

# THE BRIEFING



Official newsletter of the Texas Commission on Law Enforcement | December 2023

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## New TCOLE Executive Director Chief Gregory Stevens



Following a candidate search and interviews, the Texas Commission on Law Enforcement (TCOLE) has announced Chief Gregory Stevens as its selection for the next agency Executive Director effective January 8, 2024.

Presiding Officer Kim Lemaux said, “We are thrilled to announce Chief Gregory Stevens as the next TCOLE Executive Director. His extensive law enforcement background, combined with his military and educational experience, made him an ideal candidate. The commissioners and I look forward to working with him in this role, and we thank General Counsel John Beauchamp for his service as Interim Executive Director during this period of transition.”

Stevens most recently served as Chief of Police of the Rockport Police Department. Prior to that, he retired after more than 26 years with the Lubbock Police Department, including nearly four years as Chief of Police. He is a graduate of the FBI National Academy and the Law Enforcement Management Institute of Texas (LEMIT) Leadership Command College, and holds a Bachelor of Science in Criminal Justice from Wayland Baptist University and a Master’s of Business Administration from Texas Tech University. Additionally, he served his country as a military police officer and a Naval Intelligence Officer.

“I am excited for the opportunity to lead an agency with a critically important mission at a time of growth and potential,” said Chief Stevens. “The staff and I will continue to build on the partnerships with the law enforcement community, state leadership, and the public that we recognize as vital to successfully carrying out our responsibilities.”

***The mission of the Texas Commission on Law Enforcement, as a regulatory State agency, is to establish and enforce standards to ensure that the people of Texas are served by highly trained and ethical law enforcement, corrections, and telecommunications personnel.***

# NEW TCOLE WEBSITE

**TCOLE is excited to announce the launch of our NEW WEBSITE!**

The new site has a fresh look and has been reorganized to help you find the information you need.

The URL will not change. You can find our new site at: <https://www.tcole.texas.gov//>

The homepage of our new website is shown below.



# 2024 TCOLE CALENDAR OF EVENTS

## COMMISSION MEETINGS:

### **TCOLE Commissioner Workshop**

February 26th, 2024 @ 1:00 pm  
Austin, TX

### **TCOLE Commission Meeting**

February 27th, 2024 @ 9:30 am  
Austin, TX

### **TCOLE Commissioner Workshop**

April 29th, 2024 @ 1:00 pm  
Austin, TX

### **TCOLE Commission Meeting**

April 30th, 2024 @ 9:30 am  
Austin, TX

### **TCOLE Commissioner Workshop**

June 19th, 2024 @ 1:00 pm  
Austin, TX

### **TCOLE Commission Meeting**

June 20th, 2024 @ 9:30 am  
Austin, TX

### **TCOLE Commissioner Workshop**

August 7th, 2024 @ 1:00 pm  
El Paso, TX

### **TCOLE Commission Meeting**

August 8th, 2024 @ 9:30 am  
El Paso, TX

[CLICK HERE FOR ADDITIONAL ADVISORY  
COMMITTEE INFORMATION.](#)

[CLICK HERE TO VIEW UPCOMING TCOLE  
COMMISSION MEETING DATES, LOCATIONS,  
AGENDAS AND RECORDED MEETINGS.](#)

## ADVISORY COMMITTEE MEETINGS:

### **Law Enforcement Agency Standards**

January 9th, 2024 @ 1:00 pm  
Edinburg City Hall, City Council Chambers  
415 W. University Drive  
Edinburg, TX 78539

### **Misconduct Investigation and Hiring Procedures, Personnel Files**

January 10th, 2024 @ 10:00 am  
TCOLE HQ - Austin, TX

### **Examination of Licensee**

January 11th, 2024 @ 1:00 pm  
TCOLE HQ - Austin, TX

### **Law Enforcement Agency Standards**

January 16th, 2024 @ 1:00 pm  
TCOLE HQ - Austin, TX

### **Law Enforcement Agency Standards**

January 23rd, 2024 @ 10:00am  
Bill J. Priest Institute Auditorium  
1402 Corinth Street  
Dallas, Texas, 75215

## **TCOLE EVENTS:**

- **Texas Peace Officers' Memorial Ceremony**  
Sunday, April 28th, 2024  
State Capitol - Austin, TX
- **State of Texas Law Enforcement Achievement Awards Ceremony**  
Friday, June 21st, 2024  
State Capitol - Austin, TX
- **2024 TCOLE Training Conference**  
Date & Location TBD  
October 2024

# TARGET 100 INITIATIVE

## The Road to Target 100

Target 100 Initiative

### TCOLE 2021-2023 Training Unit

Target 100 is a mission-critical TCOLE initiative that aspires to achieve 100% statewide licensee compliance with all continuing education requirements.

