

Ronald G. DeLord

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PROFESSIONAL EXPERIENCE

Ronald G. DeLord, PLLC

2013-present

Private law practice and public sector labor relations consulting firm specializing in assisting public employees, fire fighters, police officers and their associations and unions in dealing with contract negotiations, impasse resolutions, media relations, political action, leadership development, organizational governance, strategic planning, training and critical incidents. Served as chief negotiator for the union on more than 150 contracts. Conducted more than 50 seminars in U.S., Canada and Australia on such topics as police leadership, organizational power, politics and conflict management for both labor and management associations.

Combined Law Enforcement Associations of Texas – Austin, TX 1977-2013

www.cleat.org

President 1977-2006

Executive Director 2007-2008

Special Counsel 2009-2013

CLEAT is the largest statewide police association in Texas with more than 20,000-members, 43 full-time employees, 8 offices, and three corporations with an annual operating budget of more than \$10 million. Managed all divisions of the state association, to include: Administrative (financial, records, membership and support services), Public Affairs (lobbying state legislature, conducting political campaigns and political action at state and local levels), Field Services (organizing, labor relations and bargaining contracts), Legal Services (representing members in administrative, civil and criminal cases), CLEAT Benefit Trust (annual budget of \$2.4 million for optical and dental benefit trust) and the Peace Officers' Memorial Foundation, Inc. (a 501(c)(3) charitable non-profit corporation created to provide death benefits, family assistance, research historic line of duty deaths, and conduct the state peace officers' memorial services).

Key Achievements:

- Founder and first elected President of CLEAT.
- Re-elected to ten 3-year terms by secret ballot of the membership.
- Increased the association's membership from 400 to 17,500.
- Served as Chief Lobbyist for 20+ years and drafted many of the law enforcement labor bills that were passed by the Texas Legislature.
- Drafted legislation to create the Texas Peace Officers Memorial, raised funds to construct the memorial on the state capitol grounds, and managed the memorial services.

Harvard University – Cambridge, MA 1993 - Present
Labor and Worklife Program, Harvard Law School

- Guest faculty at the Harvard Trade Union Program since 1993.
- Guest Faculty at the Police Executive Union Leadership Seminars since 1999.

Michigan State University – East Lansing, MI 2003-2008
School of Labor and Industrial Relations

- Creator, facilitator and lecturer for a one-week Police Union Executive Leadership Program to provide union and management officials with a graduate level executive leadership program.

Mesquite Police Department - Mesquite, TX 1971-1978
Police Officer

- Served as patrol officer, detective and organized crime task force member.
- Elected to two terms as President of the Mesquite Police Association.
- Granted one-year unpaid leave of absence in 1977.

Beaumont Police Department – Beaumont, TX 1969-1971
Police Officer

- Served as patrol officer.
- Elected to Board of Directors of the Beaumont Municipal Police Association.

PUBLICATIONS

- Co-Author, *Law Enforcement, Police Unions, and the Future: Educating Police management and Unions About the Challenges Ahead*, Springfield, IL: Charles C Thomas, 2017.
- Co-Author, *Eternity at the End of a Rope: Executions, Lynchings and Vigilante Justice in Texas 1819-1923*, Santa Fe, NM: Sunstone Press, 2015.
- Co-author, *Texas Lawmen 1900-1940: More of the Good and the Bad*. Charleston, SC: The History Press, 2012.
- Co-author, *Texas Lawmen 1835-1899: The Good and the Bad*. Charleston, SC: The History Press, 2011.
- Co-author, *Police Union Power, Politics and Confrontation in the 21st Century: New Challenges, New Issues* (2nd Edition). Springfield, IL: Charles C. Thomas, 2008.
- Co-Author, *Police Association Power, Politics and Confrontation: A Guide for the Successful Police Labor Leader*. Springfield, IL: Charles C. Thomas, 1997.
- Co-author. *Police Labor-Management Relations (Vol. I): Perspectives and Practical Solutions for Implementing Change, Making Reforms, and Handling Crisis for Manager and Union Leaders*. Department of Justice, Office of Community Policing, 2006.
- Co-author. *Police Labor-Management Relations (Vol. II): Perspectives and Practical Solutions for Implementing Change, Making Reforms, and Handling Crisis for Manager and Union Leaders*. Department of Justice, Office of Community Policing, 2006.
- "A Challenge to Police Management and Labor to Develop a Problem-Solving Partnership to Deal With The Police Recruiting Crisis in Particular and Reform in General," Paper presented to the Police Reform from the Bottom Up Symposium, Sponsored by the University of California at Berkeley and the University of Natal, South Africa, October 2006.
- "American Policing at a Crossroads: Are Police Unions Taking on the Challenge or Impeding Change?" Paper presented to the International Police Executive Symposium, Prague, Czech Republic, September, 2005.
- Editor-in-Chief, *The Ultimate Sacrifice: The Trials and Triumphs of the Texas Peace Officer*. Austin: Walsworth Publishing, 2000.
- Co-contributor, *Unionization. The Encyclopedia of Police Science*. William G. Bailey, Editor. New York: Garland Publishing, Inc., 1989 (vol. 413, pp. 639-644).

EDUCATION

Harvard Trade Union Program
10-week Program (1992)

Doctor of Jurisprudence
South Texas College of Law – Houston, TX (1986)
Licensed by the State Bar of Texas (1987)

Master of Arts – Police Science & Administration
Sam Houston State University, Huntsville, TX (1982)

Bachelor of Science – Government
Lamar University, Beaumont, TX (1971)