



TEXAS MUNICIPAL POLICE ASSOCIATION

2015

ANNUAL REPORT





TMPA is your organization.

Heath Wester, *President*

A heartfelt thanks to our staff and you the members for making TMPA the largest and best law enforcement association in Texas. This past year, we've seen significant growth in our membership sitting at more than 23,000 as I write this article. Our goal is to be at 24,000 or greater by our summer conference.

The level of professionalism from our staff and board makes this organization the best. I've been so humbly honored to serve as your president. I work alongside a fantastic group of board members who continue to amaze me with what they do for you, the members. From the TMPA board to every staff member, we all have the same philosophy: You, the member, come first.

We also have the best training programs in the state which trained thousands of officers this past year inexpensively or at no cost, due to our in-house training and the administering of the grant programs. Our legal plan and attorneys are unmatched by any other out there; just ask any member who's had to use them, I'm amazed every day by what they do for us.

The board and staff have finished and adopted the new strategic plan for TMPA. This took quite a lot of work on everyone's part, but it's another step in building our association and taking us into the future.

The efforts of our Legislative team from previous years up to this date have laid a great foundation for us to continue to build on. Our team has been restructured and is already working hard at the Capitol making those connections and building those relationships we'll need going into the next legislative session.

We've also seen an increase in the membership of the Texas Law Enforcement Council (TLEC), which if you remember, was formed as part of a grand vision of a united Texas police voice at the Capitol. We've welcomed Texas FOP into TLEC, which includes the Dallas Police Association, Houston Police Officers' Union, Texas Department of Public Safety Officers Association, Harris County Deputies Organization, and TMPA, which brings us to well over 40,000 members. This group does great work at the Capitol – where we've developed great working relationships and friendships that benefit all officers in this great state of Texas.

To all our members, always keep in mind that we're here for you. TMPA is your organization. We will strive to maintain the utmost integrity and we will always have your back. We've proven over the years that we'll continue to stand up for law enforcement and protect the rights of the members no matter what the circumstances are. We won't back down from doing the right thing for the right reason at the right time.

God bless each of you and again thank you for allowing me the privilege of serving as your president.

A handwritten signature in black ink, appearing to read "Heath Wester". The signature is fluid and cursive, with a long horizontal stroke extending to the right.

Heath Wester, President



Kevin Lawrence,
Executive Director

This is where I am supposed to tell you what a great year we had in 2015. Make no mistake about it, it was a very good year. But I am sure you can glean the details from the rest of this publication.

It just seems a bit awkward to talk about our successes as an organization while you – the individual members – are facing what is, in my opinion, the toughest set of challenges for law enforcement officers in history. We have talked at length about the extremely negative national conversation surrounding law enforcement, and I don't want to rehash those details here. However, in a summit hosted by the Police Executive Research Forum (PERF) recently, 200 police administrators from across the country were urged to fundamentally change the way departments train their officers and construct policies regarding use of force.

Some of the proposed changes are frightening and are likely to further endanger officers' lives. For instance, apparently a good deal of discussion centered on the argument that even though the overwhelming majority of officer-involved shootings are lawful and justified, many of them still are unacceptable simply because they are unacceptable to the public. The solution (which too many of these administrators seemed to agree with) was for departments to create policies prohibiting

*Buckle up,
we might hit some turbulence.*

officers from using deadly force even when the law permits it and it is "objectively reasonable."

In other words, we are now going to start seeing departments adopt unreasonable use of force policies simply because the general public has an unreasonable expectation about when we should use deadly force. These department heads don't seem to grasp the fact that the general public simply does not understand the when, why, and how of the use of deadly force. And they never will.

This is only one example. There were others that space prohibits going into here. We will be providing more details via our website, newsletter, and various communication channels.

We will undoubtedly need to monitor this madness and see where it leads, but it appears to be yet another red flag indicating that your jobs are going to continue to get harder and harder in the immediate future.

Which is why it is important for you to know that TMPA is stronger than ever and ready to stand behind you when others won't. We have more staff, additional attorneys, extra resources, and a broader network to work to protect you and your families as you continue to fight the good fight.

