

It's a New Day for Shreveport Police!



THE SHIELD

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Changes in city, police department leadership bring hope for the future

Voters say Glover is best choice for public safety

By Shelly Wilkison

For months, members of the Shreveport Police Officers Association's Board of Directors have been keeping a secret and crossing their fingers that somehow voters would figure it out.

Then finally on Election Night, a collective sigh of relief.

"We interviewed all the candidates for mayor over several months, and it became clear that Cedric Glover would be the best partner for the police," said Michael Carter, SPOA president.

But, the union was forced to stay quiet by a state law that keeps the electoral process off limits to police officers and their unions.

Concerned about rising crime in the city and problems inside the police department that have
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SPOA President Michael Carter, Mayor Cedric Glover and Treasurer Lowell Bowen during candidate interviews at SPOA headquarters in August.

SPOA disappointed in some local lawmakers

Partisan politics is to blame for failure of state pay raise

BATON ROUGE -- An increase in state pay for police officers and fire fighters would have helped offset the growing cost of health insurance and SPOA leaders are disappointed that state lawmakers allowed partisan politics to stand in the way of an urgently needed raise this Christmas.

State lawmakers meeting in special session just before the Christmas holidays, failed to pass a measure that would have allowed the House of Representatives to vote on a bill giving first responders and teachers a \$150 increase in their monthly pay. Currently, they earn \$300 per month from the state.

On Dec. 13th, Republican House members voted against a resolution that would have raised the consti-

tuitionally set spending cap thereby opening the door for passage of the proposed pay raise.

Local Republican Representatives Mike Powell, Billy Montgomery, Jane Smith and Wayne Waddell were among the 40 Republicans voting against the measure.

"Only 10 votes were needed to pass the resolution (HCR 6). If local Republicans had listened to the families of first responders in their districts rather than participate in partisan bickering, their four votes could have made a difference," said Michael Carter, president of the Shreveport Police Officers Association. "We are extremely disappointed to know where we stand with them -- their loyalty to state party insiders outweighs the needs of their con-

stituents back home.

"In two elections since 2002, the voters of Shreveport have made it overwhelmingly clear that they want their first responders to be paid a living wage, and as recently as April, they were willing to pay higher taxes to get that done. Didn't these politicians get the message?" Carter added. On April 1, Shreveport voters renewed a 1/4-cent sales tax for police and fire salaries, training and equipment, which was first passed in 2002.

Despite the local raise generated by the sales tax, Shreveport police salaries ranked #189 among the 200 largest cities in the United States in a pay comparison conducted in February by the research firm
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"We want to raise the window shades and let a little old fashioned sunlight into the room."

-- Michael Carter, SPOA President

As long as police are silenced, voters can expect simple rhetoric on crime from politicians

By Michael Carter
SPOA President

For the past eight months, Shreveport police officers have been tuned in to what campaigning politicians have been saying about public safety and crime in our city, and we were amazed by the rhetoric.

Prior to the Primary Election, the Board of Directors for the Shreveport Police Officers Association met with mayoral candidates in an effort to educate them on issues of concern to officers and their families. We were amazed to learn that the overwhelming majority of these candidates knew very little about crime in our city and knew even less about the men and women who risk their lives around the clock to protect their community.

Most of the candidates had no idea the crime problem in Shreveport is as serious as it is. Very few had ideas of their own as to how to address it, and one candidate even suggested Shreveport was in fact a "safe city" and that any perception of a crime problem was media driven. Try telling that news to the officer driving the patrol car riddled with bullet holes.

For the most part, we believe that the majority of candidates had good intentions. Most appeared sincere in their eagerness to learn what rank and file police officers thought about crime, and a few even asked us for ideas on how they might change things if they were elected.

Fortunately for the police and the public, voters eliminated in the Primary those candidates whose agendas did not include public safety as a top priority.

On Primary Election Night, those of us who participated in the candidate interviews held our breath as the votes were counted. Because a state law prohibited us from telling you and the public which candidates we believed would put public safety first, we had to hope that voters would see through the rhetoric



and make the right choices.

In the end, we breathed a collective sigh of relief and went quietly on with our jobs.

Are the police frustrated? Extremely!

This is our city, too. This is where we put our lives on the line to protect the peace. Many of us were born and raised here, and we're raising our own families here because we have hope that a safer community will bring more opportunities for our children.

There is too much at stake here for Shreveport's police officers to remain silenced. The public has a right to know who will best protect them by giving the police the tools needed to do our jobs safely.

Today, Louisiana is the only state the nation that keeps law enforcement officers from having a voice in the electoral process. As a result, the public safety promises made by campaigning politicians at election time go unchecked, crime is high, and police officers struggle daily to keep the peace -- in many cases without proper equipment, training, and back-up.

The bottom line is that as long as the police are kept away from the table where politicians are making important decisions about the public's safety, the public and their police officers remain at risk.

In a place where police officers can lose their jobs if they even place a bumper sticker on their pickup trucks, it's no wonder that candidates don't know more about public safety issues when they enter the political arena.

Like the media, the public, and prospective companies considering doing business here, candidates look at the city's "official" crime statistics, which officers know aren't accurate. Candidates enter the political arena with a false sense of security, and as a result, the public never benefits from an honest discussion about crime and policing.

The truth is that crime in Shreveport is at an all-time high. In fact, we have the second highest overall violent crime rate in the nation for a city this size. With a problem this big, public safety should be the top priority of every politician.

But as long as the experts are silenced, the citizens of Shreveport can just expect more of the same.

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It's time to think big!

By Michael Carter
SPOA President

With a new Mayor and a new police chief comes new hope for Shreveport police families. With new, forward-thinking leadership comes opportunity. And for Shreveport police, who have waited for so long for some relief, change is welcome.

SPOA should use this time to think big, look ahead, and plan for the possibilities.

In the past two years, the union has grown stronger now representing more than 85 percent of the sworn employees of the department. Together, we have fought at all levels -- from the civil service board, to the courthouse, and to the statehouse -- to protect our rights. And together, we have communicated our needs and concerns directly with the citizens of this city, and they have responded generously with support and respect.

While we can agree there is still much work to be done at home, perhaps it's time we also look beyond the city limits to achieve the greater good for our brothers and sisters in law enforcement across the state.

In recent years, SPOA has taken a leadership role in the State Capitol on behalf of our profession. In the absence of an effective statewide police labor presence in the Capitol, SPOA has stepped up to the plate session after session and successfully defeated harmful legislation.

It's time to think bigger!

The time has come to reach out to all other police associations in our state, talk about our common needs and develop a strategy for achieving important goals in the Legislature.

We should start by working together to change the law so that police officers and their unions can be involved in the electoral process.

We should have the same access to politicians that big corporations have -- let's work together to remove prohibitions that keep us from creating political action committees.

We should be working together to change the law so that all police officers earn a livable wage and have affordable insurance and benefits for our families.

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THE SHIELD

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Hightower's tenure marked by a strong, positive relationship with police officers and their union

When Keith Hightower first reported for duty as Mayor in 1998, the frustration level of police and jailers was extremely high.

