



TEXAS  
POLICE CHIEFS  
ASSOCIATION

**TPCA 143 Civil Service Seminar**  
**Presented by the**  
**Legal Advisor Section**  
**9 hours MCLE**

**Thursday, September 21, 2017**

**8:45 am – Opening Remarks**

**9:00 am -10:30 pm – Tactical Considerations on Disciplinary Suspensions with Pending Criminal Charges (1.5 hours MCLE)**

Ric J. Navarro will discuss the legal and ethical issues that department heads face when a law enforcement officer is the target of a criminal misconduct investigation as well as the focus of an administrative misconduct investigation. This talk addresses the different laws and procedures that affect both the officer, the officer's legal representative, and the municipal or government employer's duties and obligations to the officer and to the public.

- Ricardo J. Navarro – Denton Navarro Rocha Bernal & Zech, P.C.

**10:45 am -12:15 pm – Fit for Duty v. Discipline (1.5 hours MCLE)**

This presentation will outline the dilemma in dealing with officers who are, for some reason, unable mentally or physically to perform their job without violating policy.

- Julia Gannaway - Lynn Ross & Gannaway LLP
- Brian Begle, Olson & Olson LLP

**12:15 pm – 1:30 pm – Lunch**

**1:30 pm - 3:00 pm - Purchasing, Corruption and 18 USC 666 – Taming the Purchasing Beast (1.5 hours ETHICS MCLE)**

This presentation will discuss the possible forms of corruption which involve the procurement practices of local governmental entities and how the purchasing processes can be exploited by corrupt officials and vendors. It will also discuss the reasons why the federal government will prosecute these types of cases and how attorneys and their agencies can avoid procurement problems.

- Theresa James – City Attorney, City of San Angelo
- Jeff Andresen - Special Agent, FBI
- Nick Hanna - Texas Ranger

**3:15 pm - 4:45 pm – Employer Accommodation of Lifestyle Choices: Your Employees on Social Media and in Real Life (1.5 hours MCLE)**

This presentation will discuss the employment law implications of employer policies and prohibitions regarding applicants' and employees' presentation of themselves, including personal appearance choices such as clothing, tattoos, and facial hair, as well as how individuals present themselves on social media platforms such as Facebook or Twitter.

- Katie Leininger - Assistant City Attorney, City of Pearland

**4:45 pm – 5:00 pm – Closing Remarks**

**Friday, September 22, 2017**

**9:00 am -10:30 am –Review of Legislative Changes Impacting Police Operations (1.5 hours MCLE)**

This presentation will highlight the major issues that came out of the 85<sup>th</sup> Legislative Session.

- Warren Spencer - Attorney at Law

**10:45 am -12:15 pm - Civil Service (143) Nuts and Bolts (1.5 hours MCLE)**

This presentation will discuss the history of the Texas Local Government Code, Chapter 143 and its application to the hiring, promotion, discipline, and termination of police officers. This presentation will also include how civil service law works in conjunction with the Texas Government Code and Occupations Code.

- Jerris Mapes – Police and Fire Legal Advisor, City of Killeen