Texas’ New Norm: 100 Officer Involved Shootings for CLEAT Members in 2018

Since the first OIS in January, there have been 100 OIS’s involving CLEAT members. CLEAT Legal responded to 100 officer involved shootings, numerous other critical incidents as well as thousands of contacts for service in 2018. “This is the new norm in Texas,” said CLEAT President Todd Harrison, an Austin Police Department Sergeant. CLEAT’s forward planning and infrastructure changes anticipated the increase to 79 OIS’s in 2016. “When I started as an officer in 1985 we sometimes had a handful of shootings in a year,” said Harrison. “The anti-police climate, release of the mentally ill and other social issues make it hard to be a cop and do our jobs.”

The CLEAT Legal Plan Document guarantees members access to an attorney on site to any officer who is forced to fire their weapon in the scope of their duty. Bringing CLEAT closer to you has been the motto since 2014 with more attorneys on staff and more regional attorneys available than any law enforcement union in the United States.

Austin wins pay raises, contract battle

BY: RITA OSTRANDER CLEAT LEGISLATIVE AIDE

Texas’ longest, most embittered police labor contract war has ended with a victory for CLEAT members in Austin.

The contract finally approved by both union members and city council members brought closure to an unexpected political war that left Austin Police without a contract for nearly a year. In December of 2017, APA presented a finely tuned 5 year contract to the Austin City Council set to go into effect on January 1. The tentative contract, negotiated by CLEAT founder Ron DeLord, honored the desires of the public by enhancing permissions of the Citizen Review Panel and Office

> continued on pg. 4
We want to stay focused on your needs instead of trying to get rich and famous

BY: TODD HARRISON
CLEAT PRESIDENT

In January I will begin my fourth 3-year term as your President and have now served over 20 years on the CLEAT Executive Board. I can say without a doubt that 2018 has been one of the most rewarding years of my involvement with CLEAT. While we continue to face a climate that is most certainly anti-police our organization has risen to meet every crisis and has taken good care of our members. Folks, we’ve handled over 100 Critical Incidents this year just at CLEAT.

We’ve seen our collective bargaining locals have to dig down and fight for every inch of their contracts. And we’ve been right there beside them every step of the way. Unions like Austin and Beaumont used to be the envy of the whole state. They were seen as having it easy compared to other cities because they were located in places where unions and working folks still meant something to the politicians. This past year has taught us that nothing is safe. Nothing. And every union leader has to find his or her own way. CLEAT has a really rich history of not only leading the way but finding, building and growing our own leaders. We are good at taking their natural abilities, helping them to hone their skills and turn them into even stronger leaders. We’ve always believed in looking at the basic needs of our members and staying focused on helping them instead of trying to get rich and famous from our work. We now have a staff of about 50 people fallen on the tailgate and bumper because as a working cop since 1985 I think the police memorial is sacred and I think it’s wrong to display the names of people We’ve worked with and lost to LODD in such a manner. For questions about a local Will Drive be sure to contact Carol.Whitfield@cleat.org. If you’d like us to help with a membership organizing drive be sure to contact the Membership Division or me, Janet Cole, Chris Jones, Tom Barbee, John Kerr, Steve Ayala, Danny Arredondo, Ernie Flores, Hans Martinez, or Sonia Godinez! You CLEAT Field Representatives are here to help. We are headed into the 2019 Legislative Session here in Austin. Please be sure to stay tuned to our website and social media in order to keep up with all the battles. Be ready to suit up and head down when Charley Wilkison and his team request backup. Our Legislative Reception is January 15, 2019 at the Stephen F. Austin Hotel on Congress Ave. Our Convention is in San Marcos on September 21st. Hope to see you there! Merry Christmas, Happy New Year and Stay Safe!

Whether it’s suing a union busting chief, helping un-elect anti-police state legislators, responding to 100 OIS’s, negotiating for your better working conditions or just raising hell about pursuit policies, we’ve got your 6!