Patrol officers were driving patrol cars with holes in the floor, few had access to computers, and the City Jail was under constant scrutiny by state authorities for overcrowding and poor conditions.

"The facilities were poor and the equipment was held together by bailing wire," Hightower said. "But somehow police officers managed to do their jobs under these poor circumstances."

Hightower, who grew up in Shreveport and is one of only 30 in his graduating class of 535 who chose to build his life here, knew the city was in dire need of an infusion of economic growth. As a successful businessman and a freshman politician, he promised to seek new opportunities for growth in an attempt to turn the economy around in his hometown.

Hightower knew it wouldn't be easy. While there were certainly many obstacles to overcome, he believed the first priority had to be improving public safety. He understood that making progress meant tightening the grip on criminals, reducing violent crime and taking back neighborhoods controlled by street gangs.

He promised that if he was elected Mayor, he would work to give police officers the tools they needed to fight crime and stay safe.

Eight years later, as Hightower prepares to leave office, he believes the city has made great progress and cites improvements within the police department among his top accomplishments.

Shreveport Police Officers Association President Michael Carter agrees.

"Mayor Hightower gave officers credibility and he empowered them to do their jobs. That's where he gained his strength with cops," he said.

During a recent interview with *The Shield*, Hightower said the city still has a long way to go when it comes to improving the police department and the biggest challenge will be to get the public involved. Over the years, the public's perception and support of the police has fluctuated.

Generally, attitudes toward the police turn somewhat negative in the aftermath of a controversial shooting. And not unlike most cities, Shreveport has experienced its share of controversy. In fact, Hightower said the toughest days of his tenure as an elected official came in the aftermath of the Marquise Hudspeth shooting in 2003.

"It divided the community along racial lines, and raised old questions of whether we were running a rogue police force," he said.

Intense national media attention and the involvement of national civil rights leaders created even more pressure for Hightower. But in the end, calm prevailed, largely due to the Mayor's leadership.

"I learned no matter how bad the situation, through open and honest dialogue, a resolution is always possible," he said.

The incident was caught on patrol video, and the officers were exonerated in several investigations because it was clear that they felt threatened by the physical behavior of the suspect. It's unfortunate that there was loss of life, Hightower said.

Weeks after the shooting, as African-American



SPOA President Michael Carter and former Mayor Keith Hightower. Hightower says his career in Louisiana politics isn't over. In fact, he is considering a run for a statewide office. (Photo by Shelly Wilkison)

community activists publicly criticized the police department, calling administrators and officers "racists," then-Chief Jim Roberts further divided the community. In a communication with state lawmakers regarding a bill that had been filed to create a citizens review board, Roberts chose to communicate only with white legislators on the matter, shunning African-American officials.

"In the end, the timing was bad and things were said, and asking him (Roberts) to resign was a hard thing for me to do. I appointed him," Hightower said.

"But, it wasn't about choosing sides. It was about how to bring the city together," he said. "We had too much going for us to let this be the critical blow. I'm glad it's all behind us."

Carter credits Hightower's leadership for helping the union convince the City Council, and ultimately Shreveport voters, to support a sales tax increase in 2002 to pay for raises for police officers and fire fighters.

Hightower, who was up for re-election that year, put his own political career on the line when he publicly endorsed the campaign.

"These men and women deserved it," Hightower said. "I had been here four years and although they had received a few pay raises, I knew we couldn't get to a level that was comparable to a regional average without a big jump. There was no other way."

On Election Day 2002, the measure passed by

more than 77 percent of the vote -- a larger percentage than Hightower earned. Voters renewed the tax in 2006.

Since Hightower was first elected to the Council in 1990, the police department budget has grown from \$16 million to just over \$47 million in 2006.

"I hope that overall, officers recognize how far we've come in the past eight years in the areas of equipment, pay, training and citizen respect," Hightower said.

"Last year, we were at a 25-year low on the crime rate, police morale has improved and we've given officers the equipment and training to do their jobs efficiently," he said. "Having an active union (SPOA) has absolutely made the job easier."

"Anyone who sits in this seat needs an open door to the police union," he added. "I think the union is a vehicle that encourages officers to voice their opinions. Great ideas have come from the membership. SPOA is good for the city."

In recent years, the union has called on Hightower many

times to intervene for them in conflicts with the Chief. In almost every case, the Mayor has taken the union's side and had to remind the Chief to follow civil service law when it comes to promotions and officer discipline.

Hightower, who doesn't view himself as a micro-manager, says at times he has felt frustrated by the fact that he must intervene between a department

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"I think the union is a vehicle that encourages officers to voice their opinions. Great ideas have come from the membership. SPOA is good for the city."

-- Former Mayor Keith Hightower

SPOA President offers reflections on 2006

Energy spent on internal fights better directed elsewhere

By Michael Carter
SPOA President

As I sit to write these few words, I realize that an entire year has passed us like a storm. SPOA has faced some rough weather this year, and unfortunately it was mostly internal. Had that lateral energy been spent in a forward, progressive manner, it is unimaginable what we might have accomplished.

Regardless of the personal agendas that plagued our year, we have achieved a great deal. The greatest triumph was seen by those that needed to learn a few things about the Shreveport Police Officers Association. They needed to learn that we are family. They needed to learn that we are a group of professionals dedicated to the profession of law enforcement. They forced us to show them that we are capable of making our own decisions. Too often we find a lot of "experts" scattered across our great city. Some have a lot of power, including publications that are larger than our own; however, their will never seems to muster the strength to overcome ours.

Renegade members tried to tear down what the

majority has built after years of progress. They failed because of your ability to make decisions as individuals, and your desire to vote as a union of professionals. We have reached a mark higher than we have ever reached before and your vote once again raises the bar for another year of progress.

Our name has been tarnished by some of our very own members. Yet we rose above it, and in numerous meetings the membership proved that they rule this democracy. We are controlled by the majority vote, and I wouldn't have it any other way. Police officers are some of the greatest decision makers in the world. Each day, from call to call we make decisions over and over again that affect the lives of so many people. But regardless of how well we do we are constantly scrutinized by all. We have come to accept the scrutiny as a part of doing business. Those of us who have been around awhile even appreciate the ability to make our point when someone tries to weigh in on our profession without having done their research. The crowning accomplishment of this union rests with serving the individual

members, one at a time, when they need support. We have become benevolent and kind to one another, and in turn, we have felt each others pain. We have loved, and we have lost, but we have lived through what will someday be a fond memory of life. A year that will be most memorable when we recall how each individual, collectively, controlled their destiny. We waded through our own problems, pushed, pulled, and even dragged some of our very own to finish a year that will forever be ours.

For the first time in five years we voted to endorse a candidate, and was hamstrung by internal and external political agendas. We will fight this battle to the very end. A vote of endorsement showed exactly where our hearts and minds were in regards to our future. The honorable Mayor Cedric Glover was endorsed, yet we could not announce prior to the election because of legitimate threats of discipline and the loss of careers. We will not be intimidated by anyone, nor will we allow anyone to misuse our name or our publication in an attempt to imply our
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SPOA has benefitted from Hightower's support

(Continued from Page 3)
head and the workers.

