CITY OF DENTON POLICE
DEPARTMENT
CHIEF OF POLICE ADVISORY BOARD
JUNE 10, 2026
MINUTES

After determining that a quorum was present, the Denton Police Department Chief of Police Advisory Board convened in a Regular Meeting on June 10, 2026, at 6:16 p.m. in Classroom C of the Public Safety Training Center at 719 E. Hickory Street, Denton, Texas.

PRESENT: Daniel Clanton, Donald Poer, Sam Fraga Escalante, Donna Smith, Ronald Johnson, Donald Thornton, Bryan Cose, TJ Maloney, Reginald Logan

ABSENT: Sage Thorne, Christine Taylor

STAFF PRESENT: Tony Salas, Derek Bradford, Karisa Richards, Michael Cronig, Suzanne Kaletta, Michael Christian, Paul Willenbrock

A. DPD26-006 – Introduction of Board members, ex-officio members, and support staff.

Members and staff went around the room and made introductions.

B. DPD26-007 - Consider approval of the June 25, 2025, Minutes.

Poer moved to approve the minutes. Thornton seconded. The motion carried.

C. DPD26-008 – Welcome from Interim Chief Tony Salas, review of the Board's purpose and charge, and signing of Confidentiality Agreement.

Interim Chief Salas recommended everyone review ordinance 20-2085 that created the Denton Police Department Chief of Police Advisory Board that was provided to them in their backup. He gave a summary that the board is tasked with providing feedback, advice and recommendations on the following:
Policies, training, sustained complaints & data, particularly relating to:

- Response to Resistance/Use of Force, including deescalation;
- Bias-Based Policing; and
- Racial Profiling.
- Mental Health, Diversity and Inclusion of the community as it relates to Denton PD
- Mental Health and Wellness of Denton police officers
- Overall policy review and development
- Community engagement, communication, transparency, and accountability
- Any other matters that the Chief of Police seeks the Board's input.

The ordinance requires the signing of a confidentiality agreement as the board may be granted access to confidential information. Members signed the agreement and returned them to the board liaison.

D. DPD26-009 – Receive a presentation and discuss Texas Local Government Code Chapter 143 and Police Meet and Confer Agreement.

Deputy City Attorney Michael Cronig gave a presentation on Texas Local Government Code Chapter 143 and the Denton Police Department Meet and Confer Agreement.

Chapter 143 addresses:
The hiring process for police officers
The appointment and removal of the Police Chief
Wages and certain benefits, such as sick leave, vacation leave, line-of-duty injury leave
Promotion and Demotion process
Complaints, Investigations, discipline & appeals
Confidentiality of police personnel files, including Internal Affairs investigation files
Mental & Physical Fitness Evaluations

Meet and Confer is a voluntary bargaining process between an Association representing police officers and the city.
There is no requirement to meet, to bargain over specific subjects, or to reach an agreement.
May bargain over wages, salaries, rates of pay, hours of work, or other terms and conditions of employment.
A Meet and Confer Agreement can supersede/pre-empt a state law, local ordinance, or rule adopted by a city or a city's civil service commission concerning wages, salaries, rates of pay, hours of work or other terms and conditions of employment.
An Agreement requires approval by a majority vote of the Association membership and the City Council.
An Agreement is a legally binding contract between the City and the Association that is enforceable in state court.
Other Cities that have a Meet and Confer Agreement include Abilene, Austin, Fort Worth, Houston, McKinney, San Antonio, San Angelo, Temple.

The following items were discussed:
Who is involved in Meet & Confer discussions. The City Manager's Office and DPOA representatives are included in discussions.

Anyone can be hired as Chief of Police but cannot wear a uniform or badge until licensed through TCOLE (Texas Commission on Law Enforcement).

Chapter 143 is the fallback if Meet & Confer negotiations fall through.

Lateral officers have different training requirements than academy graduates, they have their own training program and do not transfer rank when they come from another agency.

Work is being done to update the promotional process after feedback from both DPOA and the department.

Where can requests for information be made? There is a portal on the Denton Police Department website that has data information and trends. Requests can also be made to the board liaison.

E. DPD26-010 – Review and discuss Committee requests for information and agenda items for the next meeting.

Members would like to discuss the following items at the next meeting tentatively scheduled for September 3, 2026 at 6:00 PM:
Discipline Investigations
Update on Meet & Confer Negotiations
Use of Force Simulator Exercise and Simulation Area Tour
A future topic included a presentation about training.

With no further business, the meeting was adjourned at 8:18 p.m.

DANIEL CLANTON
CHAIR

KARISA RICHARDS
SENIOR EXECUTIVE ASSISTANT
DENTON POLICE DEPARTMENT