

# May 2013

## THE "BEAR" NEWS



## President's Corner

Hello OSSO,

My name is Domingo Garcia. I have just accepted the opportunity to be the President of the Organization of Spanish Speaking Officers and I look forward to serving you. Quickly, let me tell you about who I am. I have been married to Susanna Garcia for the past twenty-two years and we have two sons. I have been a HPD officer going on twenty-four years. I was born and raised in Houston and into a large Roman Catholic Mexican American family. I have one brother (HPD Officer Gabriel Garcia), four sisters, many uncles, aunts, cousins, second cousins, third cousins are on the way, nephews and nieces. I served honorably in the United States Air Force for five years and my assignments included the U.S. Forces Police assignment outside of Ramstein Air Base in the Federal Republic of Germany and Mountain Home Air Force Base, Idaho. I believe this resume will provide me the experience that I need to serve OSSO.

OSSO is a good organization and we will make it better. I will encourage action on our issues and growth in our membership. Lets take a quick look at the agenda.

As a board member, I chaired the "Political Support Committee" and as the chair, my committee was busy screening candidates from both political parties proving to both sides that OSSO preferred the candidate that strived to get our support and then keep it never giving either side an advantage. So lets look at the results...

OSSO supported Republican candidates like:

- Republican Mayoral candidate Fernando Herrera against Mayor Anise Parker
- Republican Congressional candidate Roy Morales against Democrat Gene Green
- Republican and Retired Police Officer Al Florido (Pct 5)
- Republican and former U.S. Marine David Pineda (144)
- Leticia Gutierrez Ablaza (District I Candidate)
- Chris Carmona (At-Large Position #3)

OSSO supported Democratic Candidates like:

- Democratic Retired HPD Police Lt Harry Zamora (Pct. 2 Candidate)

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Should you move,  
please send us your  
new address

The content of the articles in this publication reflect each author's opinion or view.

The author's opinions or views do not necessarily reflect the view(s) of the Houston Police Organization of Spanish Speaking Officers.

**OSSO Would Like to Welcome the New In-Coming Board of Directors and Members in Attendance**

**We would also like to Thank Houston Councilmember **Helena Brown** who Performed the Swearing in Ceremony And a Special Thanks to Cecil Mosqueda-Vice President and Tony Saldivar, a long time Treasurer for OSSO who are passing on the torch, God Bless and enjoy both your times off !**



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### **Leadership and Mentorship of Young Officers**

Two of the most under-appreciated aspects of the law enforcement profession are leadership and mentorship. You can't have one without the other, but you begin to find gaps in knowledge and the moral of officer at some point when one is lacking. Leadership encompasses providing direction and keeping young officers on the right path. Mentorship deals with acclimating to the police culture and navigating the do's and don'ts of the organization.

Working in the rank of officer I can say I had two great supervisors, one really good one and a bunch that I avoided or did my best to stay off their radar. The most important area of leadership to me is first caring about your people. Second, the job needs to be done and done right. Caring is easy. Having a genuine interest in your people is easy. How many supervisors take that time? If you know one of your officers is struggling to get off for a family function between running calls, how hard is it to put the word out when you run into other officers making scenes? If you can remove that stress, I promise you will have a more productive employee. Also why do we assume as supervisors that "they" won't like this? How about we go talk to "they" and explain a situation to them, and come up with a solution based on what "they" really think. Its extra work, but I think that makes the difference. These are just examples, but you can think of things wherever you work. As an FTI going to the FTS with your PPO and pleading an issue for them, so they will learn how to address issues in a proper chain of command way. It's seems like hand holding, but the adage goes "crawl before you walk." HPD is or has become "sink or swim" in a lot of divisions. Lets' try to lead them, show them, and develop them so that they can swim. The old officers are starting to say, "I try to lead these rookies in the right direction and they say their badge is silver just like mine. I give up." That type of response to help leads to Mentorship.

We need to make sure that the young officers are fully indoctrinated into the culture. What the heck does that mean? It means they need to be taught the written and unwritten rules of police work. It means they need to know if they need an extra shirt they have a rack at supply. It means that they need to be shown how to turn in doctor and medicine receipts at the union building per the contract. It means guiding them on a screen if they are making a fundamental error and if they say, "my badge is silver just like yours." YOU get that straight there and then, so THAT behavior is corrected ON THE SPOT! You should then let your supervisor know if you're on the spot correction does not stop that behavior. Also because we struggled with acclimating to the culture, doesn't mean a young officer needs to also. If an officer tells you about something they are struggling with, you should do one of three things: be a good listener, tell them the strategies you developed for the same issues, or get them in contact with someone you know can help them and get them headed in the right direction. Well just what are the rules of police work? When I joined the department my dad gave me four rules. 1. ALWAYS, ALWAYS, ALWAYS, try to help a fellow officer short of lying, being fired, and being indicted (lying at your option, it's a slippery slope and untruthfulness is an HPD cardinal sin). 2. Don't make a bill with extra job money. 3. Don't say things about people you wouldn't say to their face because everyone has classmates, old partners, and people that just want to stir stuff up, so it might get back to them. 4. Keep your business private. Ben Franklin said it best, "three can keep a secret if two are dead."