"But, when you look back at most of the controversies, most things aren't that big," he said. "Ultimately, we all want to do what's right. We all want the same thing -- a good place to work, good pay and we want to feel safe. We're not that far apart.

"As in any business, there's always going to be grumbling and disenchantment by a few employees who don't like the boss," he added. "Sometimes the union gets what it wants, sometimes it doesn't. While I believe that morale has improved, to say that all (police officers) are happy would be naive."

Earlier this fall, Hightower publicly sided with the union in its efforts to obtain the right to be involved in the electoral process. He said he believes police officers and their union should have a voice and should have the right to endorse the candidates they believe will best serve the public safety needs of the city.

Carter said Hightower's support on this issue will help the union as it seeks a declaratory judgment in state district court. Although Hightower removed any objection from the City's point of view, the former police chief stated that he interpreted the law to mean that police officers could be fired if they publicly endorsed a candidate.

Hightower said he expects the next mayor will appoint a new police chief. And whether the appointment is made immediately or sometime later, he believes the search should start internally.

"It's important to pick someone who can relate to all sectors of the community; someone who has the ability to direct, but the ability to listen to those who work for him," he said. "The new chief should be able to get along with the union, and race should not be a factor in the choice."

Hightower said the city needs to find a way to fund more officers and improve the quality of the individual officer. He said officer pay is an important factor and the city should continue to aim for the Southern Regional Average, "getting as close to it as



Former Mayor Keith Hightower was a close ally of the Shreveport Police Officers Association.

we can."

While Hightower describes himself as a "pro-union" Democrat, he doesn't see a need for a contract between the city and the police union. He believes an open-door relationship serves both parties just as well as a written contract.

He said he believes the civil service system "is broke" when it comes to officer promotions.

"I believe the civil service system is unfair to employees because it doesn't encourage innovative thinking," he said. "I don't know what the alternative is to civil service, but I know we lose a lot of good people who can't afford to stay and wait their turn for a promotion."

Hightower closely monitored the race for his successor. During the Primary, he contributed money from his own campaign fund to three candidates. While two of his picks from his own staff failed to make the cut, his long-time friend Cedric Glover won the runoff becoming the city's first African-American mayor.

Hightower said he may be leaving the Mayor's Office, but he isn't leaving the political arena. In fact, he is actively looking at a run for a statewide office, perhaps even a congressional seat.

Carter said SPOA will always consider Hightower

a strong ally and will long remember the contributions he made to improving the lives of Shreveport police officers.

"It takes bold leadership to effect significant change," Carter said. "And Keith Hightower has impacted our lives in a way that will be remembered long after he has left City Hall."

Help grow the police labor movement in LA

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We should be working together to change the law to make Louisiana a safer place to live.

Today, I invite those of you with an interest in growing the police labor movement in our state to join me as we embark on a journey to change things for police in Louisiana.

It certainly won't be easy, and results won't happen overnight. But, if you have an interest in state government and the heart to help improve our profession and make life better for working officers and their families, then I invite you to be part of something big.

In 2007, I will create and appoint an exploratory committee that will work closely with our professional political team to reach out to police union leaders across the state.

It's time for SPOA to think big and play a leadership role in changing things at the state level to make things better here at home. We can grow the state's police family to help all of us get the things we need to do our jobs better and safer, protect our rights and improve life for our families.

We can do this with your active involvement. If you're interested in being part of this effort, contact me by email, mcarter2@sport.rr.com.

Together, we can make 2007 our BIGGEST year yet!

Union re-elects Carter, amends Constitution

SPOA members re-elected Michael Carter to lead the union as President during union elections Nov. 3-4.

Carter, who has served six terms as President, was re-elected with 59 percent of the vote.

Jimmy Ray was elected Vice President and incumbent Treasurer Lowell Bowen was re-elected.

Harold Coleman defeated incumbent Secretary Patrick McConnell in a runoff election Dec. 18th.

Also in November, the following proposed amendments to the SPOA Constitution were approved by members:

* Article VIII, Section 2: Proposed to increase the ballot box guard pay from \$20 per hour to \$25 per hour in line with the normal off-duty employment wage.

* Article IX, Section 2, Duties of the Vice President: Proposed to add mandatory fundraising to the job description of Vice-President, reporting to the body quarterly on progress and status. Provides for authorization for removal from office by full union vote if the elected V.P. refuses to conduct fundraisers and report on a quarterly basis as prescribed; further authorizes the V.P. to organize committees for fundraising as needed:

* Article XV, Section 1: Proposal adds \$100 per hour maximum paid to any attorney on a civil service matter on behalf of any member, whether to a general counsel or private counsel.

* Article XV, Section 2: Proposal strikes all written matters of the current legal fund under article 25, section 2, and replaces it with the following:

Civil Service Actions will be handled by the union's general counsel, unless the member seeks private counsel of their own, limits the disbursement of funds to \$100 per hour, \$1,500 per incident maximum regardless of the attorney used:

* Article XVII, Section 1: Proposal strikes the yearly cap of \$3,000 for charitable donations, but leaves a \$250 per incident maximum.

* Article XVII, Section 2: Proposal strikes all exceptions to charitable donations limits, and maximums.

* Article IX, Section 6: Proposal strikes article IX, section 6, and replaces it with the President with appoint investigative committees only as needed, with three (3) people serving on the committee at a time.

The following proposed amendments did not receive approval from the members:

* Article XV, Section 3: Proposal strikes all parts of section 3, Civil Suits, without exception.

* Article XV, Section 6: Proposal strikes all parts of the monetary assistance votes for legal counsel on civil service actions only, (i.e. Civil Service appeals, PDC's, IAB Complaints).



Congratulations to new Corporals.

Officers recently promoted to Corporal include front row from left, Cpl. R. McDonald, Cpl. M. Crow, Cpl. T. Jenkins, Cpl. M. Dunn, Cpl. S. Gillis, Cpl. D. Gardner, and Cpl. F. Clinton. (Photo by Michael Carter)

President signs Pension Protection Act, offers some benefits to police

The Pension Protection Act of 2006 (H.R. 4), signed by President George W. Bush this fall, contains some provisions that affect police officers and fire fighters.

Specifically, the bill contains the following:

* The "H.E.L.P.S. Retirees Act" provision was amended and included in the final pension compromise passed by the House, under Title VIII, Section 845. This legislation would allow retired public safety officers to use up to \$3,000 annually from their pension funds, including defined benefit plans and defined contribution plans, to pay for qualified health insurance premiums without taxing these distributions.

* The final compromise bill also includes language which waives the 10 percent early withdrawal penalty tax on certain distributions of pension plans for public safety officers (Title VIII, Sec. 827). Under current law, annuity-like distributions are exempt at any age, and lump-sum or partial-lump sum distributions are exempt from the tax if they are paid to employees who separate from service on or after age 55. This provision lowers the age to 50.

* Waives 10 percent early distribution penalty for military reservists/national guardsmen who are called to active duty for at least 180 days. Amounts may be repaid to the IRA or pension plan within two years without regard to the annual limits. Applies to distributions made during active duty.

