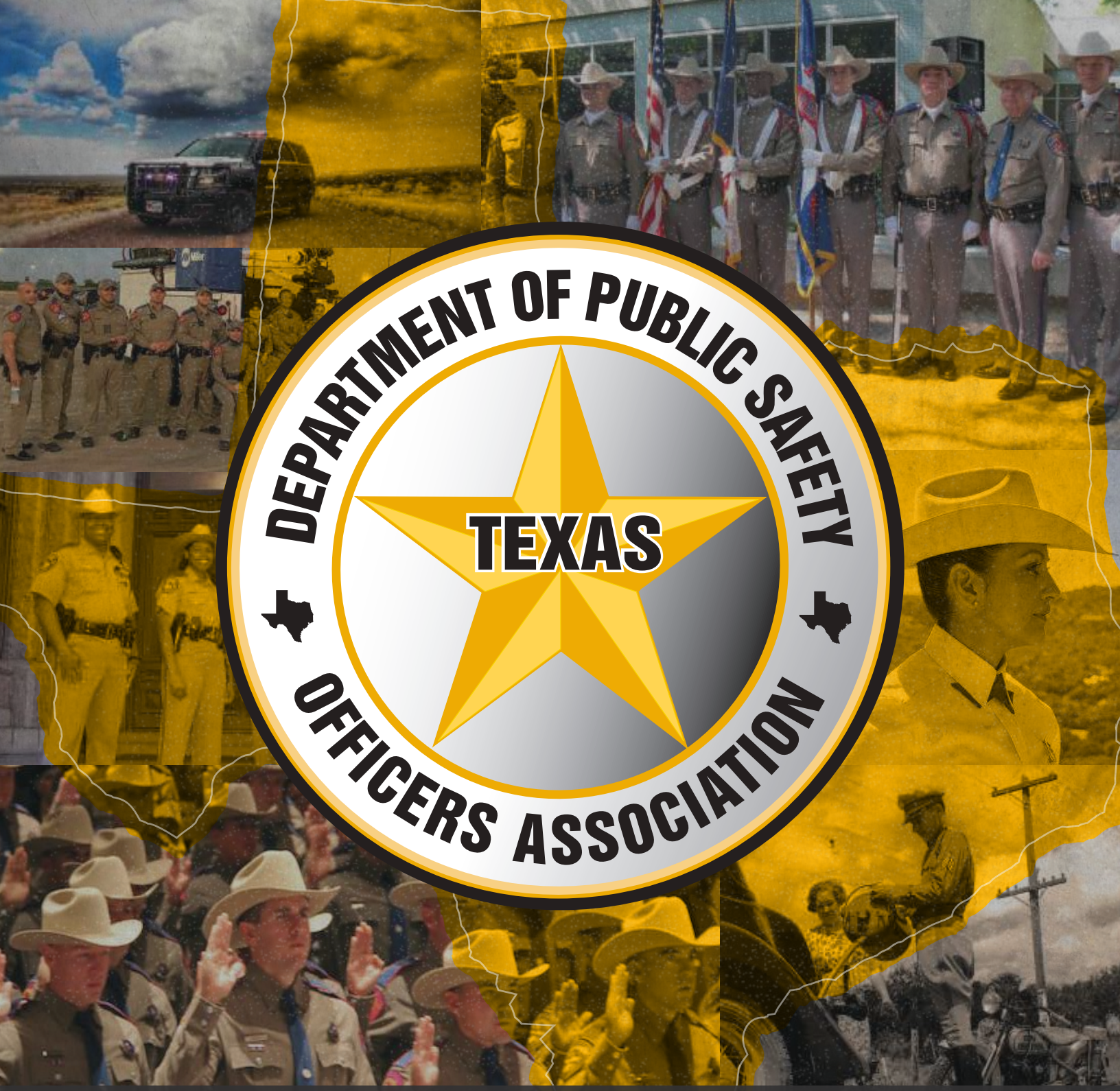


PROTECTING THOSE WHO PROTECT US ALL

For more than 50 years, DPSOA has stood beside the men and women of the Texas Department of Public Safety — advocating for your career, supporting your family, and investing in your future.