2023

### TARGET 100

14 non-compliance cases opened in October 2023



2022

### KEEP GOING

MyCompliance feature launched via MyTCOLE

2021

### LET'S DO IT

Target 100 strategic plan initiated September 2021

2019

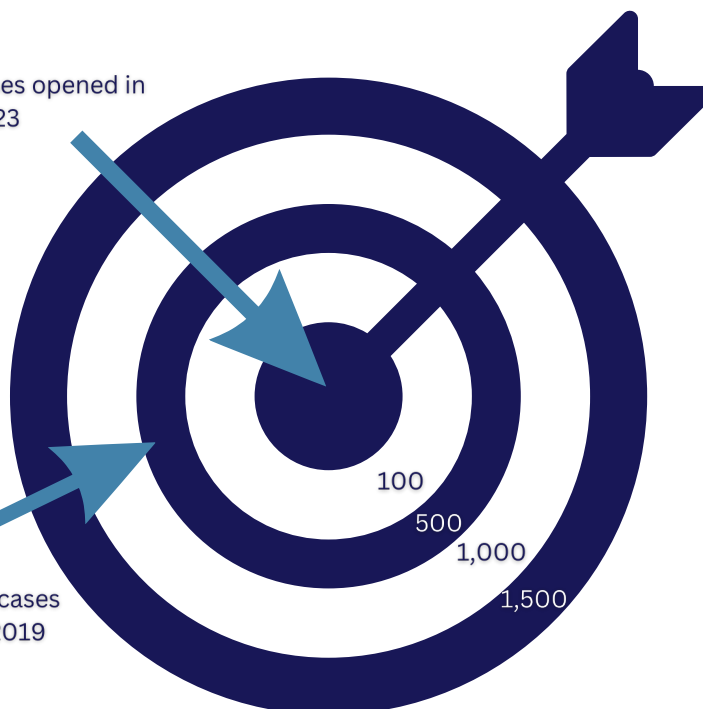
### NONCOMPLIANCE

964 non-compliance cases opened in October 2019

TEXAS COMMISSION ON LAW ENFORCEMENT

14 non-compliance cases opened in October 2023

964 non-compliance cases opened in October 2019





# TCOLE - 1701

## 88th Texas Legislative Session Bill Matrix

Bill Number	Bill Description	Rules Changes Required	TCOLE Impact
<b>HB 1 by Bonnen</b>	<p><b>General Appropriations Bill.</b></p> <p>Dollar amounts are for the upcoming two-year period:</p> <ul style="list-style-type: none"> <li>Funding for Secure IT Service Delivery, Digital Transformation, and Data Management: \$1,854,065, 3 FTEs;</li> <li>Employee Recruitment and Retention: \$2,000,000;</li> <li>Agency Operations Support: \$379,643, 2 FTEs;</li> <li>Legal Staff Support: \$514,847, 3 FTEs;</li> <li>Executive Director salary increase: \$40,262;</li> <li>Rider for Intellectual and Developmental Disability training: \$150,000;</li> <li>Rider for an elementary educational outreach training program: \$50,000.</li> </ul>		
<b>HB 446 by Craddick</b>	<p><b>Relating to the terminology used in statute to refer to intellectual disability and certain references to abolished health and human services agencies.</b></p> <p>Updates terminology to reflect Intellectual and Developmental Disabilities.</p>	<input checked="" type="checkbox"/>	Change to terminology.
<b>HB 568 by Bowers</b>	<p><b>Relating to education and training for peace officers on interacting with persons with Alzheimer's disease and other dementias.</b></p> <p>Adds specific requirement that the 40 hour CIT in the BPOC include training on Alzheimer's Disease and dementias, and better ways to approach those individuals; changes due for all academies starting on or after <b>April 1, 2024</b>.</p>		
<b>HB 2183 by Stucky</b>	<p><b>Relating to the temporary appointment of county jailers.</b></p> <p>Relaxing of restrictions on temporary jailer appointments;</p> <ul style="list-style-type: none"> <li>The Sheriff may petition TCOLE to extend a temporary appointment for up to six months; a person who previously held a temporary jailer license and left in good standing may be issued a second temporary appointment;</li> <li>The person may finish out the second temporary appointment of up to a year, even if that puts them past the two-year cumulative max. They then must be out for at least a year from the time their most recent appointment ended.</li> <li>A person who previously held a county jailer license and is inactive may be appointed as a temporary jailer.</li> <li>This will take effect <b>concurrent with adopted rule changes</b>.</li> </ul>	<input checked="" type="checkbox"/>	
<b>HB 2660 by Oliverson</b>	<p><b>Relating to duties and procedures and to training programs for law enforcement agencies regarding missing children and missing persons.</b></p> <p>Adds training to the BPOC on missing children and missing persons, including reporting requirements expanded under the bill for certain situations. Also creates a voluntary advanced education program on the same topic. Both have a <b>December 1, 2024</b> due date.</p>	<input checked="" type="checkbox"/>	