* Makes permanent the Saver's Credit, a federal "match" in the form of an income tax credit for the first \$2,000 of annual contributions to an IRA or qualified pension plan. The credit equals 50 percent of the contribution for individuals with adjusted gross incomes (AGI) of \$15,000 or less (\$30,000 or less for married couples) and phases down to zero for

individuals with AGI of \$25,000 or less (\$50,000 or less for married couples). The credit is currently scheduled to expire after December 31, 2006.

* Would allow all state and local governments to maintain 401(k) arrangements effective 1/1/2006. For new 401(k) plans, the limit on elective deferrals would be reduced by contributions to the 457 plan. This would not apply to pre-1986 grandfathered 401(k) plans. (Concerns voiced regarding intent as first step toward replacing other types of plans down the road, was not asked for by public ERs or EEs, possible marketing push).

* Purchase of Service Credit

Clarifies: 1) service credit can be purchased for periods for which there is no performance of service (e.g. airtime);

2) credit may be purchased in order to qualify for an increased benefit (e.g. a higher tier/formula in the same plan);

3) a trustee-to-trustee transfer of 403(b) and 457 funds into a governmental defined benefit plan to purchase service credit does not need to be tested under the 415(n) limits on after-tax contributions to the plan;

4) once 403(b)/457 funds are transferred to a governmental defined benefit plan, they take on the distribution rules of such a plan (i.e. must be tested under 415(b), etc); and

5) a transfer need not be made between plans maintained by same employer. Would also allow defined benefit plans to accept after-tax rollovers, if they so wished, provided that they separately track the after-tax funds from the pre-tax funds. At present, defined contribution plans and IRAs may accept these types of rollovers.

Glover shared ideas on crime, policing, labor issues with union leaders prior to election

Prior to his election in November, Shreveport Mayor Cedric Glover told members of the SPOA Executive Board that he will work with the union to improve the quality of the police department.

Although state law prohibits police officers and fire fighters from playing an active role in political campaigns and restricts their unions from making endorsements, the SPOA Board of Directors met with Glover and other Shreveport mayoral candidates prior to the election to discuss issues of concern to officers and their families.



CEDRIC GLOVER

The candidates were forthcoming about their personal views on crime in Shreveport, officers' rights, police management, improving pay and working conditions inside the police department, and police-community relations.

Democrat Cedric Glover, who was elected Mayor in November, served 10 years as a State Representative and previously served five years on the Shreveport City Council.

He is recognized as a long-time community activist, working closely over the years with Shreveport police to clean up crime-ridden neighborhoods. He was actively involved with local law enforcement in operation THOR (Take, Hold, Organize and Return) to fight drug dealers and gangs.

"I couldn't allow the criminal element to take over," he said. "I saw things happening in my neighborhood that shouldn't be, so I began working with law enforcement to address the problem."

Glover told SPOA his top priority is making Shreveport a safer city.

"When I'm talking to voters, crime is their number one concern," he said.

Glover said he met an elderly woman while blockwalking during the summer who had no air conditioning, but was afraid to open her windows.

"She, and many others like her, stay locked away in their homes, paralyzed by fear," he said. "They live in neighborhoods where every night they hear the gunshots and loud music."

Glover said he supports the return of a street-level crime unit. In fact, when politicians and former police Chief Jim Roberts

announced they were doing away with the directed patrol unit, Glover said he went to them and expressed his disapproval.

"I told them if there's a problem, correct it, but don't take an effective law enforcement tool and do away with it simply because you're trying to appease certain people who don't understand the problems we're facing in this city," Glover said.

As Mayor, Glover said he wouldn't be "afraid" to put the tool back on the table.

Glover said he believed he could help ease tensions between African-Americans and the police by encouraging leaders to assume some responsibility for ridding their neighborhoods of criminals. He was critical of community activists who appear "stuck in a civil rights paradigm. That time has past. There are many who simply wait around for opportunities to denounce the police," he said.

Finding ways to reduce crime in the city was only possible through a partnership with the police. He said increased police presence is a proven deterrent and he will work to implement a program whereby police officers living outside Shreveport could buy a home here without paying property taxes. Because most officers already have take-home cars, their presence in neighborhoods would help curb crime.

As State Representative, Glover passed legislation to allow voters to raise Shreveport police and fire fighters salaries. Voters raised officer salaries in 2002 as a result, and extended the raise again in 2006.

He said he believes officers and their union should have the right to engage in the political process, and added that the union should be involved in the process to select a new police chief.

Glover said he would likely open the search nationally, but preferred a candidate who was familiar with the city.

In the aftermath of the Marquise Hudspeth shooting in 2003, Glover and SPOA went to war in the Legislature over a bill that would have created a citizens review board for Shreveport police. Glover didn't consult with the union or the police department before introducing the legislation.

SPOA strongly opposed the measure suggesting a review process was already in place through the Civil Service Board. Glover was able to pass it through a House committee and then brought it to the House floor where SPOA lobbyists convinced lawmakers to vote it down.

"That was a difficult time for us," remembers Carter. "We had a friend who was our champion in 2002 during the pay raise. Now, we were forced to be adversaries. That hurt us because we have high admiration for him."

After the session ended, Carter contacted Glover and asked for a meeting. He brought along Captain Wayne Smith and the union's political consultants, and after an open and honest discussion about the issue, Glover offered not to pursue the legislation in future sessions.

"A promise made was a promise kept," Carter said.

During his interview before the Primary, Glover repeated his commitment not to pursue citizens review. But, he said he remains committed to improving the quality of police officers and is interested in finding out more about a negotiating tool used in

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Mayoral candidates shared views with Shreveport police before Primary



ARLENA ACREE



VERNON ADAMS



ED BRADLEY



JERRY JONES



LIZ SWAINE

Prior to the Primary Election, the SPOA Board of Directors interviewed candidates Arlena Acree, Vernon Adams, Ed Bradley, Jerry Jones and Liz Swaine.

During open and honest discussions about crime in Shreveport and the future of policing here, each candidate contributed ideas worthy of future consideration by elected officials and police management. SPOA appreciates these individuals, their personal commitments to improving our city, and their willingness to get involved in the political process.

State lawmakers played politics with pay increase

(Continued from Page 1)

PolicePay.net.

Carter said the events of the past few days underscore the need to repeal legislation that prevents police officers and fire fighters from having a voice in the electoral process.

"The politicians have us where they want us," he said. "They can vote to hurt our profession and our families and we can't even go out and support their opponents during an election.

"We are fighting a war to bring democracy to Iraq when it hasn't even made it to Louisiana yet," he said.

SPOA representatives contacted local representatives urging adoption of the proposed pay raise. Democrats Earnest Baylor and Roy Burrell, both of Shreveport supported HCR 6.

"We appreciate the support of Rep. Baylor and Rep. Burrell. They came to the aid of the working people of Shreveport and we will long remember their willingness to stand up for us," Carter said.

Republicans Powell, Smith and Waddell voted no and didn't return phone calls or email to the Association.

Rep. Montgomery explained to SPOA that he supported increased pay for police, but voted against the key to its passage because it removed the spending cap on future state revenue.

