

THE BRIEFING

A Publication of the Texas Commission on Law Enforcement

Inside this issue:

[Commission Meeting Highlights](#) 2

[Changes to Agency Heads](#) 4

[Roster Entry for DRS](#) 5

[Spend Before you Send](#) 9

[Exam Site Troubleshooting Chart](#) 14

[Session Recap](#) 15

[Legal Division](#) 16

[Achievement Awards](#) 17

[New TCOLE Staff](#) 23

Changes Coming to Temporary Jailer Licenses

On September 1, 2019, law changes under House Bill 4468 will take effect, bringing some significant changes to temporary jailer licenses.

First, all temporary jailer licenses expire after one year and no additional temporary jailer license or appointment may be issued. If you have an active temporary jailer license that was issued prior to September 1, you may complete the 12 months allowed under law, but once the year expires, you must complete a basic county corrections course in order to continue working. If you previously held a temporary jailer license that has expired, you must complete a basic county corrections course before being appointed as a county jailer.

Second, for those appointed as a temporary jailer on or after September 1, you must enroll in a basic county corrections course within 90 days of appointment. This does not mean that the course must be completed within 90 days of appointment, but you must be enrolled. As a temporary jailer license is only valid for 12 months, the course must be completed by the expiration of your temporary license in order to avoid a break in service. Otherwise, the law enforcement agency must F5 the temporary jailer effective

Upcoming Events

Quarterly Commission Meetings

September 5 2019

December 5, 2019

2019 TCOLE Conference

October 21-24, 2019

Commission Meeting Highlights

The latest Commission meeting was held at the J.J. Pickle Research Campus on Thursday, June 20, 2019. Here are a few highlights from the meeting:

Executive Director's Report: New employees were introduced. Director Vickers noted that the Sunset review process has begun and explained the process. Director Vickers talked about the challenges with the MyTCOLE Account, and IT Manager Jessica Capraro spoke about efforts to explore viable options for services that were previously offered in the MyTCOLE account that fit within our budget, as well as a replacement for online training. The TCLEDDS conversion went smoothly and no data was lost. The New Training Coordinators' Training is offered each quarter the day before our quarterly commission meeting. Commissioner Lemaux offered feedback on the course. Director Vickers reminded the commissioners of the annual TCOLE Achievement Awards ceremony.

Credentialing and Field Services Director's Report: The volume of Help Desk tickets has increased significantly with the TCLEDDS conversion and subsequent outage of MyTCOLE. The second round of non-compliance notifications were mailed in May. The number included in the notifications sent was 17,000, which is down about 9,000.

Government Relations Director's Report: An update on the legislative session was given. At the end of the filing period, there were 66 bills filed with a direct impact to TCOLE. At the end of the legislative session, 17 of those bills had passed. Some of the changes include modifications to Human Trafficking, an active shooter course for school-based law enforcement, and two amendments to the existing Special Investigative Topics course. TCOLE will also be working with Department of State Health Services on a training for the administration of epinephrine auto-

For more information

Meeting Minutes: Other items, including line of duty deaths, waiver requests, proceedings for revocation, suspension, and other disciplinary actions, and previous meeting minutes, can be found under the Who We Are/The Commission section on our website at:

www.tcole.texas.gov.

Live Recordings: Live and archived video recordings of the meetings can be found on our website on the Who We Are/The Commission page at: www.tcole.texas.gov.

Public Comment: Anyone wishing to make a public comment may do so at the following email address:

public_comment@tcole.texas.gov.

Commission Meeting Highlights (Cont'd)

injectors. Director Grigsby noted that the Sunset process has begun. The self-evaluation report is due at the beginning of September.

Commissioner Hood presented the Audit Committee report. Four assessments were discussed during the meeting. Commissioner Hood described each assessment and gave the status and recommendations of each one.

Rules: One rule was finally adopted following proposal and a public comment period. One previously proposed rule was withdrawn. More details are available on page 16.

Temporary Jailers (Cont'd)

tive the date of temporary license expiration and submit a new L1 to reappoint you as a jailer license holder once you complete the basic county corrections course.

Finally, the new law prohibits temporary jailers from being appointed to a supervisory position in a county jail.

Please keep in mind that these changes were made in law, and therefore cannot be waived. We know that this is a major change for temporary jailers, and for sheriffs' offices, and that here will likely be questions from about the new requirements. We will be happy to answer them as they come up.