Bill Number	Bill Caption	Rules Changes Required	TCOLE Impact
<b>HB 4504 by Moody</b>	<p><b>Relating to the nonsubstantive revision of certain provisions of the Code of Criminal Procedure, including conforming amendments.</b></p> <p>Reorganizes the Code of Criminal Procedure. Creates a new Chapter 2A for Officers; Powers and Duties (including all of the references to 2.12 Who are Peace Officers) and 2B, Law Enforcement Interactions with Public (including motor vehicle stop data and body worn camera requirements) effective <b>January 1, 2025</b>.</p>	<input checked="" type="checkbox"/>	Reorganization of codes; body worn camera section of 1701 moved to CCP.
<b>SB 30 by Huffman</b>	<p><b>Relating to supplemental appropriations and reductions in appropriations and giving direction and adjustment authority regarding appropriations.</b></p> <ul style="list-style-type: none"> <li>\$1,962,946 for law enforcement vehicles;</li> <li>A 5% or minimum \$250 monthly increase in salaries effective <b>July 1, 2023</b>.</li> </ul>		
<b>SB 252 by Alvarado</b>	<p><b>Relating to the licensing of certain veterans by the Texas Commission on Law Enforcement and the hiring of those veterans by political subdivisions.</b></p> <p>Licensing changes to allow for legal permanent residents who have served honorably in the US Armed Forces to become licensees for appointments on or after <b>December 1, 2023</b>;</p>	<input checked="" type="checkbox"/>	
<b>SB 496 by Zaffirini</b>	<p><b>Relating to a study on potential improvements to training provided to 9-1-1 emergency service call takers and dispatchers.</b></p> <p>Creates a study in conjunction with TEEC on improvements to training for telecommunications no later than <b>September 1, 2024</b>.</p>		
<b>SB 533 by Paxton</b>	<p><b>Relating to training for peace officers on responding to and investigating child fatalities.</b></p> <p>Adds to the BPOC a training on responding to and investigating child fatalities, including the differences between sudden unexpected infant death and sudden infant death syndrome, for all academies starting on or after <b>January 1, 2024</b>.</p>		
<b>SB 999 by West</b>	<p><b>Relating to the requirement that providers of active shooter training at public schools and institutions of higher education obtain a certificate issued by the Texas Commission on Law Enforcement.</b></p> <p>Charges TCOLE with creating a certification for instructors and entities to teach active shooter training to school resource officers and peace officers at institutions of higher education. This certification is to be created by <b>September 1, 2024</b>. Any active shooter training delivered to peace officers of a school district or institution of higher education on or after <b>December 1, 2024</b>, is required to be conducted by an approved entity and an approved instructor.</p>	<input checked="" type="checkbox"/>	



# TCOLE - 1701

## 88th Texas Legislative Session Bill Matrix

Bill Number	Bill Caption	Rules Changes Required	TCOLE Impact
<b>SB 1124 by King</b>	<b>Relating to qualifications of a sheriff or a candidate for sheriff.</b> Requires candidates for sheriff to hold an active peace officer license or to be eligible for a peace officer license and have five years as a federal investigator or 10 years military service.		Licensing
<b>SB 1402 by Zaffirini</b>	<b>Relating to the composition, continuation, and duties of the Sexual Assault Survivors' Task Force, compensation for task force members and certain other task force participants, and establishment of a mandatory training program for peace officers on responding to reports of child sexual abuse and adult sexual assault.</b> Specifically outlines in the BPOC training on responding to sexual abuse or assault of at least 8 hours for academies starting on or after <b>January 1, 2024</b> , as well as a standalone course that all other officers must complete (no time specified).		Training
<b>SB 1445 by Paxton</b>	<b>Relating to the continuation and functions of the Texas Commission on Law Enforcement.</b> See included Sunset chart.		
<b>SB 1484 by Creighton</b>	<b>Relating to a border operations training program for peace officers employed by local law enforcement agencies.</b> Establishes a Border Operations Training Program to be developed by DPS.		Training
<b>SB 1852 by Flores</b>	<b>Relating to active shooter training for peace officers.</b> In response to the Uvalde school shooting tragedy, requires at least 16 hours of ALERT active shooter training for: <ul style="list-style-type: none"> <li>• All BPOCs starting on or after <b>January 1, 2024</b></li> <li>• All peace officers as part of every two-year continuing education period.</li> </ul>		Training
<b>SB 2221 by Schwertner</b>	<b>Relating to issuance of specialty license plates to honor personnel of sheriff's offices.</b> Creates a specialty license plate for sheriff's offices. TCOLE is to collect the fees and turn them over to the Sheriffs' Association.		Collection and transfer of license plate fees for training.
<b>SB 2429 by Hancock</b>	<b>Relating to reporting procedures and training programs for law enforcement agencies regarding missing children and missing persons.</b> Same as HB 2660.		Training