The session got off to a rocky start on Dec. 8th when Senate President Don Hines, D-Bunkie, blocked the Revenue Estimating Conference from recognizing the budget surplus because he was angry at the governor for blocking efforts to have the state guarantee bonds for a syrup mill in his district. Republic House leaders said they don't want to appropriate money that's "not recognized" and also openly complained that Democratic Gov. Kathleen Blanco called the session with little notice.

"Blaming other politicians isn't good enough, and long-winded technical explanations don't change the end result," said Carter. "One way or another, they will feel our pain."

On Dec. 4th, Carter was among dozens of local

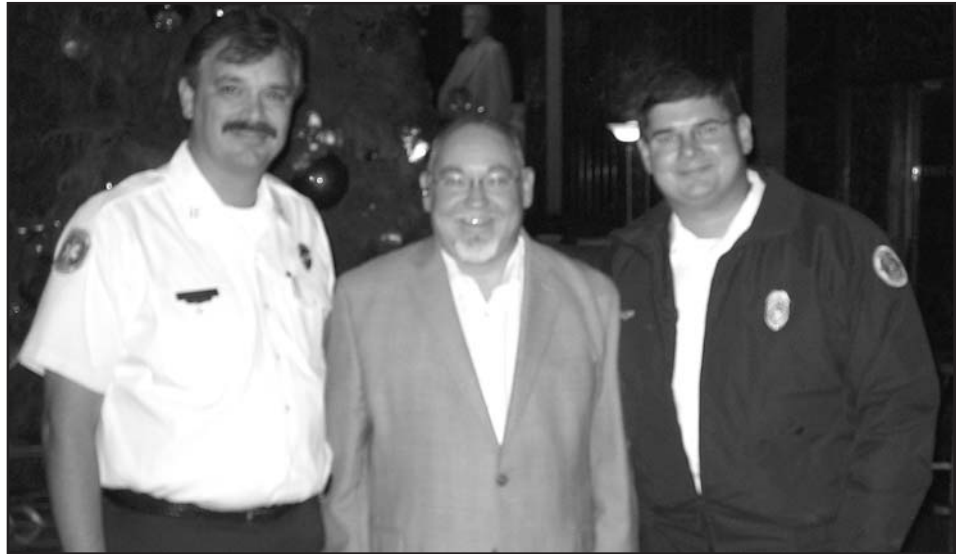
Glover renewed promise not to pursue citizens review legislation

(Continued from Page 6)

Texas where the city and its police officers negotiate a contract through a permissive meet and confer process.

Carter said he was disappointed that the union was prohibited by law from educating voters and union members about Glover's views on policing and union activities prior to the election.

"We believe the views shared by all the candidates for mayor were worthy of dissemination to the public and we look forward to the day when police in this state have a voice in the electoral process," he said.



SPOA Political Consultant Charley Wilkison met with the Professional Fire Fighters Association of Louisiana while in Baton Rouge this month. From left, Shreveport PFFA President and State PFFA Secretary/Treasurer Stacy Birdwell, Wilkison, and State PFFA President Chad Major. The state fire fighters association also lobbied on behalf of the pay increase.

first responders who attended a press conference in Shreveport where the Governor, Mayor Cedric Glover and Rep. Burrell announced the Governor's plan to raise the supplemental pay.

"At that time, we thought this was an agreed-to deal, but we learned quickly that political winds were blowing the other direction," Carter said.

Immediately, the union retained the professional services of its lobbyist and political consultant who went to Baton Rouge to be a voice for SPOA members.

"In the absence of a unified lobbying effort at the state level for police, we felt compelled to do everything we could to represent the best interests of our members," Carter said. "In the end, this partisan grudge match was something that the working people of Louisiana couldn't budge."

"The politicians have us where they want us. They can vote to hurt our profession and our families and we can't even go out and support their opponents during an election."

SPOA President Michael Carter

The proposed \$150 monthly pay increase would have helped Shreveport police officers offset the rising costs of health insurance. The increased cost of premiums has forced officers to take on even more

extra-duty jobs just to make ends meet.

"It has gotten to the point where most officers spend almost every waking hour on the job," Carter said. "We have little time for our families and all of us are overworked and overstressed.

"While this extra \$150 wouldn't have solved all of our prob-

lems, every little bit helps ease some of the burden," he said.

Gov. Blanco said the proposed pay raises would have been a first step in a long-term plan to resolve Louisiana's insurance crisis created in the wake of Hurricanes Katrina and Rita. Her plan also included tax cuts and lower insurance premiums.

ATTENTION SPOA MEMBERS!

Any union member who is being harassed by any administrator should contact a member of the SPOA Board of Directors for immediate access to an attorney.