Changes to Agency Heads

By Kenny Merchant, Director of Credentialing and Field Services

Every agency, whether through election, retirement, resignation, or those other causes we don't like to talk about, will eventually go through a change in agency head. This would seem like a relatively simple process, but it is more complicated than the simple appointment of a licensee. For example, some agencies will have an interim licensed agency head, some may choose to use a civilian on a temporary basis, and others may use a civilian on a permanent basis. To further complicate matters, new agency heads (if not elected) are normally chosen by the leaders of the unit of government or governing body. However, they may have no idea what is required to appoint any law enforcement officer, let alone an agency head. Here are a few guidelines to help you through the process.

Every agency must have an agency head designated through the Commission at all times, and must notify the Commission of any change in agency head within 30 days of occurrence. This requires more than a simple F5-Separation of the previous agency head and L1-Appointment of the incoming agency head (we will call this step 1). Those documents must still be completed (if the agency head is a licensee), but an additional notification is required. The TCOLE Executive Director, through the Executive Assistant, must be provided updated information on the new agency head (we will call this Step 2). To ensure we get the proper information, please [contact](#) the Executive Assistant for required documentation.

Not all agencies must have licensed peace officers as agency heads. Civilians elected to the position of sheriff or constable may serve up to 2 years or 270 days, respectively, before obtaining a peace officer license. Municipal police departments may have a civilian agency head for up to 1 year. For these three, you must eventually get a licensed peace officer appointed to the position, but a civilian can serve temporarily, as stated above. Other agency types may or may not have statutory restrictions on licensed or unlicensed agency heads. Be sure to check your authorizing statutes to be familiar with the requirements for your agency. And remember, other than sheriffs and constables, who are constitutionally elected peace officers, civilian agency heads carry NO peace officer authority. Sheriffs and constables, even if not yet licensed as peace officers, must still complete step 1 and step 2 from above. All other civilian agency heads will complete step 2 only.

Changes to Agency Heads (Cont'd)

Interim agency heads are not designated by L1s. If an internal interim agency head is appointed, step 2 above, must be completed, but no L1 designation of the interim should be completed. If the interim is from outside the agency, then appoint appropriately according to step 1. If the interim is a licensee, complete step 2 for both licensees and civilians.

A change in agency head does not require all existing licensees be re-appointed to the agency. L1 and L1T appointment documents appoint a licensee to the agency, not to the agency head, so changes in agency head do not affect the status of the existing licensees.

An agency head, even an interim, becomes responsible immediately upon appointment for all of the applicable Commission rule and statutes regarding their licensees. The Commission chooses to give a reasonable amount of time for a new agency head to ensure that all licensees are properly appointed and trained, so blaming the previous agency head will only work for a short time!

Roster Entry for DRS

This is only for the departments that do not have access to TCLEDDS, and for reporting courses that did not go through a TCOLE academy or a TCOLE training provider.

Chief Administrators/Training Managers, as we are approaching the end of the unit, have you entered all of the training for your licensees?

If you need to submit training for your licensees, please email credentialing.help@tcole.texas.gov for a temporary training roster. We will email the temporary training roster to you for completion. Enter all of the information on the form and return to the email address above. TCOLE will enter the roster for you and advise when it has been completed. Please do not wait until the end of the unit to submit the roster(s). We will be unable to process any roster form that is incomplete and it will be returned to you for any corrections or missing information. Please contact our office with any questions.

Legislatively Mandated Training- are you waiting until the last minute?

By Kenny Merchant, Director of Credentialing and Field Services

August 31, 2019 will mark the end of another two-year training unit. Have you completed your mandated training yet? Your time is running out!

Two rounds of letters have been sent out to agencies advising them of appointed licensees who have not yet completed the mandated training. On the first round, approximately 26,000 licensees were identified. In the second round that number had decreased by another 7,500 licensees. A third round of notifications will be sent out in July and, hopefully, the numbers will continue to decrease. Notifications will NOT be sent out to un-appointed licensees.



As a reminder, mandated course requirements for the current 2017- 2019 training unit are:

Peace Officers- except those first licensed on or after September 1, 2017, or those specifically mentioned below, all peace officers must complete a total of 40 hours of reportable training, including the 3185* Legislative Update.

Jailers- there are no unit requirements for Jailers.