50+
YEARS OF SERVICE

5,000+
ACTIVE & RETIRED MEMBERS

$1M+
IN SCHOLARSHIPS AWARDED

LEARN MORE & JOIN



WHEN YOU DEDICATE YOUR CAREER TO PROTECTING TEXAS, YOU DESERVE AN ORGANIZATION DEDICATED TO PROTECTING YOU.

WHY DPSOA?

Because those who protect Texas deserve someone protecting them. Every day, Texas Department of Public Safety professionals answer the call to serve. Whether you're on the highway, in the air, in the communications center, at a crime scene, in the laboratory, or behind the scenes supporting the mission, your work protects millions of Texans.

OUR IMPACT

- SERVING MEMBERS SINCE 1974
- 5,000+ ACTIVE AND RETIRED MEMBERS
- $1 MILLION+ IN SCHOLARSHIPS AWARDED
- $475,000+ RAISED THROUGH HELP A HERO
- STATEWIDE ADVOCACY AND MEMBER SUPPORT

YOU PROTECT TEXAS. DPSOA EXISTS TO PROTECT YOU.

Through advocacy, professional support, educational opportunities, financial assistance, and a community that understands the unique challenges of public safety service, we stand beside you throughout your career — and beyond.

Founded in 1974, the Department of Public Safety Officers Association represents active and retired DPS professionals across every division of the agency.

Through the DPS Troopers Foundation, members and supporters invest in scholarships, emergency assistance, Help A Hero campaigns, youth programs, and other initiatives that strengthen the entire DPS family.

DPSOA EXISTS TO PROTECT YOU.

A MESSAGE FROM PRESIDENT TJ PHILLIPS

Every day, the men and women of the Texas Department of Public Safety answer a calling that few people truly understand. The work is demanding, the sacrifices are real, and the responsibility is tremendous.

That's why DPSOA exists.

We are more than an association—we are a community committed to standing beside our members through every stage of their careers. Whether we're advocating at the Capitol, investing in scholarships, supporting a family during a time of crisis, or simply welcoming a new recruit, our mission is the same: to serve those who serve Texas.

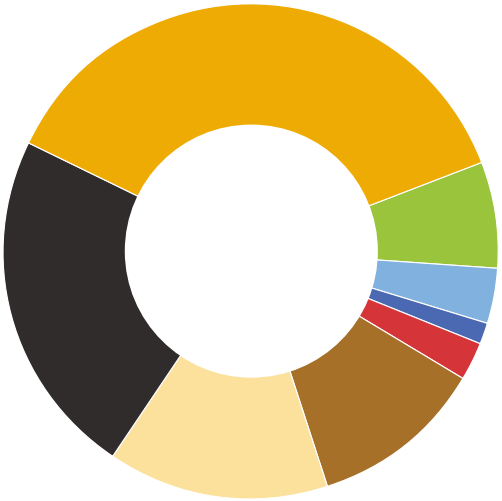
We would be honored to welcome you into the DPSOA family.

TJ Phillips, President



TJ PHILLIPS

As a part of the Association's mission, DPSOA manages a number of important programs that impact Texas public safety personnel including: Survivor Death Benefits, Scholarships, Emergency Financial Assistance, and At-Risk Youth Programs. **Over the past 12 years DPSOA/DPSTF has contributed more than $6.1 million to these important programs.**



- Legal Assistance **$2.6M**
- Survivor Benefit **$1.6M**
- Scholarships **$1M**
- Emergency Financial Assistance **$800K**
- Help-a-Hero campaign **$475K**
- Highway Memorials **$255K**
- Store Donations **$100K**
- At-risk Youth Programs **$175K**

Because protecting our members means more than words — it requires action.