I spoke on the phone with CLEAT Attorney Craig DeLoria yesterday we caught a flight to the RGV. Our local union President Luis Nino and CLEAT Executive Board member Kirk Massey had both been placed on Admin leave by Chief Orlando Rodriquez. Nobody was seriously using the term “fired” but something felt different about this latest dustup in Brownsville. Something some of you might refer to as a hunch. Nino was the fifth local union president and successor under such a strong attack that serving their members became impossible.

We sat in the Massey’s family kitchen and reconstructed an extremely detailed timeline and map of recent events. Across town in the Police Station the decision was being made to bust the Brownsville Police Officers Association and fire Nino and Massey. The Chief fired them both after an elongated investigation, house arrests for both while their reputations and futures were harmed. Nino and Massey were both offered deals if they’d admit wrong doing and accept demotions and loss of income. They both had the luxury of standing strong and saying “Hell No!” because their families and CLEAT stuck to them like glue. This month both Nino and Massey walked back through the doors of Brownsville PD with their rank, back pay and about $20,000 apiece. They are both grateful to CLEAT. But I am grateful to all of you for paying your union dues so that we could sue the Chief, Assistant Chief and the City. It’s what sets CLEAT apart from all the rest.

You might remember State Representative Matt Rinaldi, Republican of Dallas, who famously shouted on the house floor that he would put a bullet in a fellow state representative’s head during a rather heated argument. That’s between them but he authored a bill that would have allowed those being detained or questioned or arrested to legally resist arrest if they disagreed with the charges. Next, he yelled out at CLEAT lobbyist Chris Jones that he going to kill a bill that would have allowed officers to be exempted from jury duty. And that’s the one promise he kept.

We decided that Rep. Rinaldi deserved a little time out from his misdeemearing ways so we told the Dallas Morning News that there were 7 billion people on planet earth who stood a better chance at getting the CLEAT PAC endorsement. We endorsed his opponent. We paid for a direct mail piece that went to all the voters in his district explaining his anti-police position on resisting arrest. He lost. If your local union doesn’t contribute to CLEAT PAC please ask them to do so. We never compete with local PACs for funds but contributions to CLEAT PAC help us carry out the trash from time to time.

The Austin Police Association has spent a year digging out from a full frontal attack by anti-police activists and weak knreed politicians. After negotiating in good faith the city backstabbed the officers and voted down an already done agreement. As most of you know by now CLEAT sued the City of Austin over their failure to abide by Civil Service Law and we paid for CLEAT Founder and Attorney Ron DeLord to negotiate on behalf of the union. Finally, two weeks ago the City reversed its position and after many months of renegotiating ANOTHER contract the officers and the city council both ratified a solid four year deal. Wherever you are in Texas you can feel pride in your CLEAT dues being used to help Austin’s finest to gain the pay and benefits they already earn. They’d do the same for you. It’s what CLEAT does for its members.

And as of this writing we have responded to 100 Officer Involved Shootings for CLEAT members in Texas. Our internal guarantee to you is that we will be there for you when you need us. We’ve kept our promise. We’ve responded to over 100 Critical Incidents such as In-Custody Deaths, assaults or other emergency incident where you were ordered to give a statement. However, the most critical of these situations are Officer Involved Shootings. We’ve responded to 96. That’s 20 more than last year, and 21 more than in 2016. Regardless of how to you, our loyal members. Thanks for your work and let me know when you need us. Happy Holidays.

To respond to please email: carol.whitfield@cleat.org
Austin Contract (Continued)

of Police Monitor, allowing for online and anonymous complaints against officers, and extending the disciplinary deadline. It simultaneously reflected the needs of officers by including budgeted cost of living increases, maintenance of stipend pay schedule, and addition of patrol pay incentives for experienced officers.

Austin Police Association works to negotiate with members of city council.
Photo courtesy of APA

Despite the multitude of increases in oversight and accountability terms, anti-police organizations came out in droves to work against the contract. Then on December 13, 2017, after months of extensive negotiations and just two weeks before the existing contract would expire, officers and activists provided over 9 hours of testimony to Council and a standing room only audience in the chambers. Just before midnight, in a shocking conclusion to the unparalleled efforts of negotiators, the politicians caved into activists unanimously and voted to send the contract back for renegotiation, forcing it to expire.