Police Chiefs- those subject to Education Code §96.641, who were first appointed prior to September 1, 2017, and completed the New Chief's Training before that date, must have completed a 40 hour Chief's Continuing Education course through the Law Enforcement Management Institute of Texas at Sam Houston State University during the unit. They are exempt from the above peace officer training.

Constables- exempt from the above peace officer training and have no unit requirements.

Telecommunicators- except those first licensed on or after September 1, 2017, all telecommunicators must complete 20 hours of reportable training, with no specific course(s) required.

There are exceptions to the above, including DPS Special Rangers, DPS Special Texas Rangers, and qualified Retired State Officers (under Occupations Code 1701.356), and as recently added, TPWD Special Game Wardens and TABC Special Inspectors. If you believe you fall into one of

Legislatively Mandated Training- are you waiting until the last minute? (Cont'd)

these categories, please review the statute or contact TCOLE for details.

Remember, there is a great deal of legislatively mandated training that is not tied to the normal unit or cycle requirements. Those courses can be assignment specific or licensing date specific. For more information on these courses, or on any mandated training, please review the [Licensee Training Mandate Guide](#) on our website.

Un-appointed licensees, please be aware that individuals cannot report their own training to TCOLE. You must complete your training through a Contract Training Provider, who will report the training for you. [Contract Training Providers](#) are listed on our website. Providers who offer online courses are clearly marked.

Failing to complete the legislatively mandated training will result in the licensee being subject to a license suspension, so don't wait- GET THE TRAINING DONE NOW!

*The 3185 Legislative Update may not be posted on the TCOLE Online Training site before the end of the Training Unit, however, a FREE version, made in a collaborative effort between TCOLE and Virtual Academy, is available on the [Virtual Academy website](#). Just click on TX Legal Update on the left side of the page.

2019 TCOLE CONFERENCE | October 21-24 Corpus Christi

REGISTRATION COMING SOON

THIS YEAR'S CONFERENCE FEATURES:
NEW TRAINING COORDINATORS COURSE
3186
CITP



AMERICAN BANK CENTER

1901 North Shoreline Blvd.
Corpus Christi, TX 78401

REGISTRATION \$150

Early Bird registration ends at 5 PM on Sept 23, 2019.

Fees are non-refundable, but are transferrable for this year's conference only

SPEND before you SEND: Positioning Students for a Smooth Exam

By Nikki Johnson, System Support Specialist

Audible, rapid breathing, sweaty palms, aimless fidgeting, darting eyes, unusual quietness and a general feeling of overall tenseness; what exactly are we talking about? Just a few of the visual manifestations of stress and anxiety experienced by folks that are about to take a state licensing exam. Before these new hires, cadets, or temporary license holders sit down in front of a computer to see if they can pass that exam, they are briefed by a proctor. The proctor will explain what actions need to be taken and what screens to expect during the exam. This explanation usually results in a slight relaxing of the shoulders, a more normal pace of breathing, softening of expressions and maybe even a smile or two. In short, a smooth and informative briefing can give just a tiny release to some of the obvious anxiety the testers possess. Soon they are seated at a computer, entering their PID numbers, ready to tackle the test! All too often however, another stumbling block presents itself at this very moment. A message can appear on the computer screen stating, "You do not have an endorsement or qualifying course for this exam. Please see the proctor." WHAM - Where'd that truck come from? Hands begin to rise, confused faces turn towards the proctor, and some will ask what it means with dismay. The proctor will check the screens and explain that it is probably just a roster or course that needs to be put on their record, a few simple clicks. The damage is done though, emotional turbulence returns, and attempts to alleviate the agitation are met by blank and fuzzy stares.

Now the proctor must act quickly to get things back on track and restore order. Some proctors cannot, or do not, know what courses to look for on a person's record to see if anything is missing. Some do not have access to that information. They start calling the agency, training coordinator, academy, TCOLE, anyone that can possibly assist them in correcting the situation. Hairs are on fire, its DEFCON 1 – total nuclear annihilation! Sometimes, the dust settles quickly and testers can resume with very little interruption. Other times, resolution takes longer and the testing time has to be rescheduled. YOU, the agency or training provider, can take a few fast steps in preventing this completely avoidable obstacle for testers! Yes, YOU have MAJOR power in possibly preventing this scenario (insert Superhero themed music). Not to mention, how YOUR ounce of prevention can (*fingers crossed*) hopefully help in contributing to first exam attempts being at 80% or above!

