



Produced by DPS Public Information, (512) 424-2080

January 2001

Employee pay raises top DPS priority list

When the 77th session of the Texas Legislature convenes Jan. 9, pay raises will top the list of DPS legislative priorities.

“A pay raise for all our employees—especially non-commissioned—will be our number one priority this session,” said Col. Thomas A. Davis Jr. “DPS and other state agencies also will be working with members of the Legislature to try to get a pay increase for all state employees.”

Several state agencies¾ including DPS and the State Auditor’s Office¾ are concerned that employees are leaving state employment for higher-paying private sector jobs and taking many years of valuable state experience with them.

“We want to keep our experienced employees here at DPS,” Col. Davis said.

Other legislative funding priorities for DPS this session:

- An increase in funding for new DPS vehicles.
- 12 additional personnel to support the CODIS (Combined DNA Index System) Lab, both at Headquarters and in the field labs.
- A new law enforcement firearms range.
- New communications consoles for Department communications centers across the state.
- A communications center in the Conroe District office.
- Replacement of the DL Division Distributed Driver License (DDL) system.
- Funding for two recruit schools.
- 44 additional administrative technicians for Highway Patrol officers across the state.
- Five new DPS buildings in various locations across the state.
- Two replacement aircraft for the Aircraft Section.
- 171 additional License & Weight non-commissioned employees.

Dear fellow employee,

When the Texas Legislature opens in a few days, DPSers from across the agency will be monitoring and analyzing proposed legislation. We’re likely to get more phone calls from legislators and their staffers for information on a variety of subjects. Be sure to answer their questions promptly. If you need assistance, contact Legislative Liaison Michael Kelley or his assistant, Janie Smith, at 512-424-7272.

•••••

Thanks to all DPS employees who contributed to the State Employees Charitable Campaign this year. I also thank the employees who coordinated the campaign in their areas. DPS employees contributed more than \$65,000 to charitable organizations¾ \$8,000 more than last year and the most ever by DPS in the program’s six years.

I’d also like to recognize **Bettie Revada**, Admin Tech II-SR, who headed up the Capitol Area campaign, raising an additional \$12,000 over last year’s total of \$32,400.

Beth Warren, Occupant Safety Coordinator, has headed the statewide DPS campaign for four years. Under her guidance, the amount of money raised by the DPS Capitol Area has risen by more than 300 percent since 1996, and the amount of money raised statewide by DPS also has increased.

Thomas A. Davis Jr.

Awards

A two-year criminal investigation ends with the prosecution of nine suspects thanks to the persistence of Sgt./Inv. **Don Martin**, MVT Childress. Martin investigated the theft of truck tractors, semitrailers, stock and utility trailers and farm equipment. The 20-year-veteran of the DPS earned a CLE Chief's Award for successful completion of the case, which involved 80 criminal offenses in 20 Texas counties and 10 Oklahoma counties.

Eighteen people from the District 3C-01 sergeant area have been awarded a TLE Chief's Award for outstanding DWI interdiction efforts. Sgt. **Daniel Pena**, HP McAllen, his troopers and support staff were recognized for three banner years in enforcement, filing and processing DWI's from 1996 to 1999. The three-year total of 3,328 DWI arrests topped their district and helped District 3C lead the state in DWI enforcement during that time.

Two good Samaritans received Director's Awards for lending a help-

ing hand to a DPS officer in distress. Tr. **Gary A. Yates**, HP Devine, was arresting a citizen for an outstanding warrant when two other passengers exited the vehicle and attacked, attempting to take his weapon. Roland Martinez of Pearsall and James Arthur Wilson Jr. of Carrizo Springs witnessed the three subjects struggling with Tr. Yates and intervened. Their shouts convinced two attackers to disengage and allowed the trooper to regain control of the situation.

Paris Police Lt. Bob Hundley received a Director's Award for providing accident reconstruction expertise in support of DPS personnel. Tr. **Brian Perry**, HP Paris, credits Hundley with mapping several wrecks, saving DPS valuable time and resources and reducing potential inconvenience to the traveling public.

A good Samaritan received a Director's Award for her efforts during thunderstorms and lightning last August in Brazoria County. Gail Hofferek abandoned the safe, dry confines of her vehicle to administer

CPR to a motorcyclist struck by lightning alongside I-35. Her valiant attempt to save the man's life earned the nomination from Tr. **Kip B. Westmoreland**, HP Webster.

