



## TEXAS COPS & COMMUNITIES, INC.

*Fighting for Justice...Uniting Community!*

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President & CEO

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September 17, 2020

**Honorable Mayor Sylvester Turner**

City of Houston  
P.O. Box 1562  
Houston, TX 77251

**RE: TEXAS COPS & COMMUNITIES POLICE REFORM RECOMMENDATIONS**

**Dear Honorable Mayor Turner,**

Texas Cops and Communities, Inc., formerly known as Texas Cops & Kids, Inc., celebrates over 20 years of community engagement and exists as a backbone non-profit organization to build capacity in communities to close the gaps between law enforcement and residents as well as to eradicate systemic racism and retaliation in law enforcement.

We write you in response to your request for sweeping law enforcement policy changes, as part of your Police Task Force. There is a growing crisis in this country according to the FBI in October 2006, warned that "White Supremacist infiltration of law enforcement" represent a significant national threat. As we fast forward to 2020, Michael German, a former FBI special agent, who has written extensively on the ways that US law enforcement have failed to respond to far-right domestic terror threats, concludes that US law enforcement officials have been tied to racist militant activities in more than a dozen states since 2000, and hundreds of police officers have been caught posting racist and bigoted social media content. Conclusively, as the FBI warned this infiltration in law enforcement represents a significant national threat, because these groups, predicated on hate, have infiltrated policing agencies in every region of our country and is a real threat to true 21<sup>st</sup> century community policing where cops and residents work collaboratively to address the ever-evolving demands in our communities.

The George Floyd Justice in Policing Act (GFJPA) of 2020 (H.R.7120) has been tendered as a means of enacting criminal justice reform. However, in order to honor the life of George Floyd and others who have been unjustly killed by the hands of cops, our partners in law enforcement say there must be a change to the cultures in Law Enforcement, the Code of Silence a culture that protects "Bad" Cops, Retaliation against "Good" Cops who report police misconduct, White Supremacist and Systemic Racism in Law Enforcement, to truly have real systemic police reform.

We understand that no one municipality or organization can do this work in isolation and we stand ready to lock arms with our brothers and sister in blue and in our communities to assist in the reformation process not just in solidarity but also in action.

If your schedule permits, join us on September 17, 2020 at the City Hall Reflection Pool, at 11 am, as we stand with our brothers and sisters in blue in the Los Angeles Sheriff's Department to denounce the recent ambush that wounded several police officers. Should you or your staff have any questions, please don't hesitate to contact me at your earliest convenience.