# TEXAS COMMISSION ON LAW ENFORCEMENT

THE MISSION OF THE TEXAS COMMISSION ON LAW ENFORCEMENT, AS A REGULATORY STATE AGENCY, IS TO ESTABLISH AND ENFORCE STANDARDS TO ENSURE THAT THE PEOPLE OF TEXAS ARE SERVED BY HIGHLY TRAINED AND ETHICAL LAW ENFORCEMENT, CORRECTIONS, AND TELECOMMUNICATIONS PERSONNEL

LICENSING TOTALS (as of 11/02/2023)	
Peace Officers: 79,597	School Marshals: 391
Reserve Officers: 45	ISD PD Officers: 4,159
County Jailers: 23,043	Law Enforcement Agencies: 2,835
Temporary Jailers: 3,026	Training Academies: 110
Telecommunications Operators: 9,042	Contract Training Providers: 215
Temporary Telecommunicators: 1,140	Academic Alternative Providers: 1

WWW.TCOLE.TEXAS.GOV



SCAN QR CODE FOR CURRENT TCOLE STATISTICS

93.6 AUTHORIZED 2024 FTE LEVEL
10 CREDENTIALING
14 ENFORCEMENT
11 FIELD SERVICES
7 EDUCATION SERVICES
10 SPECIAL SERVICES
16 IT
4 GOVERNMENT RELATIONS
6 FINANCE
12 GENERAL COUNSEL
3 EXECUTIVE STAFF
1 AUDITOR
26 COMMISSIONED PERSONNEL*

\*Total across all divisions, included in personnel listed by division

FY 2023 STATISTICS	
<b>CREDENTIALING</b> <ul style="list-style-type: none"> <li>PROCESSED 27,231 APPOINTMENT APPLICATIONS</li> <li>PROCESSED 20,584 SEPARATION REPORTS</li> <li>PROCESSED 6,754,496 HOURS OF TRAINING</li> <li>ISSUED 1,594 PHOTO LICENSE CARDS</li> </ul>	<b>SPECIAL SERVICES/ IT</b> <ul style="list-style-type: none"> <li>NEW LAW ENFORCEMENT AGENCY CREATION: 44</li> <li>MAINTENANCE AND SUPPORT OF THE TEXAS COMMISSION ON LAW ENFORCEMENT DATA DISTRIBUTION SYSTEM (TCLEDDS)</li> <li>MANAGE/MAINTAIN TCOLE NETWORK AND WEBSITE</li> <li>MANAGE TCOLE SECURE SHARE AND PROCESS BACKGROUND CONFIRMATION FORMS</li> <li>TEXAS LAW ENFORCEMENT PEER NETWORK TOTAL PEER CONNECTIONS: 151</li> <li>TEXAS SCHOOL MARSHAL PROGRAM</li> </ul>
<b>FIELD SERVICES</b> <ul style="list-style-type: none"> <li>1,415 AGENCY AND TRAINING PROVIDER AUDITS</li> <li>PROVIDED TECHNICAL ASSISTANCE</li> </ul>	<b>ENFORCEMENT</b> <ul style="list-style-type: none"> <li>OPENED 224 CASES INTO ADMINISTRATIVE OR CRIMINAL VIOLATIONS</li> <li>RECEIVED REPORTS OF 755 LICENSEE ARRESTS</li> <li>CRIMINAL HISTORY CHECKS FOR 2,878 ACADEMY APPLICANTS AND LICENSE REINSTATEMENT</li> </ul>
<b>EDUCATION SERVICES</b> <ul style="list-style-type: none"> <li>98,291 ONLINE COURSES TAKEN THROUGH MYTCOLE</li> <li>OVERSEE CURRICULUM AND MANDATED COURSE MATERIAL</li> <li>NUMBER OF COURSES REVIEWED/APPROVED: 5</li> </ul>	<b>GOVERNMENT RELATIONS</b> <ul style="list-style-type: none"> <li>FLAGS DISTRIBUTED TO FAMILIES OF FALLEN OFFICERS: 193</li> <li>CASES RESEARCHED FOR OFFICERS' MEMORIAL: 67</li> <li>PUBLIC INFORMATION REQUESTS RECEIVED: 8,498</li> </ul>
<b>GENERAL COUNSEL</b> <ul style="list-style-type: none"> <li>361 SUSPENSIONS</li> <li>19 REVOCATIONS</li> <li>3 CANCELLATIONS</li> <li>705 REPRIMANDS</li> <li>427 F-5 APPEAL CASES</li> </ul>	