Kevin Lawrence, Executive Director

TMPA Board Of Directors 2015 – 2016



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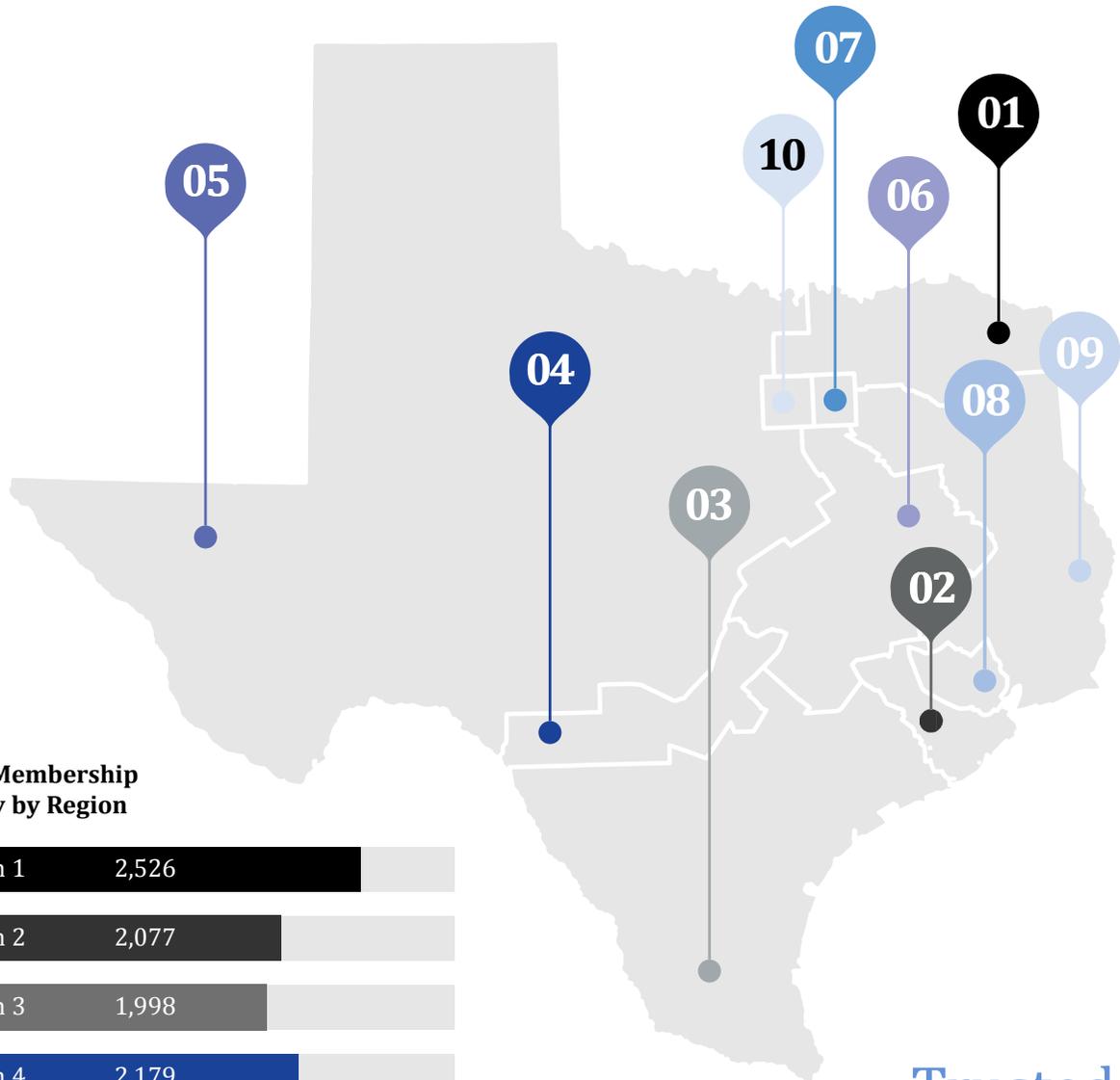


Kenneth Gardner
Region 9 Director



Chris CeBallos
Region 10 Director

The Largest Law Enforcement Association in Texas



TMPA Membership Density by Region

Region 1	2,526
Region 2	2,077
Region 3	1,998
Region 4	2,179
Region 5	2,501
Region 6	2,274
Region 7	2,971
Region 8	2,736
Region 9	2,225
Region 10	1,526

**Trusted
Since 1950**

TMPA is proud to be the Voice of Texas law enforcement. We truly appreciate the opportunity to serve you and will continue to do our best to exceed your expectations. We are proud to share this annual report as a recap of our fiscal year 2015 from November 1, 2014 to October 31, 2015.