Short Shots

TLE changes

Effective Jan. 1, Capitol Police will be reorganized and named the Capitol Service. The reorganization reclassifies the Capitol officers to the position of trooper consistent with other services within TLE. Once the 2001 Legislative session is complete, Capitol troopers will begin additional comprehensive training at the DPS Academy.

Competitive exams set

Written exams for the positions of Captain, Lieutenant and Sergeant for Capitol Service will be held Jan. 23. For more info, call 512-424-2916.

Hall of Fame Inductions

The Texas Highway Patrol Museum in San Antonio inducted three members into its new Hall of Fame in November. Col. **Wilson E. Speir** (director, 1968-79), the late Col. **Homer Garrison Jr.** (director, 1938-68), and the late Chief **L.G. Phares** (HP Chief, 1935-36) were honored for their career achievements and contributions to the Texas Department of Public Safety.

Hey you! Slow down! (This means you)

School zones mean something—kids are around. We've received complaints—especially from people in the neighborhood around DPS Headquarters in Austin—that many DPSers are not driving friendly. Tailgating, light-flashing and other examples of road rage behavior have, unfortunately, been reported.

As DPS employees, we need to set an example and obey the speed limit, especially in school zones, no matter where we are in the state. SLOW DOWN!

Col. Thomas A. Davis Jr.
DPS Director

Order DPS Anniversary books

Orders for the DPS 65th Anniversary book are being accepted until February 15. The book will contain full-color photographs of DPS employees (to be taken later in the spring), as well as an updated history of the agency.

Turner Publishing Company is soliciting photographs and stories for inclusion in the book.

Books are available for \$45, or \$69 for a leather Collector's Edition. You can emboss your name on the front of the book for an additional \$6. Send your check or money order (payable to Turner Publishing Company) or your submissions to Turner Publishing Co., P.O. Box 3101, Paducah, KY 42002-3101.

See the insert in your pay envelope for more details or call PIO at 512-424-2080.

Quarter Century Club Meeting

The DPS Quarter Century Club will have its annual meeting on Friday, March 30 at the Doubletree Hotel in Austin. Call **Jennifer Hall** (512-424-7297) for more details.

Dive!!!

The Dive Recovery Team is taking applications for divers. The applicant must be a commissioned officer with the Department and have a basic diving certificate. Applications must be sent through the applicant's chain of command to the TLE Chief's office. Application deadline is January 31. For additional information, contact Lt. **Lynn Dixon**, 512-424-5789.

Awarded by APD

The Austin Police Department re-

cently honored **Angie McCown**, DPS victim services director, with the Exemplary Service Award to Texas Crime Victims.

Mile Markers

Promotions

TLE

John Reney Jr., Lt., HP Corpus Christi to Capt., TLE Chief's Staff Austin.

CLE

C. Glen Johnson, Field Lab. Supv., Crime Lab Tyler to Asst. Field Labs Mgr., Austin.

Administration

Valerie A. Fulmer, Mgr. Legal Staff, Crime Rec. Svc. Austin to Dep. Adm., Crime Rec. Svc. Austin. **James F. Woodall Jr.**, Lt., HP El Paso to Capt., Training Bur. Austin. **Luis A. Gonzalez**, Lt., HP San Antonio to Capt. Human Resources Austin.

Retirements

Janice Marie Kerlin, SR Eval., Safety Resp. Bureau Austin, 30 yrs., 6 mos; **Virgil Lee Thompson**, Cpl. V, HP Stephenville, 30 yrs., 2 mos., 8 days; **James Elwin Baird**, Cpl. V, HP Corsicana, 25 yrs., 1 mo., 2 days;

Manuel Francisco Espinosa II, Tr. V, L&W Eagle Pass, 25 yrs., 1 mo., 2 days; **Enrique Rocha Luevano**, Tr. V, L&W Uvalde, 25 yrs., 1 mo., 2 days; **Praxedis Flores Jr.**, Sgt., L&W Eagle Pass, 20 yrs., 10 mos., 22 days; **Jessie Lee Knight**, Expunction Clerk, Acc.

Rec. Austin, 17 yrs., 9 mos.;

Theresa Jane Bohne, Driv. Lic. Tech., DL Bay City, 17 yrs., 1 mo.; **Mary Ramirez Huitron**, Driv. Lic. Tech., DL Fort Worth, 16 yrs., 2 mos., 21 days; **Orfalinda Villarreal**, Driv. Lic. Tech., DL Houston, 13 yrs., 8 mos., 19 days; **Doris Jean Greenhaw**, AIS Data Entry Supv., Region 4 Staff Abilene, 13 yrs.; **Nick Ciovica**, Driv. Lic. Examiner, DL Grand Prairie, 6 yrs., 11 mos., 20 days.