## ADDED CURRICULUM

<p><b>2015</b></p> <p>HB 593- Canine Encounter Training  <b>SB 1987</b>- Interactions with Deaf Drivers          HB 1338- Trauma Affected Veterans          HB 1338- Traumatic Brain Injury          HB 2684- School-Based Law Enforcement          HB 2053- Child Safety Check Alert List          SB 158- Body-Worn Camera Training</p>	<p><b>2017</b></p> <p>SB 42 Court Security          HB 34 Eyewitness Identification          SB 30 Civilian Interaction Training          SB 1849 De-escalation for Peace Officers, Mental Health Training for Jailers</p>	<p><b>2019</b></p> <p>HB 2195 Active Shooter Training for School-Based Law Enforcement          SB 1827 Epinephrine Auto-Injectors</p>	<p><b>2021</b></p> <p>HB 786 Cardiac Emergency Communication for Telecommunicators          HB 2831 Interaction with Persons with Intellectual Disabilities for County Jailers</p>	<p><b>2023</b></p> <p>SB 1852 – 16 HRs Mandated ALERRT Active Shooting Training          SB 1484 – Border Operations Training Program (Developed by DPS)  <b>ADDED TO BPOC:</b>          ALERRT LEVEL I          HB 568 – Alzheimer’s Training          HB 2660/SB 2429 – Missing Children/Persons          SB 533 – Investigating Child Fatalities</p>
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## ADDED RESPONSIBILITIES

<p><b>2015</b></p> <p>Compiling and Reporting Body Camera Cost Data (1701.653)</p>	<p><b>2017</b></p> <p>Approved Ammunition for School Marshals (HB 867)          Peace Officers' Memorial Ceremony Committee</p>	<p><b>2019</b></p> <p>Sexual Assault Survivors' Task Force (HB 1590)</p>	<p><b>2021</b></p> <p>Collect Enforcement Agency Drone Policies (HB 1758)          Pre-Employment Background Investigations and Agency Secure File Transfer System (SB 24)          Law Enforcement Peer Support Network (SB 64)          Law Enforcement Agency Salary Survey (SB 1)</p>	<p><b>2023</b></p> <p>TCOLE Sunset Bill – Advisory Committees (SB 1445)          TEEEX Telecommunications Survey (SB 496)          Certified Active Shooter Training Instructors (SB 999)</p>
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# TCOLE STAFF UPDATES



## **Kevin Kelso joins TCOLE as an Investigator VI in the Enforcement Division.**

Kevin grew up in Gonzales, Texas before joining the Victoria Police Department in 1987. During his tenure there, Kevin worked as a patrol officer and then a Detective in the Narcotics, Crimes Against Persons, and Property Crimes Divisions. In 2005, Kevin promoted to the rank of Lieutenant where he was assigned to Internal Affairs, Investigations, and then Patrol. After promoting to Captain of Operations in 2008, Kevin was selected as the Chief of Police for the City of Seguin. He served in that capacity for 10 years and then left law enforcement for a 3-year period. Kevin most recently was the Chief of Police for the City of Shiner before retiring and joining TCOLE in the Enforcement Division. He is a graduate of the FBI National Academy, the Bill Blackwood Law Enforcement Management Institute of Texas, and earned a Masters Degree in Criminal Justice-Leadership and Management from Sam Houston State University. Off duty, Kevin enjoys anything outdoors to include golfing, hunting, and fishing. His biggest passion is spending time with his three daughters and two granddaughters.