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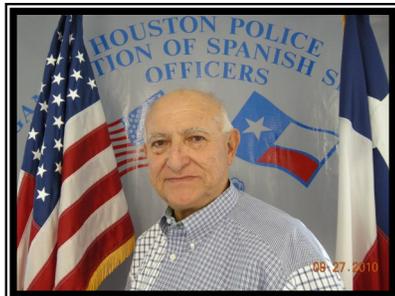
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I have added to the list, but it all starts with the first. We are supposed to be a family. We are supposed to care about each other. We are supposed to pass down the tradition of police work to ready hands. Have you done your part? Have you provided the leadership and mentorship to be treated how you would want to be treated as a retired officer (with no friends left on the department) on a call responded to by a new officer? What if they were never told about rule #1?

Greg Henson  
Sergeant of Police  
Central Patrol II

**OSSO would Like to acknowledge and express our appreciation to Retired Sergeant George Rodriguez Sr. on his donation of a truck load of Teddy Bears to OSSO and for the children of our community**

**Gob Bless and Thank You**



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Bolivar "Bo" Fraga (At-Large Position #2)

They came seeking our support and they are already calling and making appointments with OSSO again as their campaigns gear up for the upcoming elections (November 2013). If you are interested, I invite you to attend an OSSO meeting where you can let the board and membership know what is important to you, or your ideas on what we should ask a candidate. **Become active and help us grow.**

Now lets look at OSSO's agenda for you, the member. First, a pay increase for language pay is way over due. I believe the argument can easily be made that Spanish language pay should be brought up to the same rate as bachelor degree pay.

How many times, over the HPD radio air, do you hear a request for, "I need an officer with a degree to help me with my investigation or report". Compare that request to, "I need a Spanish speaking officer to check by my scene...". Then, there is the Spanish-speaking investigator who not only has to work their own cases, but, is frequently called upon to assist his fellow investigator with interpreting statements and interrogations. If the HPD with all its wisdom, could encourage that the Method B screening panels allow more Spanish speaking officers into its elite investigative ranks then our department will be become more effective and diverse. I will do my best along with the OSSO board to build the case to bring Spanish pay to the same level as bachelor degree pay. The case is already being made and there is resistance to the increase, but OSSO will move forward regardless.

Second, there are may OSSO members that are veterans, and there are many OSSO veterans that possess a bachelor degree. I also recognize that the current contract did a good job for giving one point to a military veteran in the promotional process, but I strongly disagree with the motive of not giving two points to a veteran with a degree. This is not the way to show your support to a veteran of the United States Armed Forces by neutralizing their service for our freedoms. There is no way that the thirty additional hours or so of study for a master's degree can match a veteran's

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service to this country. Sometimes, I doubt the value of a master's degree to the career of a law enforcement officer.

I do not doubt the value of military service in the United States Armed Forces to the career of law enforcement officer. This discrepancy needs to be addressed and OSSO will strive to make the case.

Thirdly, OSSO will bring attention to the subjectivity of the assessment process within the promotional protocol. I remember when I first heard about the assessment process it was packaged with the idea that the process would deliver better supervisors, be objective and weed out the bureaucrat administrators who knew very little about investigations and patrol. The process is costly and I believe it does not measure the true worth of one's experience and integrity. The assessment process is subjective and may even be political. OSSO has a committee that will provide the membership with the information that I believe will make the case that the assessment protocol that is in the contract now needs an overhaul and even better, elimination.

Finally, I need to tell you that when I became President of OSSO, I believed that other Hispanic institutions within the HPD would welcome OSSO and its representatives into their committees. I believed the input from OSSO would be considered valuable. Initially, I was invited to attend a Hispanic Officer of the Year (HOY) board meeting. I attended one meeting, but when the second meeting came around I was called by the committee chair and told that there is no history of an automatic partnership between HOY and OSSO. Now there may be OSSO members on the committee, but it has nothing to do with their affiliation with OSSO. My conclusion to this experience is that the OSSO board will not have very many friends to assist with our agenda so I need your help. Become active in OSSO and if you are not a member, become an OSSO member. Our issues are winnable and we do not need to share the victories with anybody but you.