Sincerely,

**Noel A. Pinnock**

cc: Texas Cops & Communities, Inc. Board of Directors

**Enclosures (4) – 17 Recommendations, HB 1091, Ketamine, and Senate Bill 162**

## TC&C OFFICERS - POLICE REFORM - 17 RECOMMENDATIONS (1)

1. **Work** with the military to identify former military officers' who have been **purged** out of the military, to assure law enforcement agencies **DO NOT HIRE** these officers, because they have or may have had ties to violent racists hate groups or have a racial bias towards minorities; or a history of family violence; or other problems that could pose potential problems for law enforcement and the public they serve. Law Enforcement Agencies should place these officers on a **DO NOT HIRE LIST**. (See Enclosure 2 Below)
2. **Join** the military in **purging** cops who have ties to violent racist hate groups.
3. **Implement** a mandatory screening process, during the hiring process to eliminate military recruits who have been **rejected** from enlisting in the military, because they have or may have had ties to violent racists hate groups or have a racial bias towards minorities; or a history of family violence. This screening process should also include officers who have suffered from PTSD or other mental illness issues or may have received a less than honorable discharge from the military.
4. **Prohibit** hiring former military officers or any officer who ever **participated** in any and all Killology aka Warrior Training. Killology aka Warrior, Fear Based Training, which teaches officers how to kill.
5. **Prohibit** officers from participating in all Killology aka Warrior Training while on duty or off duty. Killology aka Warrior, Fear Based Training, which teaches officers how to kill.
6. **Prohibit** police from interfering with EMTs or paramedics from treating suspects, including requesting EMTs or paramedics to give suspects ketamine injections, as de-escalation, to calm suspects down, claiming excited delirium. (See Enclosure 3 Below)
7. **Prohibit** hiring fast-track police in just three weeks, under **Texas SB 162**, for military Special Forces personnel such as Special Forces personnel such as Army Special Forces (Green Berets), Marine Force Recon, Air Force Pararescue or Navy SEALs, to become Texas peace officers with only three weeks of training — and that training can be online. These military Special Forces Warriors are trained to kill. They should be required to go through the basic academy program. (See Enclosure 4 Below)
8. **Prohibit** hiring of non-Texas residents as HPD officers, under **HB 1091**, which seeks to allow legal permanent residents who were Honorably Discharged from the US Military to become Peace Officers in Texas. Currently, applicants must be citizens. Recognizing that legal permanent residents who serve on the front lines in the military are just as capable of serving the front lines as an officer, this bill allows police departments to increase recruiting pool and also provides an employment opportunity for certain veterans upon discharge.
9. **Implement** recruitment programs for minority students from surrounding middle and high school for the Police Explorers Programs, to close the race gap in law enforcement, to work in Black and Latinos communities upon graduating from the Police Explorers Programs.
10. **Implement** mechanisms to identify problematic officers, including officers with a history of excessive, unjustified force and shooting complaints, especially shooting of unarmed residents, and terminate these officers in order to restore the public's trust.
11. **Implement** policy requiring officers to intervene against acts of police misconduct by fellow officers.
12. **Reinstate** HPD's Public Integrity Unit to investigate criminal acts committed by police officers.
13. **Implement** a mandatory policy to terminate officers who post racial comments on their social media sites.
14. **Seek** assault charges on officers who hit, kick, knee, slap, throw a suspect on the hood or place a suspect on hood of a hot police, because a suspect failed to cooperate, then claim suspect was resisting arrest.
15. **Implement** a mandatory policy **prohibiting** officers from dehumanizing behavior, calling citizens thugs, dirt bags, low life, animals, pervert, etc. that dehumanize and degrade citizens.

16. **Implement** suicide prevention training programs, of the 18,000 law enforcement agencies across the US, approximately only 5% currently have suicide prevention training programs.
17. **Open** an investigation on officers who were terminated, based on fabricated evidence, after reporting police misconduct, including discrimination and/or sexual harassment, and upon disposition reinstate the payments owed to the officers who are cleared of wrongdoing.

## **HB 1091 PERMANENT RESIDENTS FOR LAW ENFORCEMENT (2)**

Conceived by Chief Art Acevedo in an attempt to increase the pool of qualified candidates for employment with the police department, HB 1091 seeks to allow legal permanent residents who were Honorably Discharged from the US Military to become Peace Officers in Texas. Currently, applicants must be citizens.

Recognizing that legal permanent residents who serve on the front lines in the military are just as capable of serving the front lines as an officer, this bill allows PDs to increase recruiting pool and also provides an employment opportunity for certain veterans upon discharge.

Benefit to the PDs and communities Police departments across Texas face significant challenges in the recruitment and retention of officers, for a variety of reasons. As we deal with these recruiting shortfalls, we are also cognizant of the need for a diverse workforce that reflects the changing demographic of our communities. This bill would allow us to tap into a promising group of applicants to satisfy both of those needs by providing an avenue for these applicants to continue their service. Veterans, especially those who are foreign born, can bring needed diversity to police departments, both in culture and language skills, which are extremely important to building trust with communities. This is especially true in diverse communities like Houston.

Veterans also do a good job and make good officers. Understand service to a greater cause and that sense of purpose should be fostered when they get home. They understand unit cohesion, have a servant's heart, understand even basic things like chain of command. There are lots of reasons why people do not want to become police officers in the current climate, so we should encourage those that do. Anyone eligible to defend the country should be eligible to serve their communities by keeping the streets safe.

This bill will allow us to access a diverse, talented, hardworking, and patriotic pool. This proposed policy is an important step in the evolution of modern police departments. Over the years, requirements for being a police officer have changed. Qualifications have evolved. Gender, height, race, etc. restrictions have been removed and the focus should be on one's knowledge, skills, commitment, and ability to perform the job effectively.