Deaths

Walter A. (Bob) Werner, ret. Maj., CLE Austin (Sept. 1951-Oct. 1985) died Nov. 1. **Antonia Rivera**, Building Cust. San Marcos, died Dec. 5, 2000 (Sept. 14-Dec. 2000). **K.B. Hallmark Jr.**, ret. HP Capt. Austin (Aug. 1937-Sept. 1976) died Dec. 13.



On the mend...

Best wishes for a speedy recovery from line-of-duty injuries go to:

Tr. Lonnie Davis, HP Houston
Tr. Brian Acker, HP San Marcos
Tr. Sam Orta, HP Houston
Tr. Kenneth Rushing, L&W Conroe

Linda Swails, DL Examiner Carrollton

Tr. Leslie Grace, HP DeLeon

Tr. Wayne Whiteaker, HP

Uvalde, is back on duty. He was injured July 19 when an oncoming vehicle's tire blew out.

Tr. Gary Jason Graham, HP Abilene, has returned to light duty. He was injured Oct. 17 when his patrol car was hit by a hydroplaning 18-wheeler.

Resolving Grievances at DPS

By Kevin Casey
Employee Relations Office

As reported in January 2000's *Chaparral*, the Department initiated two dispute resolution procedures to assist employees resolve grievances they are unable to resolve themselves (see General Manual Chapter 7A, Conflict Management & Dispute Resolution Procedures). These procedures are administered through the newly created Employee Relations Office, which is part of the Director's Staff.

One procedure is the **formal dispute resolution meeting** process through which an employee can formally discuss a concern or grievance with his or her immediate supervisor and through the chain of command in an effort to reach resolution. This basically is the same right employees have always had, it just formalizes the procedure. An employee may use this process for *any* grievance he or she may have.

The other procedure is **mediation**. While not all situations are appropriate for mediation, many are.

What is mediation? Mediation is often confused with arbitration when, in fact, it is a very different process. In arbitration, the arbitrator hears the evidence and then renders a decision in favor of one party over the other. Mediation is a process in which an impartial third party, the mediator, meets with the two individuals involved in a dispute and tries to assist them in reaching their own resolution to the dispute. It is a confidential, informal, non-adjudica-

tive and non-adversarial process. Unlike an arbitrator, judge or jury, or even DPS's peer review boards, the mediator is not sitting in judgment of the two parties trying to figure out who is right and who is wrong.

The role of the mediator is only to help the parties identify the issues, clarify their interests, and assist them in developing options and reaching a resolution. Whether resolution is reached is up to the parties themselves. Obviously, then, to be effective, both parties must truly want to resolve the dispute—they are just at



the point where they need a third party to step in and assist them.

It works! In one particular case, the supervisor believed he was out of options in addressing the concerns he had about an employee and that further formal disciplinary action might have to be taken. Upon recommendation by the division chief, the involved supervisors and employee went to mediation. During four hours of discussion, they cleared up past misunderstandings and miscommunications, clarified expectations, and put together a plan of action for the future.

The employee's comments about

the mediation perhaps best sum up why it can be so effective: "The process made rational communication possible...I feel that our disputes would have just continued to fester. The mediation process was necessary so that these issues could be resolved. I am glad I used this avenue to clear up things."

This mediation was successful because both parties came to the mediation prepared to honestly talk about their differences, to listen to the other side, to be open to a variety of options, and to agree to a resolution which met the needs of each of the parties. In other words, they were able to get past the "I-must-win-at-any-cost" attitude so many of us find ourselves in when we have a dispute with another. The true success of this mediation is evidenced by the fact that seven months later all the parties involved remain very happy with the outcome.

Comments by other DPS personnel, including *both* commissioned and non-commissioned, and *both* supervisors and employees, regarding what they liked best about the mediation process include: "The ability to talk freely," "The opportunity to be heard impartially," and "The opportunity to speak openly and honestly with an impartial person guiding the discussion."

Kevin S. Casey, DPS Conflict Resolution Coordinator, can be reached at 512-424-5076 or kevin.casey@txdps.state.tx.us.