WE FIGHT FOR YOU



WHEN DECISIONS ARE MADE THAT AFFECT YOUR CAREER, YOUR RETIREMENT, OR YOUR FAMILY, DPSOA WORKS TO ENSURE YOUR VOICE IS HEARD.

While you focus on protecting Texans, DPSOA is focused on protecting your profession. We advocate for legislation, represent member interests, safeguard retirement and healthcare benefits, and work to ensure the men and women of the Texas Department of Public Safety have the resources, compensation, and support they deserve.

ADVOCACY

- Represents members before the Texas Legislature
- Protects retirement and healthcare benefits
- Supports competitive pay and compensation
- Advocates for workplace protections
- Monitors legislation affecting DPS professionals

MEMBER REPRESENTATION

- Professional representation
- Legal resources
- Member assistance
- Information and legislative updates
- Experienced leadership advocating on your behalf

EXCLUSIVE MEMBER BENEFITS

- Insurance programs
- Scholarships
- Discounts
- Financial services
- Member communications
- Educational opportunities



ADVOCACY IN ACTION

Recent priorities include:

- Competitive pay for DPS personnel
- Protecting ERS retirement benefits
- Preserving healthcare benefits
- Supporting DPS funding priorities
- Maintaining payroll deduction for association dues

Supporting our members doesn't stop at advocacy. It extends to their families, their futures, and their communities.

LEGISLATIVE ACCOMPLISHMENTS

The Texas Legislature meets in Austin every two years for 140 days. DPSOA leadership works tirelessly during both the session and the interim to make sure the interests of Texas Public Safety personnel are protected. Legislative highlights during the past several legislative sessions include:

89TH SESSION | 2025

- **Stipend Pay Doubled and Stacking Allowed for DPS Officers.** Up to $8400 per year ($700 per month) in education/TCOLE certification and bilingual stipends
- **Sustainable Support for DPS Employees and Families.** Grant program to allow for $3 donation when renewing driver license that will fund highway memorial signs and assist those families affected by injury or line of duty death of a family member.
- **Expanded Health and Workers' Compensation Protections** ensures that peace officers who experience a heart attack or stroke within eight hours after a strenuous shift are presumed to have been injured in the line of duty
- **Continued support of the Retirement System:** $1.9 billion total funding and an additional $1 billion is provided for a biennial legacy payment to address unfunded actuarial liabilities
- **Group Insurance.** $4.7 billion is allocated for group insurance benefits for active and retired employees and their dependents. This includes $3.3 billion from General Revenue and covers rising premiums (an 8% annual increase) and membership growth
- **Creation of a Homeland Security Division**

88TH SESSION | 2023

- Secured a pay increase.
- Secured funding for overtime pay, stipends, and health benefits
- Secured over $750 million in funding to bring the Law Enforcement and Custodial Officer Supplemental (LECOS) Retirement Fund in actuarial soundness
- Secured additional funding of nearly $2 billion to help bring the main Employees Retirement System (ERS) closer to actuarial soundness
- Helped pass legislation to rename 11 highways as memorials for troopers killed in the line of duty.

87TH SESSION | 2021

- Secured a pay increase for all commissioned officers and communication operators — $118 million for the biennium.
- Secured funding for overtime pay and stipends
- Raised the injury benefit for officers permanently disabled in the line of duty to be based on the maximum salary authorized under the officer's salary classification schedule (Schedule C) as prescribed by the General Appropriations Act
- Helped pass legislation to cover COVID-19 as a presumptive disease
- Secured funding to provide bullet resistant windshields for DPS patrol vehicles.
- Helped pass legislation to rename 12 highways as memorials for troopers killed in the line of duty.
- Secured funding to bring our ERS retirement fund into acturarial soundness with an ongoing commitment of funds in the state budget of approx. $500 million per year above the state's regular pension contributions through fiscal year 2054.