Without the contract in place, years of employment conditions uniquely tailored to Austin members dissolved. Officers lost stipend pay, resulting in some losing upwards of $1,500 every month. Hiring standards resorted to a written exam, negating the specialized standards for hiring developed to best protect the City of Austin. APD could no longer use specialized skills or language proficiency, demographics, or other performance metrics for purposes of hiring the best officers for the job.

Additionally, with the expiration of the contract came the dissolution of the Office of Police Monitoring – or should have. The OPM, created in its entirety within the APA contract, offered a level of transparency unique to the City. Austin’s Interim City Manager issued an order instructing the OPM activity. This was an explicitly illegal continuation of OPM activity.

Manager issued an order instructing the Office of Police Monitoring – or should have. The OPM, created in its entirety within the APA contract, offered a level of transparency unique to the City. Austin’s Interim City Manager issued an order instructing the OPM continuation of this sole contract term, as well as a violation of the Civil Service Law. CLET filed a request for a temporary injunction to prevent the police monitor office from accessing internal investigation information and additional personnel files.

Last month, after 11 months of additional negotiations, APA and the city came to a new tentative agreement. The new contract divided the initially proposed $82 million figure almost in half to $44.6 million. The significant changes came from decreases to the cost-of-living increases. Also removed was the proposed patrol pay, contract ratification payment, and the inclusion of Thanksgiving Day under special holiday pay. The contract reinstated the previous incentive pay schedule and citizen involvement.

Finally, on November 15, 2018, Austin City Council unanimously approved the contract for the Austin Police Association.

Despite the compromises, the ultimate ratification of a collective bargaining contract is a win for CLET, for APA, and for all of our members.

CLEAT Legal Victories

Recently, civilian El Paso 911 operator-dispatchers were allowed to join CLET. Susana DeMoss immediately jumped at the opportunity to get the protections and legal services that CLET has to offer. This turned out to be a very wise decision.

In early 2018, she became the target of a smear campaign. An investigation ensued, but it was incomplete and biased against Ms. DeMoss. When it was all said and done, DeMoss received a 10-day suspension without pay.

She enlisted the help of CLET attorney Jim Jopling, who tried the case for 2-1/2 days before a civil service hearing officer. Ms. DeMoss was completely exonerated. The suspension was removed from her record and she was awarded full back pay.

Officer Leonardo Garcia of the Paris Police Department prevailed in an arbitration over an unfair suspension. Officer Garcia’s suspension was overturned and all related benefits were fully returned to him. He was represented by CLET Staff Attorney Robyn Trosper and CLET North General Counsel Michael Rickman.

Harris County member Robert Morales F-5 was changed to honorable after a recent victory by CLET Staff Attorney Bridgett Brumbaugh.

Mistrial in Derrick Wiley case! In a politically charged case where Dallas County DA Faith Johnson pressed for conviction against Mesquite Police Officer Wiley, the case ended in a mistrial. DA Johnson has already announced she will seek a retrial, but was defeated for re-election. Defense attorney Rafael Sierra, Derrick Wiley, CLET Staff Attorney Robyn Trosper, lead defense counsel Kathy Lowthorp.

First Dallas Wills signed on August 31st! Pictured: CLET’s Will Coordinator Carol Whitfield with Dallas member Lovy Page and his wife Wanda Page.
42nd Annual CLEAT Convention
Laredo, Texas