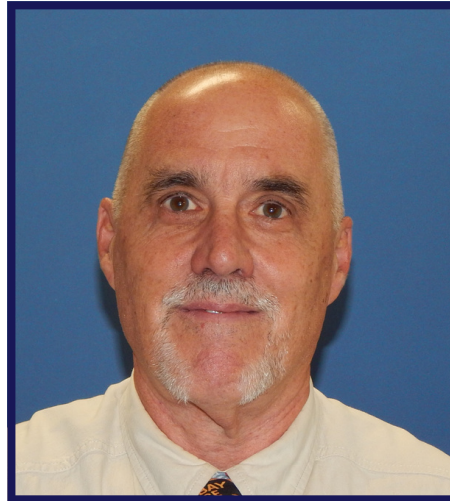
## **Joe Nichols joins TCOLE as an Investigator VI in the Enforcement Division.**

Joe started his law enforcement career in 1984 with the Austin Police Department. He worked in the Patrol Division and the Organized Crime Division as a narcotics investigator. He was promoted to the rank of Detective in 2000 and investigated Burglary, Assault and Theft cases. In 2001, he went back to the Organized Crime Division and conducted Asset Forfeiture and Prescription Fraud cases. From 2010 through 2013, he was assigned to the Drug Enforcement Administration, Tactical Diversion Squad as a Federal Task Force Officer. In March of 2013, he retired with a total of 29 years with the Austin Police Department. He immediately started as a Sergeant Investigator with the Travis County District Attorney's Office. He was assigned to the Grand Jury Division as an Investigator. In 2017, he was promoted to the rank of Lieutenant. In January of 2019, he accepted a grant position with the Montgomery County District Attorney's Office as an Opioid Overdose Investigator to be close to his first granddaughter. He is a Fingerprint Expert and holds a Master Peace Officers Certificate. With over 10 ½ years as a District Attorney Investigator, he retired to start his career with TCOLE. He is a Sergeant Investigator assigned to the Enforcement Division.

When off duty, Joe spends time with his wife of 41 years, his 3 children, their spouses and 4 grandchildren with two more due in 2024. He is an Aggie Dad and enjoys cheering for the Aggies in all sports.



# TCOLE STAFF UPDATES



## **James (Jim) Molloy joins TCOLE as a Sergeant on the School Marshal Team.**

He is a recognized instructor and public speaker, presenting at the TCOLE annual training conference and at IADLEST. Jim is a recognized expert and certified IADLEST National Certified Instructor.

Jim has served as a Firefighter/EMT with the El Paso Fire Department, a Public Safety Lieutenant with the Dallas/Fort Worth Airport Department of Public Safety, a Traffic/Accident Investigation Officer and Tactical Team Operator with the Arlington Texas Police Department, and a Sergeant with the Texas Alcoholic Beverage Commission.

As the Commander of DFW's Hazardous Incident Response team, he developed training and policy for hazardous materials and rescue operations. He also served for 10 years as a guest instructor for TEEEX in annual Aircraft Fire Rescue and Hazardous Materials schools. As regional training officer for TABC and the lead Sergeant for the Special Response Team, he was tasked with developing training, selection standards, and policies for 39 counties in central Texas. Jim has 10 years of experience as an Adjunct Professor at Austin Community College in the Criminal Justice Department. In addition to that role, he served as the Police Skills Manager/Lieutenant at the Public Safety Training Center at Austin Community College. In that role he managed all aspects of practical training at the facility.

Jim's certifications and licenses include Master Peace Officer, Instructor Proficiency, Firearms Instructor, and Advanced EMT (inactive). He has multiple instructor certifications in emergency vehicle operations, force on force training, use of force, and active threat training. He has been actively involved in training throughout his career, providing training from basic academy level through advanced level instruction.

He holds an AAS in Business from Tarrant County College, a BAAS in Emergency Administration and Disaster Planning from the University of North Texas, and an MS in Criminal Justice Leadership and Management from Sam Houston State University.

# TCOLE STAFF UPDATES



## **Jennie Hillbig joins TCOLE as an Assistant General Counsel in the Legal Division.**

Jennie has come to TCOLE from the attorney General's office, where she worked in General Litigation. She currently lives in Bastrop, Texas with her husband and two boys. Jennie enjoys watching her boys play sports, spending time outdoors and spending time with her daughter and first grandbaby.



## **Abbygail Sunley joins TCOLE as a Legal Assistant in the Legal Division.**

Abbygail previously worked for the Office of the Attorney General. She is currently enrolled at the University of Texas to get her paralegal certification. Abbygail was born in Houston and raised in Austin, and is a 9th generation Texan. In her free time Abbygail loves going to concerts, reading, and hanging out with her friends. Her favorite music artists to listen to are BTS, Taylor Swift, Harry Styles, and Zach Bryan.