86TH SESSION | 2019

- Secured funding for overtime pay and stipends
- Creation of the Peace Officer Loan Repayment Assistance Program
- Funding for human trafficking and anti-gang task forces

85TH SESSION | 2017

- Secured a change in the way overtime is accrued — instead of accruing the overtime in a work week (40 hrs) the overtime is accrued in a 24-hr period (anything over 8-hrs).
- Defeated attempts by some legislators to eliminate overtime pay and create new health insurance surcharges on ERS members in the 50–60 age group
- Protected retire-rehire employees from being terminated







WE INVEST IN YOUR FUTURE

STRONG ORGANIZATIONS DON'T JUST SERVE THEIR MEMBERS—THEY PREPARE THE NEXT GENERATION.

From academy to retirement, DPSOA is committed to investing in the people behind the badge. Through scholarships, professional development, recruit support, youth programs, and leadership opportunities, we help members and their families build a stronger future — together.

SCHOLARSHIPS

Education changes lives. The DPS Troopers Foundation has awarded more than **$1 million** in scholarships, helping members and their families pursue higher education and build brighter futures.

PROFESSIONAL GROWTH

Support doesn't end after graduation. DPSOA encourages lifelong learning through professional development opportunities, educational resources, leadership engagement, and programs that strengthen careers throughout every stage of service.

INVESTING IN TOMORROW'S LEADERS

Through programs like the Explorer Competition and recruit outreach initiatives, DPSOA helps inspire, mentor, and encourage the next generation of Texas law enforcement professionals.

RECRUIT SUPPORT

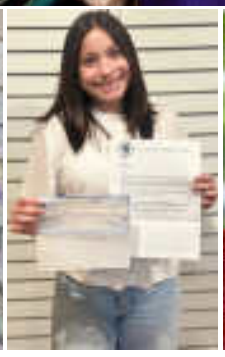
From Academy graduation through retirement, DPSOA is committed to welcoming new members into a community that will stand beside them throughout their careers.













WE STAND BESIDE YOU WHEN IT MATTERS MOST.

A career in public safety brings extraordinary rewards — but it can also bring unexpected challenges. During times of crisis, loss, injury, or hardship, DPSOA and the DPS Troopers Foundation are there to provide support, compassion, and hope. Because standing beside our members means being there when they need us most.

» MORE THAN $475,000 RAISED TO HELP DPS FAMILIES.

> Knowing that he belongs to an organization that responded to our family's greatest need with such compassion has brought us immense comfort.
>
> **Kameron & Courtney Parker, DPSOA Family**



HELP A HERO

When members face unexpected illness, injury, tragedy, or hardship, Help A Hero provides immediate financial assistance through the generosity of fellow members, supporters, and communities across Texas.

LINE-OF-DUTY & FAMILY SUPPORT

Supporting families affected by line-of-duty deaths, catastrophic injuries, and other difficult circumstances is at the heart of the Foundation's mission.

MEMBER ASSISTANCE

Whether through emergency assistance, resources, or simply connecting members with the help they need, DPSOA works to ensure no member has to face life's toughest moments alone.

HONORING SERVICE

We honor the service and sacrifice of those who have given so much to protect Texas, ensuring their legacy — and the families they leave behind — are never forgotten.

POWERED BY THE DPS TROOPERS FOUNDATION

The DPS Troopers Foundation makes many of these life-changing programs possible through the generosity of members, donors, sponsors, and community partners who believe in supporting the men and women who protect Texas.

When tragedy strikes, membership becomes family.

TOGETHER WE BUILD SOMETHING BIGGER

THE STRENGTH OF DPSOA HAS NEVER BEEN FOUND IN A BUILDING OR AN OFFICE. IT HAS ALWAYS BEEN FOUND IN ITS MEMBERS.

Membership is more than the benefits you receive—it's the impact we create together. Through statewide events, volunteer service, community partnerships, and the generosity of sponsors and members, DPSOA strengthens the bonds that unite the Texas Department of Public Safety family while giving back to the communities we proudly serve.