As honorably discharged veterans, these potential applicants have demonstrated an allegiance to the United States and have shown a spirit for service. They have also undergone security checks and extensive training. HPD would rather remove this barrier to application than propose lower educational requirements or get rid of other standards simply to increase recruiting. Houston cannot afford to do that. But allowing LPR veterans to apply would help recruit a qualified, competent workforce. The fact that an honorably discharged vet is a legal permanent resident should be a non-factor with regard to application to be a peace officer. Good enough for the military, good enough for Texas law enforcement and this bill simply expands employment opportunities upon discharge

### ***Selective Hiring***

The law enforcement hiring process is incredibly selective and removing a citizenship requirement provides no guarantee that any LPRs will be hired. In many departments, upward of 90 percent of applicants for law enforcement officer positions are rejected. Removing a citizenship requirement is not a magic solution that will immediately fill all vacancies or diversify a police force, but it may help.

### ***No Magic Bullet***

We are under no illusions that this will end the shortage of officers. Even if every honorably discharged legal permanent resident were to apply, we would still be searching for qualified people. But the need for potential officers, especially from diverse backgrounds, must be addressed, and this is a population we're ignoring for no justifiable reason. HB 1091 will open that door and provide an opportunity to veterans that may benefit departments and our communities and for this reason HPD hopes for your favorable consideration. In 2009, nearly 8 percent of military personnel on active duty were foreign-born, and more than 30,000 LPRs were serving as of 2013. HPD currently has 5200 officers, of which around 1900 are veterans. Almost 1/3 of our department are veterans.

### ***Stats?***

Not many stats because law enforcement applicants are unique in that many conduct in depth research on their profession of choice. This could lead to the assumption of those individuals without citizenship are aware they are not eligible to apply, therefore they rarely if ever approach law enforcement recruiters.

Other states: Hawaii, Vermont, Tennessee, Illinois, and Colorado. Cincinnati and LA county SO allow LPRs if citizenship within a certain amount of time.

### ***LPR information***

About a million individuals each year establish lawful permanent resident status in the United States. Obtaining this status, commonly known as receiving a “green card,” permits an individual to live and work in the United States on a permanent basis. They can get jobs, own property, and receive financial aid to public universities and join the military.

In recent years, about half of new LPRs have been new arrivals to the United States, while the rest — slightly more than half — already were present in the United States and adjusted from a different status. According to military.com, roughly 35,000 non-citizens are serving in active duty military and about 8,000 join each year.

The majority of people who obtain green cards qualify because they are immediate family members of U.S. citizens or LPRs. The rest qualify under employment-based preferences, as refugees or asylees, or in other qualifying categories, including Diversity Immigrant visas (commonly referred to as the green-card lottery).

In order to become an LPR, an individual must:

- Fall under one of the immigrant categories established in the Immigration and Nationality Act,
- Have a qualifying immigrant petition filed and approved,
  - Most immigrants seeking to become LPRs will need an approved immigrant petition.

The petition “establishes the underlying basis for your ability to immigrate and determines your immigrant classification or category.” Family members or employers may file immigrant petitions on behalf of aspiring LPRs, with different LPRs utilizing category-specific forms.

- Have an immigrant visa available immediately, and
  - While visas are always made available for immediate relatives of U.S. citizens, others in family- or employment-based preference categories may have to wait years —sometimes a decade or more — for a visa to be admissible to the United States.
  - all individuals seeking adjustment of status or applying for an immigrant visa must satisfy the relevant immigration or consular officials that they are admissible to the United States.

Threats to public health, public safety, and national security are potential grounds of inadmissibility that would bar someone from becoming an LPR. To determine admissibility, United States Citizenship, and Immigration Services (USCIS) conducts a background check including an FBI name check, an FBI fingerprint check and an Interagency Border Inspection System (IBIS) name check

### WHAT IS KETAMINE? (3)

Ketamine is a **powerful drug** often the strongest sedative in a paramedic's kit in departments that allow its use. In Colorado, where McKnight lives, the crews need a waiver from the health department to use it. Doctors administer it for pain relief, and it can even be a general anesthetic.