SPEND before you SEND: Positioning Students for a Smooth Exam (Cont'd)

How? The answer is surprisingly uncomplicated: SPEND before you SEND! SPEND a few moments in TCLEDDS checking the candidate's records before you SEND them to an exam site.

Some of your internal dialogue may be: I'm new at my agency, I don't know if I have an account, I don't really know how to use TCLEDDS or some may even be asking - what is TCLEDDS? Most agencies have this service and someone, if not multiple people, in your agency has a login. It may require a little leg work – not lunges or squats – just a little investigation internally to see who can assist with this. If your agency is an Academy or Contract Training Provider, you have TCLEDDS without a doubt. Once you gain access, or find out whom in your agency does have access, you can get a Personal Status Report (PSR), of the person(s) you want to schedule the state licensing exam for. Check the PSR against the chart at the end of this article to see if they are endorsed to take an exam. The chart does not cover ALL state exams available, just the ones we receive the most questions or confusion about. If you are an agency that does not subscribe to TCLEDDS, then request a copy of the PSR from the Academy they completed the licensing course from.

Once you have verified that the PSR contains everything necessary to test, schedule that exam! Make a copy of the PSR, highlight the appropriate courses, and give it to the person that will test. They can show this as proof of testing eligibility once they arrive at the exam site. This can assist exam sites substantially if testing does not commence effortlessly.

In closing, here are the takeaway points. For licensing courses, first be sure your agency has submitted the roster and it has been processed before scheduling an exam. Second, if the licensing course was taken somewhere other than your agency (as in, you don't have control over the submission) remember that training providers have 30 days from the time a course was completed to submit the roster. Courses 1033 and 1305 can only be completed via <https://tcole.nuvolaacademy.com/>. If completion didn't transfer into TCLEDDS, you will need to contact TCOLE for assistance with this. Email the name, PID and a screenshot or certificate of completion to support@tcole.texas.gov. Please allow 3 business days for a response. Agencies and Training Providers that have TCLEDDS can access PSRs to verify testing eligibility PRIOR to scheduling their new hires, cadets, or temporary licensees for state licensing exams. Highlight or underline the relevant courses for the exam to be taken and give a copy to the tester. Instruct the tester to present this to the exam site as proof of eligibility.

Quick Reference Guide for taking a State Licensing Exam

Agencies and Training Coordinators: Verify the information below PRIOR to scheduling your employee for an exam.

TO VERIFY:

1. Login to TCLEDDS.
2. Go to Officer List or Officer Search.
3. Hover over the PID of the person you need to schedule an exam for and navigate to “View & Print PSR”.

Exam Name	Academy Course needed The state licensing exam must be taken within 180 days from the date reported for courses marked with *	Additional Course(s) needed
<p>Basic Peace Officer Exam</p> <p>1024 BASIC PEACE OFFICER EXAM</p>	<p>*1000643: Basic Peace Officer Course (643) OR *1000667: Basic Peace Officer Course (667) OR TCOLE Endorsement Letter. ONLY applies to: Reactivation, Out Of State/Federal, Special Forces, and Military Police Applicants. Expiration date printed on letter.</p>	<p>1033: Chapter 33 Rule Overview Exam</p> <p>Course is taken Online ONLY via www.tcole.nuvolaacademy.com</p>
<p>Basic Jailer Course 2018</p> <p>1032 NEW - Basic Jailer Course 2018</p>	<p>*1120: 2018 Basic County Corrections OR *1196: TEEX Basic County Corrections – ONLINE</p>	<p>1033: Chapter 33 Rule Overview Exam</p> <p>Course is taken Online ONLY via www.tcole.nuvolaacademy.com</p>
<p>Basic Telecommunicator Licensing Exam</p> <p>1029 Basic Telecommunicator Licensing Exam</p>	<p>*1013: Basic Telecommunications Certification Course</p>	<p>1305: TCOLE Rule Overview Course</p> <p>Course is taken Online ONLY via www.tcole.nuvolaacademy.com</p>
<p>Peace Officers Jailer Certification</p> <p>1027 Peace Officers Jailer Certification 1107</p>	<p>*1107: Basic Jail Course for Peace Officers OR *1072: Basic Jail Course for Peace Officers (online version) AND 4900: Mental Health Training for Jailers OR 3524: MH, Suicide, and De-escalation for Jailers</p>	<p>1033: Chapter 33 Rule Overview Exam</p> <p>Course is taken Online ONLY via www.tcole.nuvolaacademy.com</p>
<p>Peace Officer Reactivation</p> <p>1031 PO Reactivation</p>	<p>TCOLE Endorsement Letter. Expiration date printed on letter.</p>	<p>Space intentionally left blank</p>