COMMUNITY

Some of the strongest professional relationships begin outside the workplace. DPSOA events bring members together to reconnect with friends, build new relationships, share experiences, and strengthen the sense of community that defines our association.

EVENTS WITH PURPOSE

Whether participating in the Behind the Badge Sporting Clays Tournament, the Hook 'Em & Book 'Em Fishing Tournament, golf tournaments, conferences, recruit dinners, or family events, members come together to support one another while raising funds that directly benefit the DPS community.

VOLUNTEERS

Every successful event, scholarship, fundraiser, and member program is made possible by volunteers who generously give their time, talents, and leadership in service to others.

SPONSORS & PARTNERS

Our sponsors and community partners are an important part of the DPSOA family. Their generosity helps fund scholarships, support families in need, strengthen member programs, and ensure we can continue serving those who protect Texas.

GIVING BACK

Service doesn't end when the uniform comes off. Through charitable initiatives, community outreach, youth programs, and volunteer efforts, DPSOA members continue making a positive impact across Texas.

- Thousands of volunteer hours
- Hundreds of scholarship recipients
- Statewide events each year
- Thousands of members connected

Every member strengthens our voice. Every volunteer strengthens our mission. Every sponsor strengthens our impact. Together, we build something bigger than ourselves.





JOIN THE FAMILY









Every day, the men and women of the Texas Department of Public Safety answer the call to serve. They deserve an organization that stands beside them every step of the way. Whether you're beginning your career, actively serving, or enjoying retirement, DPSOA is here to protect, support, and connect you for a lifetime.

PROTECT

Legislative advocacy, professional representation, legal resources, and member benefits.

CONNECT

A statewide network of professionals who understand the unique challenges of public safety.

GROW

Scholarships, leadership opportunities, professional development, and lifelong support.

BELONG

A community that celebrates your successes, supports you during difficult times, and stands beside you from academy to retirement.

Your career deserves a strong advocate. Your family deserves a strong community. Join the DPSOA family today.

LEARN MORE & JOIN

Visit us online at:
texasdpsoa.com

Follow our socials:
@dpsoa on Facebook, Instagram, and X.

Protecting Those Who Protect Us All

Thank you for your service to the people of Texas. We would be honored to serve you in return.

DPS TROOPERS FOUNDATION

SERVING THE PEOPLE WHO PROTECT TEXAS.

In 2010, the DPS Troopers Foundation (DPSTF) was established as the charitable partner of the Department of Public Safety Officers Association and received 501(c)(3) status from the Internal Revenue Service. Every contribution to the Foundation directly supports programs that strengthen the Texas DPS family and helps ensure members and their loved ones are never alone during life's most challenging moments.

STANDING BESIDE OUR MEMBERS

The Foundation provides meaningful support when it matters most through:

- Help A Hero emergency assistance for members facing serious injury, illness, or unexpected hardship.
- Line-of-duty and member death benefits that provide immediate financial assistance to surviving families.
- Scholarships that invest in the educational dreams of members' children and families.
- Emergency financial assistance for members experiencing unforeseen hardships.
- Memorial Highway Program honoring those who made the ultimate sacrifice in service to Texas.
- Trooper Teddy Program, providing comfort to children experiencing trauma at accident and crime scenes.

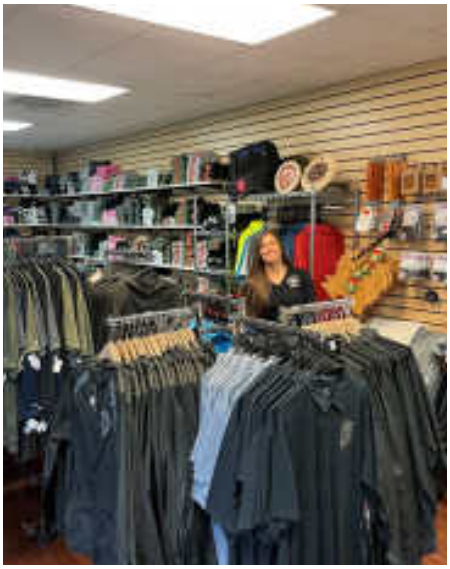
OUR IMPACT

Because of the generosity of members, sponsors, and supporters, the DPS Troopers Foundation continues to make a lasting difference across Texas.