Unmatched Legal Protection

24/7 Guaranteed Response

At the end of fiscal year 2015

POLDF had

\$1,192,877

total current assets

\$3,516,408

revenue

expenses paid were

\$3,215,485

resulting in a net gain of

\$300,922

Provided through TMPA Legal, Inc. as an ERISA trust, we've founded the Police Officers' Legal Defense Fund Plan and Trust (POLDF), the best legal protection in the state. When the need arises, you can depend on TMPA's unmatched legal services. We aim to give our officers the best legal representation for their situation.

POLDF offers guaranteed on-scene response by an attorney to all critical incidents, 24 hours a day/seven days a week. The plan will cover all expenses necessary to properly defend officers. There are no deductibles, co-pays, or reimbursement provisions. You will never get billed.

For local associations affiliated with TMPA, the plan provides an attorney for assistance in contract bargaining, contract grieving, and corporate counsel services, including corporate governance/formation, contract review, and election issues. POLDF also selectively funds lawsuits to protect the rights of officers and their associations.

Appellate Victories in 2015

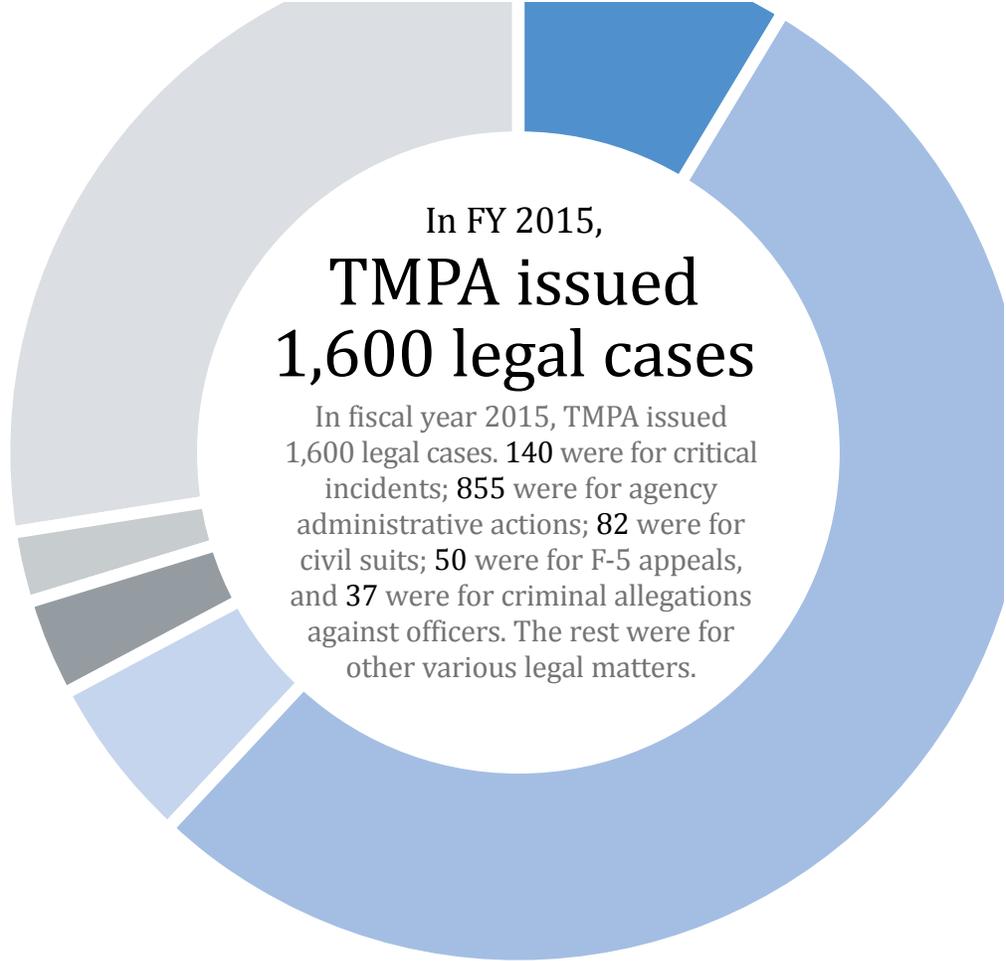
In 2015, TMPA had two significant victories from an appeal court. First, the Austin Court of Appeals held that a City subject to Chapter 143 civil service must provide an officer his or her appeal rights under the statute if a District or County Attorney puts him or her on a "Brady List." The Texas Supreme Court denied the request to hear the case, thereby upholding the decision of the Austin Court of Appeals.