CLEAT Executive Board Officers of the Year

Cody Brewer
Region 1
JP Mason, CEB

Mario Garza & Herbie Eckenley
Region 2
Kirk Massey, CEB

Samantha Baldwin
Region 3
Greg Shipley, CEB

Marco Camarillo
Region 4
Marvin Ryals, CEB

Kelly Lajoie
Region 5
Norm Fisher, CEB

Sergio Torre
Region 6
Forrest Gandy, CEB

Rogelio Meza
Region 7
Ed Martin, CEB

Danny Vela
Region 8
Ken Reeves, CEB

Paul Wathen
Region 9
Brady Sipes, CEB

Austin Bomb Squad
Austin
Dawn Hanson, CEB

Andrew Maxwell
Bexar County
Jeremy Payne, CEB

Mike Short
El Paso
Ron Martin, CEB

Manny Ramirez
Fort Worth
Lloyd Cook, CEB

Richard Bernios
Harris County
Francene Blunt, CEB

Marcia Villa
San Antonio
Dan Earnest, CEB
CLEAT had its ribbon cutting ceremony for the new Rio Grande Valley office. Present was President Todd Harrison, Edinburgh Mayor, local CLEAT Leaders. Kirk Massey, CLEAT Region 2 Director and CLEAT Rep. Steve Ayala were in Mission supporting our brothers and sisters of the McAllen Professional Law Enforcement Association (MPLEA) in their Annual Donut Dash 5K run. Proceeds from these events go towards assisting officers and community charity events they sponsor.

Star of Texas Awards in the Texas Capitol Rotunda

CLEAT’s 30 new members from the San Antonio Police Department Cadet Class 2018-A.

Dallas NLLEO/CLEAT/NLEO and officers from all across the state at Law Enforcement Appreciation night at the Rangers game in Arlington, Texas. Pictured: Janet Cole and Tarrant Co. Members

Making CLEAT’s goal of training even more accessible through PoliceOne Academy to Texas law enforcement by earning our status as a TCOLE training provider. Every year we meet with our advisory board to continue to improve and evolve. CLEAT’s Chris Jones with training providers.

Dallas NLLEO/CLEAT Endorsement of Governor Abbott at offices on 3730 Ladd Street in Dallas. Pictured: Dallas NLLEO/CLEAT President George Aranda, Governor Greg Abbott, CLEAT President Todd Harrison

Star of Texas Awards in the Texas Capitol Rotunda

Texas Attorney General Ken Paxton received CLEAT’s endorsement. Pictured: CLEAT Executive Director Charley Wilkison, Attorney General Ken Paxton and Austin President Ken Casaday.

CLEAT Cooking in South Texas! Horizon City Police Officers Association teamed up with the Horizon City McDonald’s to give away 500 Happy Meals. CLEAT encourages local unions to become active in their communities.


CLEAT Training Coordinator Chris Jones and South Texas Field Rep. Ernie Flores in Corpus Christi for the 2018 TCOLE Conference.

CLEAT Field Representatives gather quarterly in Austin.

Representatives from associations across the state came to CLEAT’s Biennial Legislative Workshop.

CLEAT Field Representatives gathers quarterly in Austin.

The first meeting of the reorganized Schertz Police Association. 26 new CLEAT members voted on their new constitution. Kyleen, new executive board and to affiliate with CLEAT. Also attending the meeting was HCLEA President Michael Kirkwood and CLEAT’s Danny Arredondo.

Dallas NLLEO/CLEAT Staff and Leadership


National Latino Law Enforcement Organization- Greater Dallas Chapter Annual Golf Tournament benefitting Blue Guardian Foundation


CLEAT’s 30 new members from the San Antonio Police Department Cadet Class 2018-A.

OPS Cadets late night run to the Memorial Wall in Austin.

Representatives from associations across the state came to CLEAT’s Biennial Legislative Workshop.


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Thanks to CLEAT

Charley and Todd,

I'd like to take this opportunity to thank you, your staff and especially Craig Deats. From the very beginning of our recent contract negotiations back in May, Craig was always available and ready to answer any questions we had and offer his insight into where and how we needed to go. Even when we felt like we should ask for more and Craig felt like that might not be wise based on his experience from other negotiations, he presented his view and then let us make an informed decision. He pushed when he felt he needed to and backed off when he felt he should. His counsel was not only reassuring, but always with what the local wanted at the forefront.

In August when it looked like we may be headed to Evergreen and we wanted to start putting assets in place in the event we needed them, one phone call to Charley was all it took. He, and several staff members, took time to come and lay out what he thought would be our best approach but in the end, left the decision as to how and when to move forward at the local level.