**TCOLE has several current employment opportunities, with many more expected in the coming months. Check our employment page for additional information.**



**[Click here to view statewide peace officer vacancies.](#)**



# EDUCATION SERVICES



## New Courses in MyTCOLE

Education Services has created two brand new courses, "Finding Wellness – Building a Healthier Life" (course #4202) and the "3188: Legislative Update" (course #3188). We have created a FREE online version of "Finding Wellness – Building a Healthier Life" that is now available on MyTCOLE 3.0. The legislative update is now available on MyTCOLE 3.0. Both instructor resource guides can be found on the TCOLE website. Please note, "Finding Wellness – Building a Healthier Life" has handouts attached to the file that instructors are required to use. The legislative update will not come with an accompanying PowerPoint presentation. ***Please be advised that both 3188 and 4202 are mandatory courses for the 2023 – 2025 training unit for all peace officers.***

## Course Updates

The Basic Peace Officer Course #1000736 is now available. The new course hours are 736, minimum. Training coordinators must implement the new curriculum by January 1, 2024.

The Supplemental Peace Officer Course #1018 has been updated. The course hours have increased to 174 hours, minimum. The Supplemental Peace Officer Course consists of seven chapters from the Basic Peace Officer Course. Please refer to the Basic Peace Officer Course curriculum (1000736) for student learning objectives and course content. Training coordinators must implement the new curriculum by January 1, 2024.

The Special Forces Veterans Course #1030 has been updated. Please note that the hours have increased to 501, minimum. The Special Forces Veterans course consists of thirteen chapters from the Basic Peace Officer Course. Please refer to the Basic Peace Officer Course curriculum (1000736) for student learning objectives and course content. Training coordinators must implement the new curriculum by January 1, 2024.

These courses can be found on the TCOLE website at [www.tcole.texas.gov](http://www.tcole.texas.gov). Please click on "Instructor Resources" on the homepage.

# 2023 RACIAL PROFILING REPORTING

***Racial Profiling Reporting will open on January 1, 2024.***

**\*PLEASE NOTE:** The reporting period for stops made in 2023 will begin on January 1, 2024. Reports must be filed by March 1, 2024.

All agencies must report Exempt or Full Reporting, and must submit a Comparative Analysis (Texas Occupations Code 1701.164)

***The question set for the Racial Profiling Report can be found here:***

***[https://www.tcole.texas.gov/document/full-reporting.pdf?utm\\_medium=email&utm\\_source=govdelivery](https://www.tcole.texas.gov/document/full-reporting.pdf?utm_medium=email&utm_source=govdelivery)***

All agencies are REQUIRED to submit both the TCOLE fill form report and the Comparative Analysis report (unless filling EXEMPT). You will be given two options when filling your Comparative Analysis:

- Use the SAMPLE COMPARATIVE ANALYSIS supplied by TCOLE, or
- Upload your own COMPARATIVE ANALYSIS supplied by an outside vendor.

## **Submission Information**

Texas Occupations Code 1701.164 specifies that TCOLE collect incident-based data in accordance with the Code of Criminal Procedure Article 2.131 – 2.138.

Chief administrators of law enforcement agencies that meet criteria must submit racial profiling reports to:

- **their governing body,**
- as well as TCOLE via TCLEDDS.

## **Reporting Options**

Each agency must file an annual online report by selecting and completing the reporting option that applies to their agency. Reports are filed through TCLEDDS. The reporting period for the **previous** year begins on January 1st and ends March 1st.

### **The Reporting options are:**

1. **Exempt** - Agencies that do not routinely make motor vehicle stops should fill out the 1 page online exempt status form. The exempt status report contains agency general public contact information for questions about its racial profiling filing status. Some agencies are not required to file annual reports. A statistical analysis is not required on EXEMPT STATUS.

1. **Full Reporting** - Agencies that routinely perform traffic stops or motor vehicle stops must file by online report. **The online report requires the completion of agency general public contact information and requires completion of both:**

- An **online form** about the numbers of motor vehicles stops made **and,**
- **Uploading a separate PDF comparative analysis document containing a statistical analysis of its motor vehicle stops compared to the gender and ethnic population of the agency's reporting area.** The second document must also contain a statement as to if racial profiling complaints were made against the agency and if so, a listing of all racial profiling complaints and the corresponding resolutions.

***Please be advised that failure to submit the required report within the designated reporting period may result in license action against the chief administrator and/or civil penalties against the agency under CCP 2.134(g) and 2.1385(a), respectively.***

Racial Profiling Information and data can be found on the TCOLE website at:

**<https://www.tcole.texas.gov/content/racial-profiling-reports>**

**2023 TCOLE  
Training Conference**



**THANK YOU FOR ATTENDING THE 2023 TCOLE TRAINING CONFERENCE IN CORPUS CHRISTI.  
SEE YOU NEXT YEAR AT THE 2024 TCOLE TRAINING CONFERENCE!**



# INSPIRING WOMEN LEADERS (IWL) CONFERENCE



**The Texas Department of Public Safety is thrilled to announce an opportunity for law enforcement professionals to attend the Inspiring Women Leaders (IWL) Conference in Grapevine, TX, April 23-25, 2024.**

The IWL Conference is designed to motivate and enrich women leaders in law enforcement by focusing on the values each unique individual contributes to the law enforcement community. We believe in the power of knowledge sharing and collaboration to drive growth and change. Join us in shaping the future of female leaders in law enforcement at the 2024 Inspiring Women Leaders Conference.