Second, the Austin Court of Appeals applied a plain reading of the statute by holding that a Chapter 143 civil service City must add an officer's seniority points to his written promotional exam grade to determine his final test grade. It is the final test grade that determines whether an officer is placed on the promotional list.

12

Lawsuits Funded through POLDF in FY 2015

TMPA funded 12 new lawsuits including suits for violation of the due process rights established by the written complaint requirement in Government Code 614.023; a suit to compel a county civil service commission to hold a civil service appeal hearing; suits for violations of the whistleblower statute; a suit alleging pregnancy discrimination; and a suit for gender discrimination.



Number of Cases Opened



Effective Political Lobbying



In the 84th Legislative Session, we worked hard to represent you and make sure your voices were heard at the Capitol. We monitored over 1,100 bills in both chambers. At times we sat in hearings through the night, others we were called upon to testify. Each day we strived to help pass bills that ensured better pay and working conditions as well as strong criminal justice.

TMPA put 8 bills on Governor Abbott's desk:

HB 1094

Relates to the increase of the state of Texas line-of-duty death benefit for police and firefighters to \$500,000.

HB 326

Relates to information provided by electronic means in support of the issuance of a search warrant.

HB 207

Relates to creating the offense of voyeurism; providing a penalty.

HB 2185

Relates to the execution of a search warrant for taking a DNA specimen.

SB 172

Relates to the addition of certain substances to Penalty Groups 1-A and 2 of the Texas Controlled Substances Act for criminal prosecution and other purposes.

SB 1828

Relates to the creation of the offense of cargo theft.

SB 173

Relates to the designation for criminal prosecution and other purposes of certain chemicals commonly referred to as synthetic cannabinoids as controlled substance analogues under the Texas Controlled Substances Act.

HB 2604

Relates to a concealed handgun license application that is submitted by a peace officer or a member of the state military forces.



Your TMPA PAC is more important now than ever before. We need to be able to support those who will stand with us against the attacks on our pensions and work toward fixing important labor issues. As always, TMPA will continue leading the way in defending the rights and interests of law enforcement officers at the Capitol. We ask that you also stand with us.

**Please visit
www.tmpa.org/PAC to
donate today or call
(800) 848-2088 to set
up recurring monthly
donations.**

Reliable Member Support

207,526 Miles Traveled Bringing TMPA to You



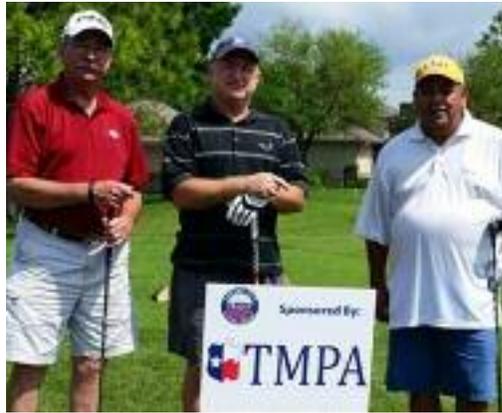
207,526
miles traveled

37
events visited by the
TMPA Memorial Truck

8
new affiliated locals

29
responses to critical
incidents in support
of our members

TMPA's growth is due in large part to the dedication of our field services team. This past year, TMPA field representatives and trainers traveled more than **207,526 miles** protecting and defending officers, attending meetings, sponsoring community events and fundraisers, training officers, and spreading the benefits of being a TMPA member.