President Michael Carter, 423-3779, mcarter2@sport.rr.com

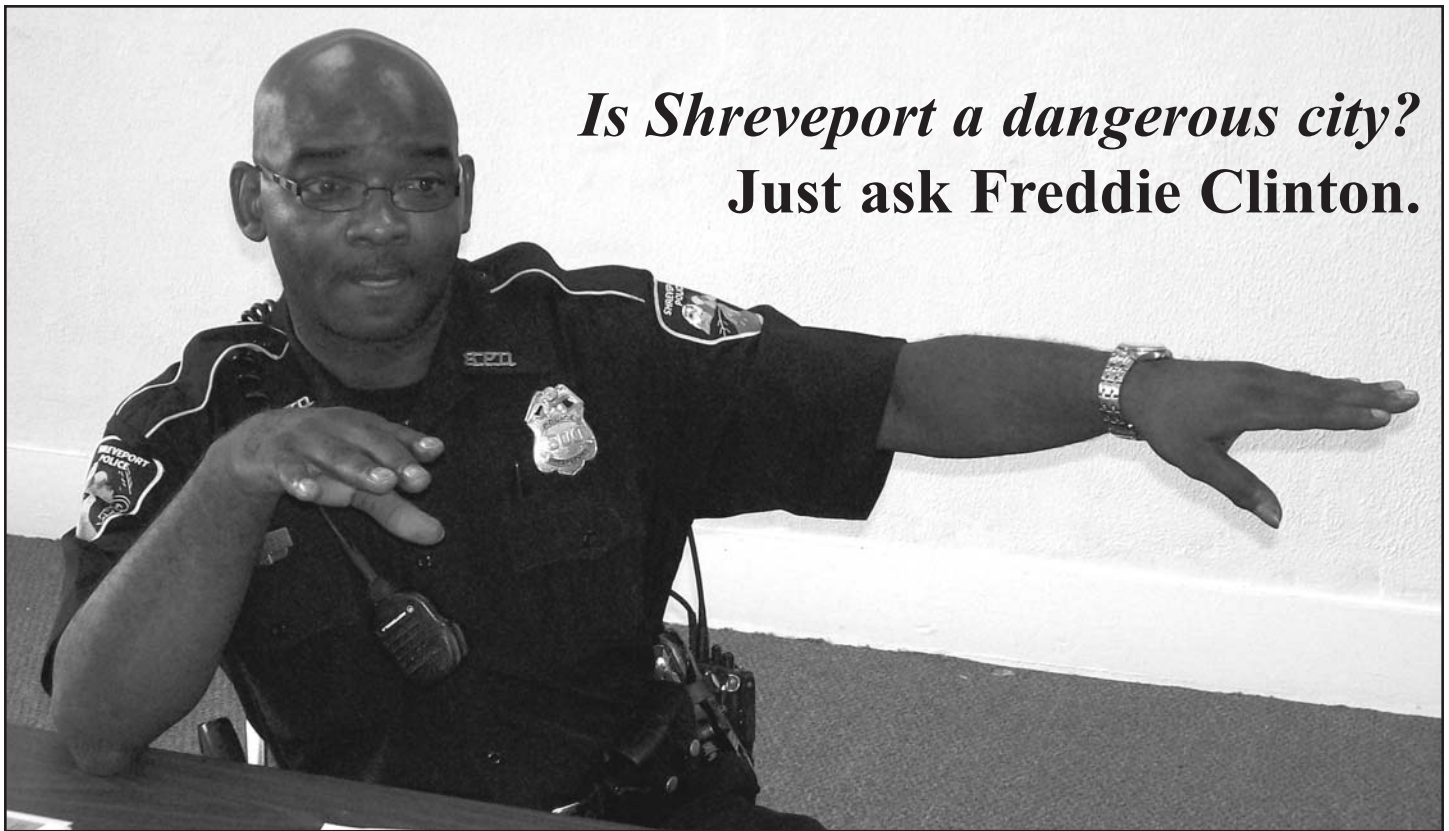
Vice President Jimmy Ray, 465-9356

Treasurer Lowell Bowen, 617-5651

Secretary Harold Coleman, 617-9130

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Is Shreveport a dangerous city? Just ask Freddie Clinton.

Politicians take note: the quickest way to make the police your enemy in a political campaign is to go on their turf and tell them crime isn't all that bad -- that it's exaggerated by the media -- and that the city is actually safe.

When some Shreveport patrol officers heard that mayoral candidate Liz Swaine had made those comments during an interview with their union board, their reactions were similar. After the initial shock and the sudden realization that this popular candidate might actually win, all used colorful language to describe how out of touch the candidate was with reality.

When Officer Freddie Clinton and Cpl. Joshua Feliciano heard the news that "Shreveport isn't a dangerous city, both shook their heads in silence.

After all, it wasn't that long ago that the two officers were involved in an almost surreal experience with a gunman in Mooretown -- an experience that they and the other officers on duty that night will never forget.

Those who know him best, knew instantly that Officer Clinton was in trouble. His voice was shaking as he called for help.

"He sounded like he was in a panic," said Officer Jeff Allday, who was at police headquarters writing a report. "It was a busy night, and it was unnerving to hear the panic in his voice."

Officer Clinton, known for his quick sense of humor, colorful stories and a smile the size of his beloved state of Louisiana, didn't sound like himself.

"I've never heard his voice sound like that," said Cpl. Feliciano.

"When I pulled up, I could see them (Officer Clinton and the suspect) chasing each other around the patrol car, shooting. It was like a movie!"

From about 50 feet away, Cpl. Feliciano began firing his weapon at the man attempting to kill his partner.

It all started when a woman pulled up beside Officer Clinton just as he was about to go off duty for the night and told him a man in a green truck was following her. At first, she didn't appear frightened and pulled her car off the road, but things changed quickly.

Officer Clinton eased in behind the truck, activated his lights and the vehicle went off the road. Just as he turned his spotlight into the back windshield, the truck moved forward quickly and rammed the woman's vehicle, pushing it into a utility pole. Her car caught fire.

When Officer Clinton attempted to get out of his car, it took him a few seconds to get loose from the seatbelt.

"I thought she was dead," he said. "But, the man jumped out of his truck and went toward her car. She started running toward me yelling that he had a gun."

The man started shooting at both of them.

Officer Clinton picked up the hysterical woman and sought cover with her on the passenger side of his patrol car as the shooter followed, determined to kill the woman.

"I was holding her on my right side and shooting with my left. She was hysterical," he said.

As Officer Clinton reloaded his weapon, the man came out from the front of the patrol car and shot the woman.



Cpl. Joshua Feliciano was the first backup to arrive on the scene and found his partner being chased around his patrol car by a gunman determined to kill him and the woman he was trying to protect. The seven-year SPD veteran saved the life of his partner and the woman by stopping the gunman with a bullet to the upper torso.

Cpl. Feliciano arrived on the scene and saw his partner and the woman moving around the car in search of cover.

"He (Cpl. Feliciano) had him in his line of fire and stopped him with a shot to his upper torso," Officer Clinton said.

"The suspect gave me a chance to protect Freddie and that girl and I took it without hesitation," said Cpl. Feliciano.

"I think I was more shaken up than Freddie. I was
(Continued on following page)

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watching my friend get shot at,” he added. “When it was over, I gave him a big hug and we shared a few tears.”

With 20 years of military experience prior to joining the police department, Officer Clinton said there was no time to be scared or reflect on the severity of the situation. He survived because of his training.

Officer Clinton said he thinks he fired almost 20 rounds in the gunfight. Months later, *The Shield* found bullet holes in a nearby church -- a daily reminder of all who worship there that the neighborhood is dangerous.

“Crime is not a perception. It’s real,” Officer Clinton said. “It seems like a police officer has to be an octopus on the street.”

Officer Allday, who was called to the scene but arrived after the suspect was down, said it’s discouraging to know that politicians can be so out of touch with what is going on in the city.

From a parking lot across from the bullet-riddled church where he stopped to do some paperwork, Officer Allday told *The Shield* that after hearing political talk about crime in Shreveport, he didn’t feel very confident that politicians knew what it would take to solve the city’s crime problem.

“I grew up in Shreveport and I don’t remember shootings like this,” he said. “These days, we (police officers) KNOW that somebody is going to shoot at us.”

Raymond Darnell’s victim, who was his ex-girlfriend, survived the shooting, but is maimed for life, said Officer Clinton.

In December, Darnell was convicted of attempted first degree murder on a police officer.

In the aftermath of the shooting, it was their union that provided the support needed by Officer Clinton and Cpl. Feliciano.

Union officials were among the first on the scene on May 17th, and during the officers’ five-week administrative leave, the union provided financial assistance to help offset the loss of extra-duty jobs.

With seven years on the department, it was the first time Cpl. Feliciano had been involved in a shooting.

“When it’s all over, you learn who your true friends are in the department,” he said. “If you’re a union member, your phone doesn’t stop ringing. They checked on me and my family daily and it was reassuring to know I had their support.”

SPOA President Michael Carter said Shreveport is such a dangerous place that it is more likely now than ever before that those assigned to patrol will be involved in a critical incident.

“Our ability to survive in the line of fire depends on our training,” he said. “But, union support and involvement in the days that follow set the course for our long-term survival. In a crisis, SPOA will always be there for its members.”



Officer Jeff Allday (above right) says crime in his hometown of Shreveport is getting worse despite the political rhetoric offered during the election season. The Shreveport Police Officers Association suggests that individuals interested in seeking an elected office take the time to learn more about crime by spending time with patrol officers. Those passing by the Cathedral of Free Spirit Baptist Church on Broadway Street (right) can see bullet holes left from the gunfight that nearly cost Officer Freddie Clinton his life.