- $1 Million+ awarded in scholarships
- $475,000+ raised through Help A Hero
- $100,000+ awarded in scholarships each academic year
- Supporting members and families from academy to retirement

A FOUNDATION BUILT ON SERVICE

When tragedy strikes, the Foundation responds with more than financial assistance—it provides hope, encouragement, and the support of an entire DPS family. Whether celebrating educational achievements, assisting members during times of crisis, or honoring the legacy of those who gave their lives in service, every program reflects our commitment to the people behind the badge.









BEHIND THE BADGE. BEYOND THE UNIFORM.

Discover the people, the stories, and the mission behind DPSOA.
Watch our films and learn how we stand beside those who serve.

WATCH OUR STORIES ON YOUTUBE

BOARD OF TRUSTEES

LINE OF DEATH BENEFITS

$15,000 line of duty death benefit to the members beneficiary. All other member deaths receive $5,000 death benefit.

There is also a supplemental AD&D insurance policy provided that can add an additional $30,000





CHAIRMAN
Jimmy Jackson
Tyler, TX

VICE CHAIRMAN
Brian Hawthorne
Baytown, TX

EXECUTIVE DIRECTOR & SECRETARY / TREASURER
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College Station, TX

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Skylor Hearn
Beaumont, TX

TRUSTEE
Mark Hildebrand
Somerville, TX

TRUSTEE
Richard Jankovsky
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TRUSTEE
TJ Phillips
Franklin, TX

DIRECTOR OF STRATEGIC INITIATIVES & COMMUNICATION
Lacy Finley

DPSOA/DPSTF is a dues-based membership. The Board of Directors of DPSOA and Trustees with DPSTF are volunteers who do not earn a salary or commission. We do NOT use telemarketing.

Our office and store are located at 5821 Airport Blvd. Austin, 78752. Members receive a 20% discount on all purchases. You may also shop online at **https://dpsoa.store**. Store hours are Monday-Friday, 8:30am-5:00pm.

REPRESENTATION AT THE LEGISLATURE

As a state agency, the Department of Public Safety depends on appropriations and legislation to fund and direct their law enforcement mandate. **There is no better police union or other organization which negotiates better pay, better equipment and retirement for officers.**

In fact, during the 2021 Legislative Session DPSOA leadership worked with legislators and other stakeholders to help secure more the $118 million for a Schedule C pay raise — one of the largest pay increase in the history of the Department.

> As Lt. Governor, I have had the honor to work with DPSOA on issues affecting its members and the safety and security of the citizens of Texas. DPSOA does a great job representing their members and are true partners on all law enforcement issues that keep Texas communities safe.
>
> **Lt. Governor Dan Patrick**

LEGISLATIVE COUNCIL

Assisting the DPS Officers Association Legislative Committee and Board of Directors are two teams with a stellar reputation at the Capitol and in state government.



KY ASH

HUSCH BLACKWELL STRATEGIES

Ky Ash previously served as State Budget Director for Texas Governor Greg Abbott, as well as the Governor's designee Chair for the Texas Bond Review Board. Before his time in the Governor's office, Ky spent the better part of two decades in the Texas House of Representatives serving as Chief of Staff and Legislative Director for former State Representative Jim Keffer.

As Chief of Staff for then-Representative Keffer, Ky also served as Chief Clerk for several Texas House committees, including Ways and Means, Energy Resources, Economic Development and the Select Committee on Property Tax Relief. Prior to joining HBS, Ky served as Government Affairs Advisor at K&L Gates.