Local Support

Anthony PD

Successfully negotiated first ever CBA

Balch Springs PD

First year joining TMPA and negotiated one year meet and confer agreement

Baytown PD

Negotiated a three-year agreement with pay raises

Bridge City PD

Negotiated a one-year contract with a 3% cost of living adjustment

Groves PD

One-year contract with 3% cost of living adjustment and increase to certificate pay

Lubbock PD and Fairfield PD

Conducted management surveys

McAllen PD

Five-year deal which will bring officers' salaries in line with their counterparts at the Edinburg Police Department, the highest paid department in the RGV

McKinney PD

Two-year contract with a 5.5% raise in year one and a market adjustment in year two

Pharr PD

TMPA affiliated local won bargaining rights and successfully negotiated a three-year deal with officers averaging a 20% pay raise over the life of the contract

San Benito PD

Negotiated a one-year contract

Weslaco PD

Negotiated a two-year deal with a 10% pay raise and increases to assignment and incentive pay

West Orange PD

Two-year deal with 2% each year

New Local Associations

This year, we welcomed these local associations. We are excited to work with them in strengthening our local member support efforts.

Balch Springs PD

Southlake DPS

Sulphur Springs PD

Corinth PD

Northside ISD

Pearsall PD

Prosper PD

Mt. Pleasant PD

Emergency Response and Fundraisers

- TMPA field representatives accompanied lawyers on 29 critical incident responses
- Responded to the Hays County floods to support our members
- Provided support to local law enforcement during the tornadoes in Van and North Texas
- Delivered support for the 2015 Memorial Bike ride from Houston to Austin

Affordable, Statewide Law Enforcement Training

TCOLE Approved

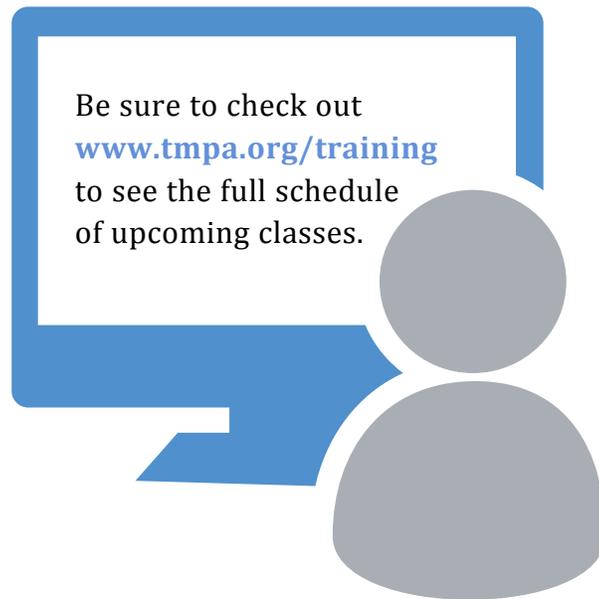


TMPA is a certified Texas Commission on Law Enforcement (TCOLE) approved independent training provider. We bring quality law enforcement training to agencies across the state inexpensively or at no cost. TMPA is committed to providing affordable, cutting-edge training because we strongly believe that a well-trained officer will not only better serve the community, but will also enjoy a safer career in law enforcement.

TMPA taught 235 classes to nearly 7,016 law enforcement officers in FY 2015. From mandatory TCOLE core courses to intermediate classes, as well as leadership and specialty law enforcement course options, we provide the most relevant law enforcement education and training.

In addition to offering many TCOLE-approved classes, TMPA is constantly adding several other specialty courses to provide new and updated information to officers.

Be sure to check out
www.tmpa.org/training
to see the full schedule
of upcoming classes.



235

classes taught

7,016

class registrants

43,834

training hours reported



FREE TMPA Training Programs

We sponsor special law enforcement training programs that provide free Texas Commission on Law Enforcement (TCOLE)-approved trainings to officers throughout Texas. These free training programs are funded through various sources including: The Texas Department of Transportation, The Criminal Justice Division of the Office of the Governor, and the Texas Center for the Judiciary.