We were able to reach an agreement that I felt was in the best interest of our membership. We got 3, 3.5 and 4 percent each year over four years. This was a 4.5% increase over our previous contract and we did not have to give anything up. This being the first contract negotiations that I was a part of has been, needless to say, a very eye opening experience for me. I just wanted each of you to know that your time and counsel was paramount in helping us reach this agreement. I can not thank each of you enough for all of the help you gave not only me, but the BPOA as well, in this process. I have been a CLEAT member for over 24 years and have a deeper appreciation for not only what each of you do, but your commitment as a whole to each individual local. Thank you!!

Jimmy Bartley
President

I've been taught to follow this simple moral maxim, "Do the right things for the right reasons" there was no exception hard, unpopular, or you might step on some toes." I was taught to never back down from to see things through till the end no matter the outcome. The love of a family extends outside of the walls of our home; you have shown me that this love is everywhere, all the time. Thank you for empowering me, helping me know that I was on track, and that I was not alone.

The outpouring of support we received during this time of great tribulation meant the world to us. We don't know how we could have endured without the help of CLEAT (Combined Law Enforcement Associations of Texas), my attorneys, and those individuals that not only provided words of support but even placed their financial well-being secondary to my own. We wanted to thank you all and let you know how much your actions mean to us. Thank you for your words of encouragement in our righteous fight. Thank you for always having my back, you have a supporter and a fan for life.

Sincerely,
Luis Nino & Family
President Brownsville POA

CLEAT Headquarters adds two additions to legal in Austin

Kathy Reyes
Staff Attorney, Austin

Kathy has been practicing law for seventeen years in Austin,Texas, focusing on general litigation. Prior to joining CLEAT, she worked as an associate attorney with the Evans Family Law Group, West Short & Associates, and Mitchell Williams. With a background that includes family members in law enforcement, Kathy turned down more lucrative offers to come to CLEAT where she hopes to make a real difference by assisting those who protect and serve. Kathy was born and raised in Austin Texas. She received her undergraduate Degree from the University of Texas at Austin, and her law degree from St. Mary’s University School of Law.

Tom Clark
Staff Attorney, Austin

Prior to joining CLEAT in November of 2018, Tom obtained a B.A in Political Science from Texas A&M University in College Station (1991). Thereafter, Tom attended South Texas College of Law, in Houston, whereby he obtained his J.D. (1997). In his 21 years of law practice, Tom has served as an Assistant Criminal District Attorney in Caldwell and Bexar Counties (1997-2001), before entering private law practice, with an emphasis on Criminal Defense (2001-2015). Additionally, Tom has presided as an Associate Municipal Court Judge for the City of New Braunfels (2011-2015), and has taught at the Collegiate level at Texas State University School of Criminal Justice, in San Marcos, Texas (2012-2016). Currently, Tom serves the community from which he was born and raised (New Braunfels), as a Justice of the Peace, for Precinct 1 of Comal County. With over 100 jury trials under his belt. Tom has three daughters, spanning in age from 26 to 14.
Principled, strategic political action is the CLEAT way