In Colorado in the spring of 2013, the state health department's Emergency Medical Practice Advisory Council cleared the use of ketamine in the field to treat patients with "a presumptive diagnosis of excited delirium," but EMS agencies need a waiver to use it.

Excited delirium is defined as a condition where a person is so violently agitated that they can essentially exercise themselves to death, two doctors told CNN.

Colorado health officials said of their 2013 ketamine waiver decision: "The intent was to protect both patients and providers from the harm that can come from patients experiencing extreme agitation."

This month, the state health department announced plans to review its ketamine waiver program.

*Between 2018 and 2019, there was a 72% increase in ketamine waivers for excited delirium Issued by the Colorado Department of Public Health and Environment. Some 902 waivers were made from 2018 to June 2020, even though the department guidance says the condition is rare and ketamine should "not be considered the standard of care for the management of excited delirium or agitation."*

That increase in usage is "alarming," said Dr. Mary Dale Peterson, president of the American Society of Anesthesiologists. "It can be fatal, as we have seen in a couple of cases without proper monitoring and attention to detail."

**SENATE BILL 162 (4)****Warriors Trained to Kill Become Texas Police in Just Three Weeks!**

By Larry Karson, August 30, 2016 04:45 PM

Texas humorist Molly Ivins once said, “All anyone needs to enjoy the state Legislature is a strong stomach and a complete insensitivity to the needs of the people.”

The Texas Legislature proved in 2013 just how prescient she was when it passed Senate Bill 162, allowing military Special Forces personnel to become Texas peace officers with only three weeks of training — and that training can be online. Not the 16 weeks the Texas Commission of Law Enforcement has determined is appropriate, not the six months of training the Houston Police Department requires of its officers. Just 120 hours of training to carry a badge, a gun, and the authority to stop, detain and arrest anyone they believe they should.

The Legislature basically said that highly trained combat personnel don't need any significant law enforcement training and are otherwise fully qualified to police Texas communities. Basic academy training includes classes on professionalism and ethics, the Bill of Rights, racial profiling, multiculturalism and human relations, Spanish, use of force, professional driving, communication, and problem solving, and crisis intervention. Recognizing this as a basic level of training, Texas requires a minimum of 643 hours of formal instruction to start serving as an officer or deputy.

Many departments require extensive training beyond the state minimum. Yet the Texas Legislature has chosen to go in the opposite direction and create a dangerous exception to this basic, minimum requirement. Senate Bill 162 allows Special Forces personnel such as Army Special Forces (Green Berets), Marine Force Recon, Air Force Pararescue or Navy SEALs to become police officers with only three weeks of training.

For some reason, Texas politicians believed that completing a 120-hour supplemental peace officer course that only focuses on penal, traffic and family statutes was enough to make someone a qualified peace officer if they had extensive combat training.

Basically, they were saying that warriors trained to kill in combat are already highly qualified to be peace officers. From warrior to peace officer in three weeks. How ironic — and wrong.

That supplemental peace officer course was designed to allow an experienced deputy whose license had lapsed to be relicensed. It was not created to take a sailor trained in parachuting and reconnaissance techniques and turn him into a police officer doing traffic stops. And it was not designed to turn an Air Force Pararescue medic trained to recover downed fighter pilots from behind enemy lines into a deputy responsible for investigating a high school fight on a Friday night. Yet that is what day-to-day policing is all about.

In failing to require the formal basic police officer academy program for these combat warriors, legislators have done an injustice to the people they are supposed to serve — as well as to the veterans unknowingly being put into harm's way. Do Special Forces personnel have skills valuable to policing? Of course.

And organizations often hire expertise. If they investigate white-collar crime, they hire accountants. If they need pilots for their air fleet, they recruit experienced ones. But they also send them through the basic academy program if they are going to give them the authority to lock people up for the rest of their lives, let alone kill them. Three weeks studying the penal code does not make a peace officer.

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