Sexual Assault Family Violence Investigator Course (SAFVIC)



www.safvic.org

125

training events
administered

The Sexual Assault Family Violence Investigators Course (SAFVIC) Program is designed to provide Texas law enforcement officers and telecommunication professionals with the tools they need to effectively investigate and prevent sexual assault and family violence. The SAFVIC Program is comprised of three courses: the SAFVIC 24-Hour Course for Law Enforcement, the SAFVIC-Human Trafficking Course, and the SAFVIC for Telecommunication Professionals course. In addition, SAFVIC administers the Annual Statewide Conference on Violence Against Women and the newly added VAWT Regional Summit Training. The purpose of the conference is to assist in developing and strengthening effective law enforcement and prosecution strategies to combat violent crimes against women and to develop and strengthen victim services in such cases. The SAFVIC programs are funded by a grant from the Criminal Justice Division, Office of the Governor, and the National Violence Against Women Office.

In 2015, SAFVIC administered 125 training events. The program trained 2,033 officers for a total of 36,664 contact hours reported to TCOLE. 396 telecommunicators were also trained for a total of 3,168 contact hours. 362 students attended the SAFVIC-Human Trafficking course. The program trained 9 new TCP's instructors. SAFVIC facilitated the 5th Annual Statewide Conference on Violence Against Women where 135 officers and telecommunicators attended for a total of 1,620 contact hours. The 6th annual conference is set to take place on August 15-16 in San Antonio.

Standardized Field Sobriety Testing (SFST)



www.txsfst.org

2,457
officers trained

The SFST Training Program offers an 8-hour SFST Refresher Course designed to improve the administration and overall consistency of the Standardized Field Sobriety Test (SFST) Battery. Funded by TxDOT, this free training program promotes DWI deterrence and enforcement proficiency.

In FY 2015, 195 SFST courses were administered and 2,457 officers were trained for a total of 19,656 hours. The Texas SFST Program hired 51 SFST adjunct instructors this year along with one staff instructor.

The program launched a new curriculum in March 2015 on the Fundamentals of DWI Investigation and Enforcement (TCOLE Course #3402). It is an 8-hour course to improve the skills of law enforcement officers in detecting and arresting impaired driving offenders and preparing cases for prosecution. This curriculum was designed to supplement other impaired driving enforcement courses such as the SFST Practitioner, SFST Refresher, and the Advanced Roadside Impaired Driving Enforcement (ARIDE) courses. This course can also be paired with the SFST Refresher Course for a two-day training and a total of 16 hours of TCOLE credit. In FY 2015, 44 classes were taught this new curriculum with 630 officers trained and 5,040 hours reported to TCOLE.



www.texasadapt.org

3,448
TCOLE
hours reported

Alcohol and Drug Abuse Prevention Training (ADAPT)

The mission of the ADAPT program is to prevent alcohol and drug abuse among students in Texas through the increased training of campus law enforcement officers. ADAPT is a statewide training program for college campus law enforcement officers, funded through a grant received from the Texas Department of Transportation (TxDOT).

In 2015, ADAPT reported a total of 3,448 hours to TCOLE. The ADAPT College Program trained 93 officers while the ADAPT for SRO classes trained 328. 180 school administrators were also taught during four classes. The program also welcomed five new instructors who completed a Train the Trainer class.

Advanced Child Abuse Investigation



www.acatraining.org

726

students attended the
ACA training programs

The Advanced Child Abuse Investigation Training Program focuses on improving law enforcement's response to cases involving sexual abuse, exploitation, fatality, and cases affecting vulnerable populations.

In FY 2015, 42 total trainings were conducted by the program – 23 were the 3-day/24-hour ACA classes and 19 were for the individual 8-hour ACA modules (Module 1 - Laws & Dynamics, TCOLE Course #53265; Module 2 - Interviewing & Interrogating, TCOLE Course #53266; and Module 3 - Special Topics and Resources (TCOLE Course #53267). They were attended by a total of 726 students and 11,160 training hours were reported to TCOLE.

In May 2015, the program received funding for a new project: "Law Enforcement and CPS Joint Training." The program also received approval from TCOLE for the 3-day /24-hour ACA Investigation Training and the ACA Module 3- Special Topics and Resources to satisfy the mandated course objectives of Missing and Exploited Children training.