The real list of CLEAT’s 100 OIS’s

- January 1: Harris County District Cadet, Arty Paul Ramey
- January 2: Fort Worth Police Department, Governor Abbott and incoming Speaker Dennis Bonnen.
- January 3: Harris County Sheriff's Office, Arty Paul Ramey
- January 4: Harris County Sheriff's Office, Arty Paul Ramey
- January 5: Harris County Sheriff's Office, Arty Paul Ramey
- January 6: Harris County Sheriff's Office, Arty Paul Ramey
- January 7: Harris County Sheriff's Office, Arty Paul Ramey
- January 8: Harris County Sheriff's Office, Arty Paul Ramey
- January 9: Harris County Sheriff's Office, Arty Paul Ramey
- January 10: Harris County Sheriff's Office, Arty Paul Ramey
- January 11: Harris County Sheriff's Office, Arty Paul Ramey
- January 12: Harris County Sheriff's Office, Arty Paul Ramey
- January 13: Harris County Sheriff's Office, Arty Paul Ramey
- January 14: Harris County Sheriff's Office, Arty Paul Ramey
- January 15: Harris County Sheriff's Office, Arty Paul Ramey
- January 16: Harris County Sheriff's Office, Arty Paul Ramey
- January 17: Harris County Sheriff's Office, Arty Paul Ramey
- January 18: Harris County Sheriff's Office, Arty Paul Ramey
- January 19: Harris County Sheriff's Office, Arty Paul Ramey
- January 20: Harris County Sheriff's Office, Arty Paul Ramey
- January 21: Harris County Sheriff's Office, Arty Paul Ramey
- January 22: Harris County Sheriff's Office, Arty Paul Ramey
- January 23: Harris County Sheriff's Office, Arty Paul Ramey
- January 24: Harris County Sheriff's Office, Arty Paul Ramey
- January 25: Harris County Sheriff's Office, Arty Paul Ramey
- January 26: Harris County Sheriff's Office, Arty Paul Ramey
- January 27: Harris County Sheriff's Office, Arty Paul Ramey
- January 28: Harris County Sheriff's Office, Arty Paul Ramey
- January 29: Harris County Sheriff's Office, Arty Paul Ramey
- January 30: Harris County Sheriff's Office, Arty Paul Ramey
- January 31: Harris County Sheriff's Office, Arty Paul Ramey

The CLEAT PAC endorsed in many of the races, whereby having the discipline to stay out of others, and can be proud of its success record: 86 of the 89 CLEAT endorsed legislative and statewide candidates won election.

The CLEAT PAC chose to use its influence in races where incumbent lawmakers had been helpful to law enforcement, or to support challengers to those who had been adversarial. The PAC also used its influence in races where neither candidate was deserving or where the PAC thought its influence in races on the losing side would hurt CLEAT’s influence at the capitol.

There is some risk involved in making endorsements, especially if you routinely endorse losing candidates. But the benefits of smart endorsements far outweigh the risk.

1) It is an opportunity to thank lawmakers or candidates who support legislation that help the law enforcement community.

2) Or, conversely, to make known to lawmakers on notice: they must do better if they want law enforcement’s support.

Finally, because it’s important that the CLEAT endorsements have meaning, there are a number of races where the board chose to abstain, usually because neither candidate earned our support.

Our principled and strategic support of candidates who have truly earned CLEAT’s endorsement, and opposition to incumbents who have been adversarial, has yielded an environment for the upcoming Legislative Session where almost all of our friends are returning to the Capitol and we’ve got new friends joining them.

Beth is former State Director for U.S. Senator John Cornyn, former Executive Director of the Republican Party of Texas and registered lobbyist for CLEAT.
Your Retirement is on the Line in 2019

The elections are over and the Texas Legislature will soon be in session, as they are every two years. Thank goodness! The founders of the Republic of Texas were among the common sense to make sure they could only meet every two years and usually only for six months. This gives them less time to mess things up. However, keep in mind, your retirement is on the line every two years at the state level and every day at the local level.

Over at least the past decade, politicians in Austin have bragged about Texas having low taxes. Every election they talk about cutting taxes. Who doesn’t hate paying taxes as much as anybody, anyway? But this cap is a bad idea. It will impact businesses, they send more and more money to the state no longer provides. Besides, I am sure you have noticed how local authorities may not raise your taxes, but your property valuations have increased resulting in more revenue. This trend will not last as we are probably heading for another slowdown in the economy and what goes up will eventually come down. Where will they look to cut when that happens?

Also, have you been paying more over the last several years for vehicle registrations, motor vehicle inspections, cable tv and internet, water and trash collection? This is because the new way to get tax revenue is through fees. That way they don’t have to call it taxes.

Can all levels of government be run more efficiently with less waste of taxpayer dollars? Of course. Maybe quit providing welfare for billionaires to build sports stadiums or offering billions of dollars in tax breaks to multi-national corporations to locate in your city and have a good place to start. Especially while your police are on the job.

Maybe the politicians in Austin should get their own house in order before they start dictating to local governments on the best way to maintain tax revenue, to provide services and benefits that their cities and counties desperately need. An arbitrary property tax cap from Austin is not the answer.

San Antonio Retired officer Pete Elizalde and retired Mesquite Police Officer Michael Giarraputo. Both officers served on their local union Board of Directors and on the CLEAT Executive Board.

