporation (TSAHC), offers two types of assistance to help police officers as well as teachers, veterans, corrections officers, EMS personnel and fire fighters become homeowners. Here are the benefits:

**Low Interest Rate Loans with Down Payment Assistance (DPA) Grants**
- 30-year fixed interest rate mortgage loan with a grant for down payment assistance (DPA)
- DPA can be up to 5% of the loan amount
- Several rate, loan and DPA options available
- Down payment is a gift and never needs to be repaid

**Mortgage Credit Certificates**
- Get up to $2,000 every year as a special tax credit
- Save thousands of dollars over the life of the loan
- For first-time buyers or those who have not owned a home in the last 3 years
- FREE for Texas Heroes also using TSAHC’s DPA (a $500 savings!)

Get started by visiting [www.ReadyToBuyATexasHome.com](http://www.ReadyToBuyATexasHome.com) to see if you qualify.

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