Law Enforcement Liaison (LEL)



www.buckleuptexas.com

18,915

people trained including
law enforcement and
civilians (adults and teens)

The inception of the Law Enforcement Liaison (LEL) program began in year 2001 when the Texas Department of Transportation (TxDOT) acknowledged that assistance was needed for engaging law enforcement agencies in traffic safety.

In the current grant year, the mission of the LEL program has changed. The Statewide Comprehensive LEL Support and Distracted Driving for Peace Officers program elevates traffic safety throughout the state of Texas, works in an all-inclusive supportive role with TxDOT, and provides education on the topic of distracted driving as well as child occupant restraint enforcement. An in-depth distracted driving course for the law enforcement community was specifically developed for them to help in the reduction of crashes, injuries, and fatalities.

In FY 2015 (October 1, 2014 to September 30, 2015), 418 distracted driving courses were held and 18,915 people (law enforcement, adults, and teens) were trained. A total of 131 Distracted Driving for Law Enforcement courses were conducted, 2,459 officers were trained, and 9,836 hours were reported to TCOLE.



www.texasfriday.org

691

officers trained during
55 FRIDAY classes

Focus on Reducing Impaired Driving Among Youth (FRIDAY)

Funded through a grant received from the Texas Department of Transportation (TxDOT), FRIDAY's mission is to increase the enforcement of laws related to underage drinking through improved law enforcement training and local coalition building. In 2015, 5,640 training hours were reported to TCOLE as a result of 55 FRIDAY classes which trained 691 officers.

The program also trained 1,325 court personnel during nine pre-conference sessions as part of a collaboration with the Texas Municipal Courts Education Center. Seven new instructors completed a Train the Trainer class and were welcomed into the program. The staff and instructors also participated in 21 coalition activities and events aimed at raising awareness, educating the community, and preventing underage substance abuse and impaired driving.

LEADRS

Law Enforcement Advanced
DUI/DWI Reporting System

texas.leadrs.org

7,606

cases reported

Law Enforcement Advanced DUI/DWI Reporting System (LEADRS)

The Law Enforcement Advanced DUI/DWI Reporting System (LEADRS) is a web-based reporting system offered free of charge to police departments around the state. The system was developed in 2004 by TMPA in conjunction with the Texas Department of Transportation (TxDOT). LEADRS allows peace officers to enter arrest information online and print case reports and District Attorney-approved, pre-filled forms associated with DWI/DUI cases. Initially, the aim was to reduce reporting time by 30%. It has since been found to reduce that time by up to 50%. This allows the officers to get back to the streets quicker, especially in small to midsize departments where staffing and manpower influence department activities.

During FY 2015, 507 officers were trained in 53 classes with over 2,028 training hours reported to TCOLE. Throughout those classes, 507 officers were trained through TMPA's free four-hour LEADRS training. 7,606 cases were entered into the system. In the past five years, LEADRS has increased its "market share" of all DWI arrests in Texas by 15%.



TMPA Charities

In addition to strengthening the voice of officers locally, TMPA is also committed to solidifying relationships with law enforcement through community interactions. We are proud to support many charities and institutions that benefit the communities we serve.

TMPA Charities is a tax-exempt law enforcement charity which contributes 100% of every dollar donated to a variety of charitable and benevolent programs including:



A yearly scholarship program that awards over \$20,000 for dependents of TMPA members



A \$10,000 line-of-duty death benefit



Benevolent or financial assistance to members in times of need, such as injury or serious illness



Response and/or personal assistance to officers during national disasters or catastrophic events.

To learn more about our causes and how to contribute, please visit www.tmpa.org/charities.

TMPA Charities is proud to support organizations with honorable missions such as Concerns of Police Survivors (COPS), National Law Enforcement Memorial Foundation, and Texas Peace Officers Flag Fund. To learn more about our causes and how to contribute, please visit www.tmpa.org/charities.

TMPA Scholarship Awardees

Jacob Fedro Scholarship – \$5,000

Jesse Anderson

son of Norman Anderson, Baytown PD

This scholarship is in memory of Jacob Fedro, an Honorary Past President of TMPA, who we met through the Make a Wish Foundation before he lost a courageous battle with cancer.

McLane Advisors Scholarship – \$3,000

Alyssa Wilder

daughter of Arthur Wilder, Tarrant CO Pct. 8

This scholarship is made possible through the generous donations that the McLane Advisors, TMPA's financial partner.