Information on the conference registration and hotel are available at:  
<https://web.cvent.com/event/696cb11e-e790-441b-ac54-89fcb70bf622>

We look forward to seeing you in April!  
If you have any questions, please email us at [dps@iemshows.com](mailto:dps@iemshows.com).

## **Important Registration Information**

Current registration prices will be in effect unit January 15, 2024. Please register by this date to receive current pricing. Please see the below for pricing:

- Present- January 15, 2024: \$310
- January 16, 2024- February 29, 2024: \$360
- March 1, 2024- April 23, 2024: \$410

\*Vendor opportunities available on the website\*

# AWARDS & RECOGNITIONS

## PEACE OFFICERS' MEMORIAL NOMINATIONS



If your agency has lost an officer or jailer in the line of duty, please be sure to send in nominations for the 2024 Peace Officers' Memorial Monument. We want to honor any fallen officers and make sure they receive the recognition they deserve. Please be aware that inclusions on the Peace Officers' Memorial Monument for medical deaths, including those related to COVID-19-related, are based on determination for benefits eligibility by the Employees' Retirement System of Texas. The nomination form can be found on the TCOLE website at <http://www.tcole.texas.gov/content/texas-peace-officers-memorial>.

## LAW ENFORCEMENT ACHIEVEMENT AWARD NOMINATIONS

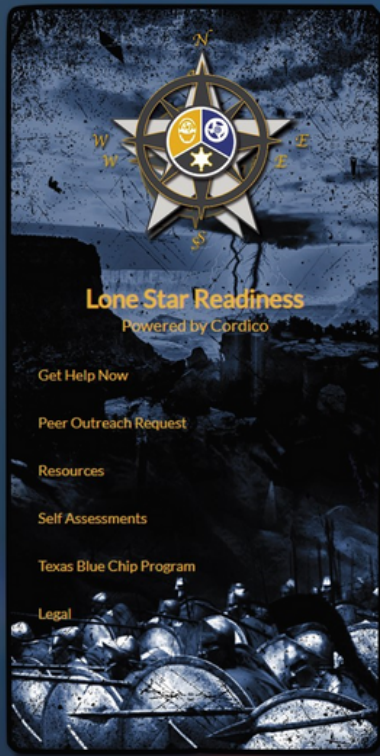
Each year TCOLE hosts an annual achievement award ceremony to recognize peace officers, jailers, and telecommunicators that have gone above and beyond in their service to their community. We know there are many worthy candidates out there.

The awards are issued in the categories of valor, public service, and professional achievement.

For the nomination form for the 2024 ceremony, and additional information, please visit: <http://www.tcole.texas.gov/content/state-texas-achievement-awards>



# The Lone Star Readiness App is coming soon to Texas law enforcement



- Confidential and anonymous peer support
- One-touch dialing to 24/7 support services
- No user registration required
- State-wide instant peer connection
- Self-assessments including PTSD, depression and resilience
- Resources from TLEPN
- Access to Texas Blue Chip program

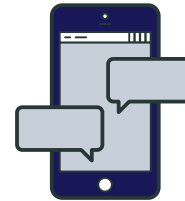
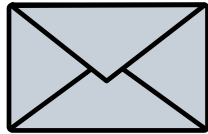
Through the process of ensuring confidentiality and providing you with the best user experience, the app is coming early 2024. Stay tuned for updates!



TEXAS LAW ENFORCEMENT  
PEER NETWORK



# GOV DELIVERY COMMUNICATIONS



Subscribe to TCOLE Communications here:

<https://public.govdelivery.com/accounts/TXCOLE/subscriber/new?preferences=true>

Be sure to allow emails from: TXCOLE@public.govdelivery.com

This service is provided to you at no charge by Texas Commission on Law Enforcement.



## CURRENT TCOLE STATISTICS



(CLICK OR SCAN QR CODE)



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*Presiding Officer*

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Hester  
*Assistant Presiding Officer*

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**WE WISH YOU PEACE,  
JOY AND SAFETY  
THIS HOLIDAY SEASON,**



**AND A HAPPY NEW YEAR!**