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OPINION

A statewide union with the ability to be political is the key to improving life for police in LA

By Charley Wilkison
SPOA Political Consultant

As someone who has worked mostly in obscurity during the 2002 and 2006 pay raise elections as well as various media fights with the past two police administrations, I used to say the hardest fight was with then State Representative Cedric Glover regarding his civilian oversight bill. We won that fight by only two votes on the House floor.

After the recent Special Legislative Session, I can tell you that I have a new fight to add to my list. There is enough blame to go around, but I have never seen a worse situation than you have in Louisiana. I have worked in various states and lobbied the U.S. Congress, but Louisiana police officers have it bad.

I have heard from the professional political spin doctors in my career but I have never seen anything that competes with the experiences I have had in Louisiana. Your politicians are the best at shuffling, squirreling and shifting their share of the blame. Both parties are at fault, but one party in particular played the role of the obstructionist this past special session.

Ask yourself this question: who voted for you to get a pay raise and who voted against it? That, my friends, is the question to be answered. Is there political forgiveness to be given? Is there redemption? That is for your union and the voters to decide. My recommendation is to make them answer why you and your family did not get a pay raise this Christmas.

Your politicians regularly use you in their efforts to be re-elected to power. But, when it comes time to

Reflections on 2006

(Continued from Page 4)

wishes. At some point in this legal fight we shall prevail.

The recent legislative fiasco, aka special session, was the second obvious reason in less than one month, which proved we must fight this m el e to the bitter end. We are worth listening too, and we will be heard!

As we end this year, we have so much to be proud of and yet we are still grieved. We lost one of our brothers and he will forever be with us. We owe it to Adam Wilson to always carry our heads high, and allow our hearts to be true. We owe his family the greatest debt because they gave their son, brother, husband, and father to our calling. For those of us that knew Adam, never let him be forgotten to those that will come behind him and take up his calling as their own. We have given financial, emotional, and legal support to Adam's wife, and his little girls. We will continue to help them acquire all that is rightfully theirs. You have my word that all of your voices will be heard at every moment when we profess our love and our admiration for our brother. May he rest in peace, and I pray that we will all be remembered so fondly as we remember him.

As this year closes and a new year begins I am comforted at what lies ahead. We will continue the fight to raise our state supplemental pay and we will

(See **MORE**, Page 12)

listen, they are deaf. It is my belief that you have to move toward two goals in order to be effective.

First, your local union needs to help organize and join a legitimate statewide union because one does not currently exist in this state.

Second, all officers in this state should work to rid themselves of the archaic and fundamentally unfair Hatch Act.

Your local association wisely chose to quit a certain statewide union some years ago. Your local elected union officials felt that paying them was a waste of your hard earned dollars. One thing is true, the statewide union that does exist is inept at representing your interests in the State Capitol. However, it is impossible for Shreveport, Baton Rouge, New Orleans, Monroe and other large municipal unions to continue to singularly fund statewide lobby efforts while other departments pay nothing.

The time has come for you to merge your political interests with those of other departments and unions across the state and form a new organization that will look after your interests in state and national government.

But, even a sound union can not operate with the current Hatch Act in place. The SPOA was correct in challenging this hateful law in court and it needs to be abolished by the next Legislature. Any politician

who is against removing it is not your friend. You can take that to the bank.

You deserve the same rights as all other law abiding citizens. The right to endorse candidates, the right to form a political action committee, the right to have a bumper sticker or yard sign, and the right to participate fully in the political process.

It is not okay for the politicians to take thousands of dollars in contributions from rich corporations, yet you are not allowed to form a PAC. It is not okay for politicians to seek the endorsements of other types of employees while you, who place your life in harm's way each and every day, are precluded from endorsing candidates. It is not okay for the fire chief to stand up with his employees' union and endorse candidates while the police chief threatens to fire anyone who endorses a political candidate.

As many of you know firsthand, prejudice is real. It truly exists and the Hatch Act is just another way of expressing it. The politicians want to use your issues to get elected, but they don't have to listen to you and they don't have to answer to you in any way at all. That has to change.

Charley Wilkison is a political strategist who often advises police unions. He has been involved in politics since 1976.

SPOA, voters agree Glover best choice for public safety

(Continued from Page 1)

effectively limited officers' ability to do their jobs, Carter and the SPOA Board set out to educate candidates on public safety issues prior to the Primary Election in September. They hoped the candidates would take the information and use it to craft ideas to battle the city's growing crime problem.

At the same time, the union asked a state district judge to issue a declaratory judgement allowing the union to make political endorsements.

"Voters have a right to know what their police officers think on matters that impact public safety," Carter said. "Furthermore, it's wrong to deny police officers and their families the right to participate in the electoral process."

Judge Jeanette Garrett has yet to make a decision on the issue even though former Mayor Keith Hightower and the City of Shreveport officially paved the way for the police and fire unions to participate.

Carter said he was disappointed that the court's delay kept the union out of the political process. The fire union gave an indirect public endorsement through a district representative and there were no known repercussions to local fire union officials.

Carter said rank and file police officers couldn't count on the same support from former Chief of Police Mike Campbell. Therefore, they were forced to keep their views to themselves and refrain from educating even their own membership.

Three days before the runoff election, SPOA members participated in an internal election and the majority said they would support Glover for Mayor. Participants understood that their vote would not be used to influence the mayoral election because the law prohibited their participation.

Carter said he included the measure on the union election ballot just in case the judge ruled in their favor in time for them to use the information to make an endorsement. But the ruling wasn't issued and the results were kept secret.

"Even though the election is over, I believe it's important for SPOA members, their families, our new Mayor and the public to know that rank and file officers are looking forward to a new day with new leadership," Carter said. "We feel positive about the future, and believe we can work with Mr. Glover to make Shreveport safe."

Carter said there has been much speculation throughout the ranks about new leadership for the police department. He said the Board asked Mr. Glover about his ideas for a new chief during the interview process.

"He told us the union would have a voice in the selection process," Carter said.

Regardless of his choice for police chief, Carter said he believes Mr. Glover will keep an open door to the union. "We look forward to an open, honest relationship," Carter said.

Chumley's experience underscores need for administrative support, flexibility in times of crisis

At age 25 with only 18 months on the department, Officer Daniel Chumley wasn't prepared for the physical and emotional stress he suffered for weeks following a critical incident last June.

"Within seconds, the police showed up. I remember standing back looking at it all -- the fire fighters, police -- then, it hit me what happened and I was instantly worried about my job," he said.

Officer Chumley's reaction is typical of police officers across the country after their involvement in a critical incident. In most cases, officers say their first worry is how their action will be interpreted by police administration. That's why officers represented by strong unions commonly call a union official even before contacting a family member.

Officer Chumley said he called the Shreveport Police Officers Association and within minutes, President Michael Carter and union attorney Eron Brainard arrived on the scene.

Later at the police station, he visited with a repre-

heard on the local news that the man had died.

But even before he heard the news, Officer Chumley was having trouble sleeping.

Even though he was accustomed to working nights and sleeping during the day, he was directed to call headquarters early every morning. And when the medication prescribed to help him sleep had the opposite effect, most days he would have just fallen asleep when it would be time to wake up and report in.

