

THE VOICE



INSIDE THIS ISSUE:

Presidents Address
Facility Reps
Attorney
General Information
Social Media
Birthdays
AFLAC

From the desk of

John A. White

DCPOA President

Greetings,

Thank you all for being an integral part of the Dallas County Peace Officers Association and an employee of Dallas County

Thank you for your commitment, professionalism, and your tireless effort to better the Department. I know that there are concerns about the direction of discipline, communication, and training. The executive board and I share the same concerns. Please be assured that we are looking at ways to address these issues on your behalf.

There are some big changes this year which we hope will keep you more informed on events and issues within the department.

One: The new quarterly informative newsletter.

Two: You now can follow us on Facebook (Dallas County Peace Officer Association)

Twitter (@DallasDCPOA) and Instagram(dallasdcpoa).



Your Facility Rep's

When you see any of the reps, ask them what's going on!

North Tower – D. Widemon, SRT Mosely, W. Moore, G. Green

West Tower – C. Minor

Kays Tower – N. Dotson

Med Ops – M. McLaughlin

Release – R. Jennings, A. Gibson and A. Robinson

Intake – K. Bruen, D. Bailey

Fugitive – B. Bacon

Warrants – D. Glenn

CHISD – Sophie Graham

Constables – Lois Martin

IF YOU WOULD LIKE TO BE A FACILITY REP, Contact L. Taylor or A. Robinson

The ultimate measure of a person is not where they stand in moments of comfort and convenience, but where they stand in times of challenge and controversy.

Executive Board Members “The individuals working behind the scenes”



Attorney Paskell Lee

Hello DCPOA Members:

My name is Pasquel ("Pat") Lee. ...

I am the proprietor of the Dallas-based law firm, Pasquel Lee & Associates, PLLC and pleased to introduce myself as DCPOA's newly appointed counsel.

I come to DCPOA with over 20+ years' experience in civil, criminal and administrative law and I pride myself on providing competent and time-sensitive legal representation.

I have worked as an advocate in diverse legal settings and have learned a great deal about myself on providing competent and time-sensitive legal representation.

I have worked as an advocate in diverse legal settings and have learned a great deal about myself and the world through my professional relationships with among others: The National Urban League; the Harris Co Attorney's Office; the National Lawyers Guild; the Texas Education Agency; the Texas Dept. of Criminal Justice and the Dallas County Juvenile Department.

I greatly look forward to serving the DCPOA!



GENERAL ORDERS & CODE OF CONDUCT

FYI, Updated General Orders has been released

Make yourself aware of the new changes

WHERE TO FIND IT

*Visit the Dallas County Sheriff's Department website.
(www.dallascounty.org ~ click DEPARTMENTS ~ select Sheriff)

*From the left menu select INTRANET CONNECT

*From the Dallas County Sheriff Department page (black background) select 2019 General Orders and Code of Conduct.

*“I did then what I
knew how to do. Now
that I know better,
I do better.”
— Maya Angelou*



EMPLOYEE GRIEVANCES

(2019 Dallas County Sheriff's Department General Orders Volume 1, Chapter 4.10, pgs. 311-320)

Informal Grievance

Step 1: The employee must present a written statement of the grievance to his/her direct supervisor within 7 days of the occurrence or learning of the occurrence. The supervisor has 7 days to attempt to resolve the grievance.

*If the grievance is not resolved in step 1 the employee must advise your supervisor in writing that you wish to move to step 2 of the grievance procedure.

Step 2: The supervisor will set up a meeting within 7 days between employee, supervisor and Sheriff's Department officials who have authority to decide on the matter. The meeting will be informal, however, an official will prepare a *memorandum for record* (MFR) which will briefly summarize the grievance, the consideration reached, and the course of action 7 days after the completion of the meeting.

*If an acceptable solution is not reached during the informal meeting the employee has the right to submit a formal grievance as outlined in the MFR.

(PLEASE NOTE: This is a brief summary of the grievance procedure. Please review your General Order's for detailed information.)

UPCOMING EVENTS

3/30

AFLAC IS COMING BACK!!!!!!!!!!!!!!

4/27

DCPOA Scholarship Pancake Breakfast- Applebee's 649 Uptown Blvd, Cedar Hill, TX

5/13 – 5/19

Region II Education & Training Conference Minneapolis, MN

5/17

ALL SCHOLARSHIP APPLICATIONS ARE DUE

JANUARY, FEBRUARY, MARCH



We hear you LOUD and CLEAR, Hang IN There a change is COMING!

“I’m so proud of you. I just wanted to tell you in case no one has.”