\$1,500 Scholarships

McKenna LeCroy, daughter of Kirk LeCroy, Irving PD

Leslie "Kaity" Hanson, daughter of Randy Hanson, Bowie PD

Taylor Rich, daughter of Philip Rich, Plano PD

Brett Winkler, son of Marvin Winkler, Jr., Temple PD

Jacob Cortez, son of Leonardo Cortez, Northside ISD PD

Paige Wallace, daughter of Steven Gilcrease, Nacogdoches PD

Jonathan Otto, son of Michael James Otto, Rockwall PD

Charley Pearson, daughter of Tammy Pearson, Bell CO. Attorney's Office

Katelyn Trout, daughter of Terry Trout, Dallas CO. Sheriff's Office

Christopher Dlouhy, Harris CO. Sheriff's Office

Hunter Corb, son of Bryan Corb, Richwood PD

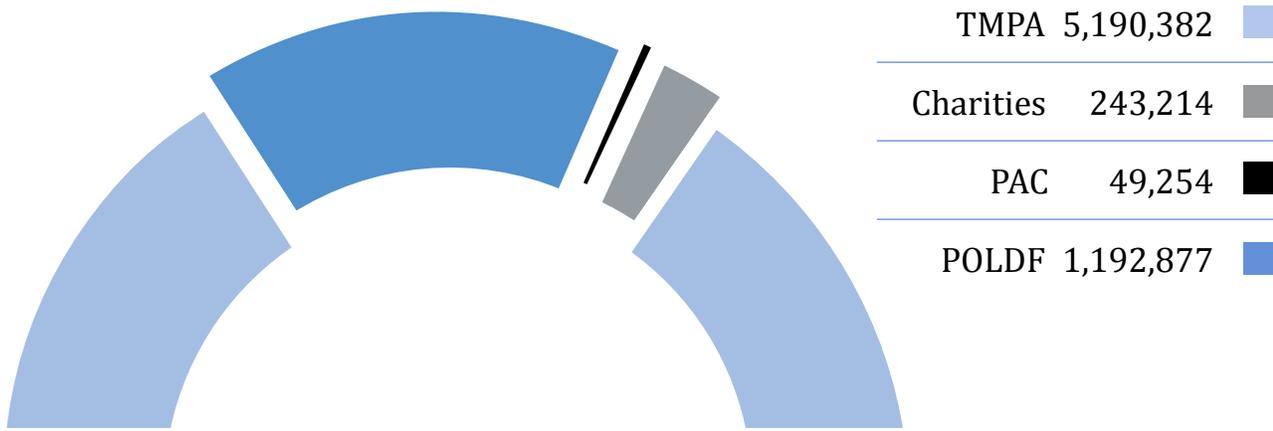
TMPA and Affiliated Organizations

Statements of Financial Position, Unaudited

As of October 31, 2015

Assets	TMPA	POLDF	PAC	CHARITIES
Current Assets				
Cash & Cash Equivalents	2,618,880	1,192,877	49,254	243,214
Accounts Receivable	498,330	0	0	0
Prepaid Expenses	164,702	0	0	0
Total Current Assets	3,281,913	1,192,877	49,254	243,214
Land, Buildings, and Equip (Net)	1,905,011	0	0	0
Other Assets	3,458	0	0	0
Total Assets	5,190,382	1,192,877	49,254	243,214
Liabilities & Net Assets	TMPA	POLDF	PAC	CHARITIES
Liabilities				
Accounts Payable	181,109	223,156	0	0
TMPA Affiliates	251,062	(247,959)	(2,532)	(570)
Accrued Salaries & Benefits	205,140	0	0	0
Deferred Revenue	74,070	66,515	0	0
Notes Payable	889,260	0	0	0
Total Liabilities	1,600,641	41,712	(2,532)	(570)
Net Assets	3,589,741	1,151,164	51,786	243,785
Total Liabilities & Net Assets	5,190,382	1,192,877	49,254	243,214

Total Liabilities and Net Assets



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Austin, Texas 78752

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Save the Date for the 2016 Conference
July 29 – August 1 at The Westin Dallas Fort Worth – DFW Airport Hotel