For the first two weeks of his five-week leave, he slept only two hours every night.

The stress of the incident combined with a serious lack of sleep was debilitating.

He couldn't help but replay the incident in his mind. He knew he had taken the appropriate action, and shared his feelings about the incident with his priest. But, taking a life under any circumstances was an experience he never imagined he would have.

It all started the night of June 11th when he noticed a parked van that looked out of place. As he approached the vehicle, he asked the driver, who appeared to be intoxicated, to show him his hands and step out of the car, but he refused all commands. As the officer reached into the window to take the keys from the ignition, the driver started rolling up the window and put the vehicle in drive.

While struggling to free himself from the moving vehicle, Officer Chumley used his knife to puncture the driver side tire.

As the van sped away with Officer Chumley following close behind, he saw the driver lose control in a curve. When he approached the spot where he last saw the vehicle, a man jumped

in front of his patrol car. The impact sent his body up onto the hood and into the windshield.

Police found drug syringes and crack in the van. And later, Officer Chumley was told the man had been diagnosed with Hepatitis C and was dying. He had stolen his mother's van, her purse and sold her belongings to buy drugs. In fact, another officer had an encounter with him earlier the same day.

The man's family sent word to Officer Chumley that they didn't blame him.

Officer Chumley said he believes the man used him to commit suicide.

"I believe he was in a lot of pain, and his family believed it, too," he said.

By the fifth week of his administrative leave,

Officer Chumley, still suffering from lack of sleep began looking forward to a cruise vacation he had planned the year before. His vacation days, scheduled a year earlier, were only three days away when he got the call to report to duty because Area 1 was so short-handed.

He asked his supervisors to reconsider their decision.

"I was worried that my lack of sleep would keep me from working safely. I was so tired and I didn't want to find myself in a physical confrontation with someone. I wasn't rested enough and was irritated," he said.

With only two people on duty in Area 1, he was told he must report.

Officer Chumley, knowing he wasn't ready mentally or physically to return to duty, spent his shift parked under a street light in the parking lot next to the downtown bus station. It was something he never before thought about doing.

"I'm a pro-active person," he said. "I don't ever sit anywhere. But, I knew I didn't belong on the street. I wasn't ready."

After his vacation, he returned to duty rested and ready for whatever might be in store for him. All it took was time away from his surroundings and positive stimulation to help him regain his strength and confidence.

Carter said Officer Chumley's experience didn't have to be so difficult. If the administration had been more flexible and understanding of the physical and emotional needs of this officer, his time off could have been more productive.

He said changing the report-in time every day to make it reflective of the officer's normal daily routine would be a big improvement.

"Adequate rest is not only important to our safety on the job, but also to our mental health when recovering from a critical incident. Officers who work night shifts shouldn't have to alter their entire routine just to make a short phone call at a time that might be more convenient to a paper-pusher," Carter said.

Carter, a certified peer counselor, said the administration should also do a better job when it comes to transitioning the officer back to work.

"The thought of Officer Chumley being required to report for duty after suffering so many weeks without sleep is unbelievable," he said.

"All of these administrative decisions have a lasting impact on the officer's physical and mental health," he added. "To those who sit in a comfortable office all day, these concerns may sound petty. But to those struggling to regain their sense of normalcy in the aftermath of a violent life-changing experience, these administrative decisions are monumental."

*To learn more about surviving a critical incident and Post-traumatic Stress Disorder, SPOA recommends the book **CopShock, Surviving Post-traumatic Stress Disorder** by Allen R. Kates.*



In the weeks following a critical incident last June, Officer Daniel Chumley suffered from severe sleep deprivation.

sentative from the critical incident counseling team who was very helpful.

Officer Chumley was placed on administrative leave and was asked to hand over his gun and commission card. While the incident didn't involve his gun, he was told it was standard procedure.

"I knew I was going to get it back, but the fact that they can just take it away when I worked so hard to get it. It made me angry," he said.

"I kept asking what the guy's condition was, and it wasn't until the next day that I was told he was on life support," he said. "Soon after that, I got a call from the officer with him at the hospital that the family had decided to pull the plug."

Two days after the accident, Officer Chumley

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Chief's handling of racist e-mail controversy may have led to his sudden resignation

Many speculate as to the real reasons for Chief Mike Campbell's sudden resignation within days after the election of Mayor Cedric Glover.

Union President Michael Carter, who had his share of disagreements with the former chief on behalf of union members, said near the top of the list of strikes against Campbell was his handling of a racist email last fall.

The administration was stunned by the power of the union's political strategy in bringing the matter to the attention of the public and the Civil Service Board, he said.

When an officer offended by the content brought the email to the attention of the union, Carter accused the Chief of trying to downplay the offensiveness of the language in order to defend his administration. He asked the Civil Service Board to investigate.

SPOA produced a radio commercial and held news conferences denouncing the behavior of the Assistant Chief and the Captain and the failure of the Chief to hold his administrators accountable.

In the defense of his administration, Chief Campbell released the emails to the press and offered to resign if the Civil Service Board decided he hadn't

handled the affair correctly.

"I think this shows the power of the union's influence," Carter said. "We took the issue to the public and forced the Chief to acknowledge that the union was right."

In the end, Assistant Chief Glenn Schach and Captain Kenny Ray Jackson were held accountable for their actions.

"SPOA is not afraid to step up and hold administrators accountable," he said. "Never again should African American members feel isolated without the support they need from this membership. Something was finally done."

More Reflections...

(Continued from Page 10)

win! The great people of this state should be ashamed of their legislators and we shall call them by name as they hurt us with their individual, and autonomous decisions to follow partisan politics. I want to thank you all for entrusting me once again to serve you. It has been a long and rewarding six years. I have come to know so many of you personally and I am so proud of all of you.



SPOA finds a friend in Sen. Sherry Cheek

One bright spot in the recent political fiasco in Baton Rouge was Senator Sherry Cheek of Shreveport. Unlike some of the bitter trolls that lurk underneath the bridge in the House of Representatives; Sen. Cheek was always responsive to SPOA.

Sen. Cheek is not just one of the good ole boys hanging out, grinning and scratching in the Capitol. Her unique background as a long-time legislative aide has given her a different view of the political process. She seems to understand that it is not all about her, and that way of thinking is unique in Louisiana.

Elected as a Republican, but often reaching across the aisle and voting with the Democrats shows her ability to reason and search for non-partisan solutions to the very real problems facing this state.

While the Senate was spared some of the glaring exposure to real decision making during this past special legislative session, Sen. Cheek has assured us that she is firmly behind Shreveport's Finest, and we believe her.

In 2007, she will undoubtedly have the opportunity to prove herself. It will take more than good intentions, good looks, and good speeches as she once again enters the shark infested waters of the Louisiana Capitol where even big gators tremble with fear.

-- Charley Wilkison
SPOA Political Consultant

Chief Mike Campbell's Legacy on SPOA Members

*** 185 disciplinary cases were brought against Shreveport police officers by Chief Mike Campbell's administration (2003-2006).**

*** 40 percent of SPOA members were represented by an attorney in some matter.**

SPOA won all but one appeal

for its members!