ERIC WRIGHT

ERIC WRIGHT & ASSOCIATES

Eric Wright & Associates is a full-service public affairs consulting firm located just a block from the State Capitol in Austin, Texas. Specializing in Texas governmental relations, the firm creates opportunities, defines strategies, and delivers solutions to those challenges involving the executive, legislative, and regulatory environments.

Eric Wright has over 25 years leadership experience both inside Texas state government and in representing some of the countries' largest corporations and associations.

BENEFITS & PROGRAMS

LEGAL ASSISTANCE

The DPS Officers Association has retained the law firm of Gorsky, Gilbert, Snider, Horn, Rogers & Watsky L.L.P. to serve as legal counsel for the Association. This is a full service law firm with a long history of providing representation for public safety employees.

The law firm provides professional liability representation for qualified members as well as other legal services. The DPSOA will pay for reasonable and necessary expenses incurred by members as specified in the Legal Assistance Program Guidelines.

Bob Gorsky | **www.gorskygilbert.com**
Gorsky, Gilbert, Snider, Horn, Rogers & Watsky L.L.P.
Call 24 Hours: 1-214-965-0090
bgorsky@gorskygilbert.com | **gorskywills.com**



BOB GORSKY

FIDELITY BLUELINE MORTGAGE

DPSOA has partnered with Fidelity Blueline Mortgage, Inc. to help our members with easy, low-cost, high service mortgage financing. Fidelity Blueline Mortgage specializes in providing mortgage loans for Law Enforcement officers. They understand how valuable your time is, and know how to help you through the process, doing much of the necessary leg work for you.

WASHINGTON NATIONAL INSURANCE

CRIME REDUCTION INSTITUTE

TAX AND BOOKKEEPING SERVICES

Our mission is to provide comprehensive tax and financial services to our clients in order to enable them to meet their personal and business goals more effectively. We are committed to offering our clients valuable time and money saving tips, along with professional, ethical and courteous service.

By continuously updating our bookkeeping and tax knowledge through seminars and classes throughout the year, we can make certain your tax returns are not only in compliance, but make available to you the most current benefits possible to reduce tax liabilities.

TAX & FINANCIAL GROUP

KENNETH JOHN DEAN

Financial Advisor, Tyler, TX

ASSOCIATE MEMBERS

Our Associate Membership targets those employees who previously were not able to join DPSOA. This new membership allows anyone to join for $5.00 per month and enjoy the benefits listed.





BENEFITS OF DPSOA ASSOCIATE MEMBERSHIP

- Professional Legislative Advocacy
- DPSOA Store & Online Store - 20% member discount
- Scholarships
- Home Mortgage Resources through Cross Country Mortgage
- Conferences/Cruises
- Regional Events
- DPSOA Timely Email Newsletters
- Community Programs
- At-Risk Youth Programs
- Trooper Teddy Program
- Discounted Insurance from Washington National Insurance Company
- Smartphone app
- Window decal included with membership (see above)

Apply online at:
texasdpsoa.com/about/associate-members

PARTNERS

PIONEER PARTNER

Wyatt Ranches

FOUNDING PARTNERS

Troopers Benefit Inc.

Trophy

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SIG SAUER Law Enforcement

Texas de Brazil

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Tanner Services LLC

Lone Star National Bank

LEGACY PARTNERS

Royal Blues Motel

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EDUCATION PARTNERS

H-E-B

Endless Hope

LG

FRIENDS OF THE TROOPER

UBS

Lone Star Bioscience

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CATrak



READY TO BECOME PART OF SOMETHING BIGGER?

Join thousands of active and retired Texas Department of Public Safety professionals who have chosen DPSOA as their voice, their advocate, and their community.

Address:
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Austin, TX 78752
Phone: 512.451.0571 ext: 2
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Twitter: twitter.com/dpsoa
Instagram: instagram.com/dpsoa
YouTube: youtube.com/@TexasDPSOA
LinkedIn: linkedin.com/company/texas-dpsoa

JOIN TODAY

Serving Texas Department of Public Safety Professionals Since 1974.