## TGIA Training

### Texas Gang Investigator Association

#### 2013 Training Conference

Houston Texas

June 24-28, 2013

## TNOA

### Upcoming Classes

April 10-11, 2013

Shooting on the Move

Harris County Sheriff Office Range

8am-4pm

16 hrs TCLEOSE Credits

[www.tnoa-eastregion.org](http://www.tnoa-eastregion.org)

May 11th 2013

Multi Gun Challenge

Harris County Sheriff Office Range

Limited to 80 shooters

Pre-registration Only

See website for details

[www.tnoa-eastregion.org](http://www.tnoa-eastregion.org)

### Texas Narcotic Officers' Association

#### 2013 Conference

Will Be Held in Dallas Texas on

August 19 - 22, 2013

**Make your hotel reservations now Hotels are filling up fast!!**

<http://www.tnoa.org/Lodging.html>

**WWW.TNOA.ORG**

Regional TNOA Membership questions should be directed to on the Vice President John Garza or one of the Directors.

## Los Links Favoritos de O.S.S.O.

<http://www.hpfcu.org/> The Houston Police Federal Credit Union

<http://www.hpou.org/index.cfm/> The Houston Police Officers Union

<http://www.houstontx.gov/police/index.html>

<http://www.hpdsoundoff.com/> Houston Police Soundoff

<https://www.hpops.org/index.asp>

<http://www.nlpoa.org/> National Latino Police Officers Association

<http://www.hapcoa.org/> Hispanic Association Police Command Officers Association

<http://www.maldef.org/> The Mexican American Legal Defense and Education Fund

<http://maso1984.org/> The Mexican American Sheriffs Organization of Harris County

<http://www.grandlodgefop.org/> Fraternal Order of Police

<http://www.aapol.org/home/default.asp> African American Police Officers League

<http://texaspolicegames.org/> Texas Police Games

[www.apbweb.com/](http://www.apbweb.com/) **American Police Beat**

<http://www.warriorsciencegroup.com/leadership.html>

**MASO Extra Job Hotline**

**713-841-JOBS**



# Navidad En El Barrio

P. O. Box 4084  
Houston, Texas 77210  
[www.navidadenelbarrio.org](http://www.navidadenelbarrio.org)

## **SCHEDULE OF EVENTS 2013**

### ***Thursday, May 2<sup>nd</sup>***

**WHAT: *Meet Local Charities Mixer***

**WHERE: 4410 Navigation Blvd. 77011 (Ripley House)**

**TIME: 6:00PM – 9:00PM**

***We ask that a canned good be donated to help a local pantry.***

### ***Saturday, May 4<sup>th</sup>***

**WHAT: *Puro Tejano Dance* (Come listen to some old school Tejano Music)**

**WHERE: 4410 Navigation Blvd. 77011 (Ripley House)**

**TIME: 7:00PM – 11:00PM**

***We ask that a canned good be donated to help a local pantry***

### ***Saturday, August 24<sup>th</sup>***

**WHAT: *Taquitos and Chanclitas Gala***

**WHERE: 10510 Harwin (Houston 77036) Arabia Shrine Center**

**TIME: 7:00PM – Midnight \$50.00**

### ***Saturday, October 26<sup>th</sup>***

**WHAT: *Annual Halloween Bowl***

**WHERE: 4191 Bellaire Blvd. (Palace Bowling)**

**TIME: 12:30 PM – 4:00PM**

### ***Saturday, November 2<sup>nd</sup>***

**WHAT: *Annual Golf Tournament***

**WHERE: TBD**

**TIME: 12:30 PM Shotgun**

### ***Saturday, December 7<sup>th</sup>***

**WHAT: *Christmas Dance Fundraiser***

**WHERE: 10510 Harwin (Houston 77036) Arabia Shrine Center**

**TIME: 7:00PM – Midnight "DJ" \$15.00**

***We ask that a canned goods be donated to help a local pantry.***

*Navidad En El Barrio's mission is making life more pleasant for those less fortunate than others. Diversifying its interest to all age groups has enabled the organization to continue bringing smiles to those who might otherwise*

## THE "BEAR" NEWS



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### **O.S.S.O. Meetings**

**All general membership meetings begin at 1130 hrs. and are on the first Wednesday of each month.**

**We also serve a complimentary lunch for members and their guests.**



**O.S.S.O. Headquarters**  
**901 North Loop @ Link Road**  
**Houston, Texas 77022**  
**(713) 426-9091**