Remember that CLEAT has you covered even when you retire. If you are an honorably retired Texas Peace Officer, Detention Officer or Civilian Police employee who was required to hold a CHL, then CLEAT and AFLAC will provide you an off-the-job benefit.

Executive Board approves AFLAC as added supplemental insurance benefit for CLEAT members

As you know, CLEAT is always looking for ways to bring the very best value for our members. One issue we know many of our members face is that not all employers can or will provide the same level of benefits across the State of Texas. In early 2017, CLEAT began discussions with AFLAC to offer their supplemental benefits to CLEAT members. At that time, many of you are probably aware, AFLAC is a pioneer in the supplemental insurance industry, and serves over 50 million people worldwide, providing cash benefits to help make ends meet in the event of a covered accident or illness.

During initial discussions, CLEAT wanted to make sure the benefits would be cost-effective, and something not typically offered in the municipal or county setting. Also, to get CLEAT to offer our members a benefit that would truly be helpful in their time of need. After some research and discussions, AFLAC representative Charles Smith and his District Manager, Vinny Platt, were able to return to CLEAT with the offer of AFLAC Group. Charles Smith is a former Texas police officer who understands the unique landscape of law enforcement and the struggles law enforcement faces daily.

In May of 2018, both Charles and Vinny traveled to Austin to make a presentation during the CLEAT Executive Board meeting. It was the first time for the Executive Board to see what CLEAT Staff and AFLAC had been working on for over a year, for the members. During the presentation, Charles and Vinny described in detail the AFLAC Group Accident and Group Critical Illness products. Also, because CLEAT is aware that many officers do not have access to short term disability, Charles and Vinny brought an affordable off-the-job disability product to the table from Beazley. Beazley has over 30-years in the insurance business, has a global presence, and carries an ‘A’ rating by A.M. Best. During the presentation, Charles and Vinny highlighted what the products would do for a policy holder and their family, if enrolled. First, AFLAC highlighted the fact that claims are going to be paid directly to CLEAT members when they are hurt or have an illness covered by one of the policies. The Group Accident plan provides 24-hour coverage accident or illness.

Final, the short-term disability by Beazley is an off-the-job that has two options for the members. As we learned in the presentation by Charles and Vinny, Beazley is giving CLEAT members the option to enroll in either a 26-week or a 52-week maximum benefit period product, with a maximum weekly payout of $800. The product also has only a 14-day elimination period.

The following September, Charles and Vinny attended the CLEAT Conference in Laredo, Texas. At the conference they explained the coming partnership between CLEAT and AFLAC, the product offerings, and the enrollment process. Currently, CLEAT and AFLAC will have a rolling enrollment period, divided by geography. The first enrollment period will begin January 1, 2019 and the products will have an effective date of April 1st of the same year. The three other periods will follow suit in the same manner.

During this first year, AFLAC will offer a 30-day free trial to CLEAT members. Group products as guarantee issue. To participate in the program, you must be a CLEAT member. This means one must become a dues-paying member before being allowed to enroll in the benefits. It is hoped that through this partnership, not only will current members benefit from the AFLAC coverage but there will be an increase in CLEAT membership as well. One administrative concern was how to manage the payments for the premiums. AFLAC is fortunate to have a relationship with the third-party administrator, Piedmont. Piedmont will draft the members’ premiums for the products they enroll in, on a specific day, from a bank account or a debit/credit card. The cost is $5 a month, regardless of the number of policies a member is enrolled.

CLEAT is excited to bring you this new benefit offering from AFLAC. It is important to note that this benefit is separate from the AFLAC coverage. You must be a dues-paying member of CLEAT to enroll. AFLAC will be working closely with CLEAT Headquarters as well as your District offices as we move into the enrollment periods next year.
2019
COMBINED LAW ENFORCEMENT ASSOCIATIONS OF TEXAS
LEGISLATIVE RECEPTION

STEPHEN F. AUSTIN INTERCONTINENTAL
701 CONGRESS AVE.
JANUARY 15TH
6PM-9PM

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