How Proctors can Verify Exam Eligibility

This article is for all the Proctors, present and future, across the state! Every week, we receive requests for assistance with testing and have found most issues can be solved by carefully checking a series of simple steps. The two charts below will explain how to utilize the tools you have to ensure successful testing. Following the Exam Site troubleshooting chart will get testers on their way most of time. If you need to verify a candidate's exam eligibility, follow the directions on "How Proctors can verify Exam Eligibility" in conjunction with the "Quick Reference Guide for taking a State Licensing Exam."

283 - 1026421055 **You do not have an endorsement or qualifying course for this exam. Please see the proctor.**

This document will explain how the Proctor can verify that the proper courses are on record for testing after receiving the error above.

1. Log into TCLEDDs
2. Click on "Academy Officer Search"
3. Enter the PID of the person testing and click "Search"
4. Hover over the PID in the search results below and click on "View & Print Officer History"

ACADEMY STATEWIDE OFFICER SEARCH

Search Field: TCOLE ID Operator: is equal Value: 283

Search Add Criteria

Search for Officer PID

View 10 per page

TCOLE ID	Last Name	First Name	Appointment	Department	Active Service	License	Certificate	Certificate Issued On/After	Agency's City	Agency's County	SSN	DOB	Citizen	Sex	Race/Ethnicity
283															

Current Sort Order:

View 10 per page

5. Another window will open- expand this window.

ACADEMY STATEWIDE OFFICER SEARCH

Search Field: TCOLE ID Operator: is equal Value:

Search Add Criteria

Search for Officer PID

View 10 per page

TCOLE ID	Last Name	First Name	Appointment	Department	Active Service	License	Certificate	Certificate Issued On/After	Agency's City	Agency's County	SSN

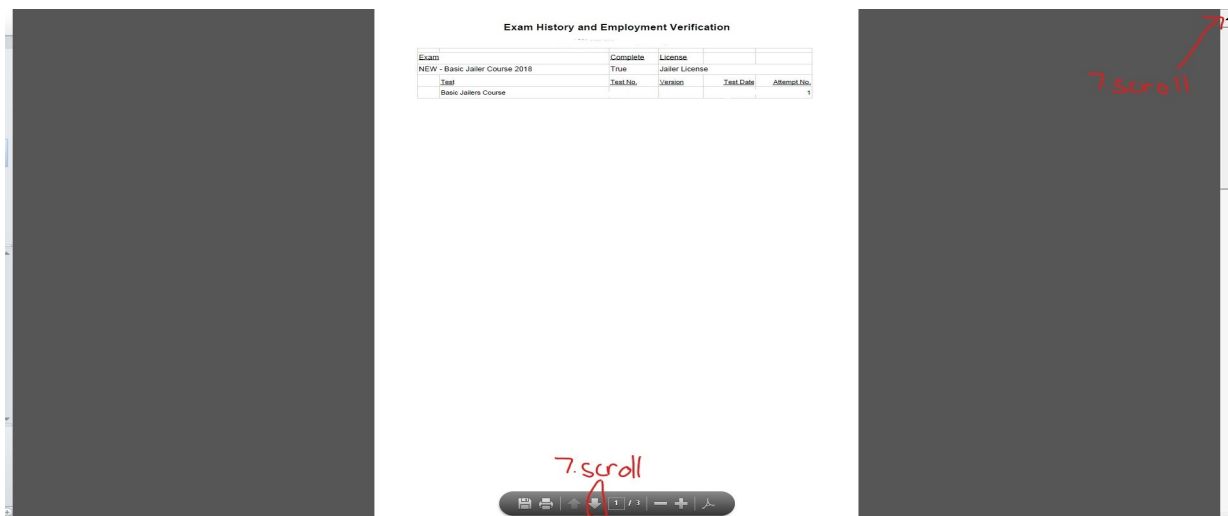
Current Sort Order:

View 10 per page

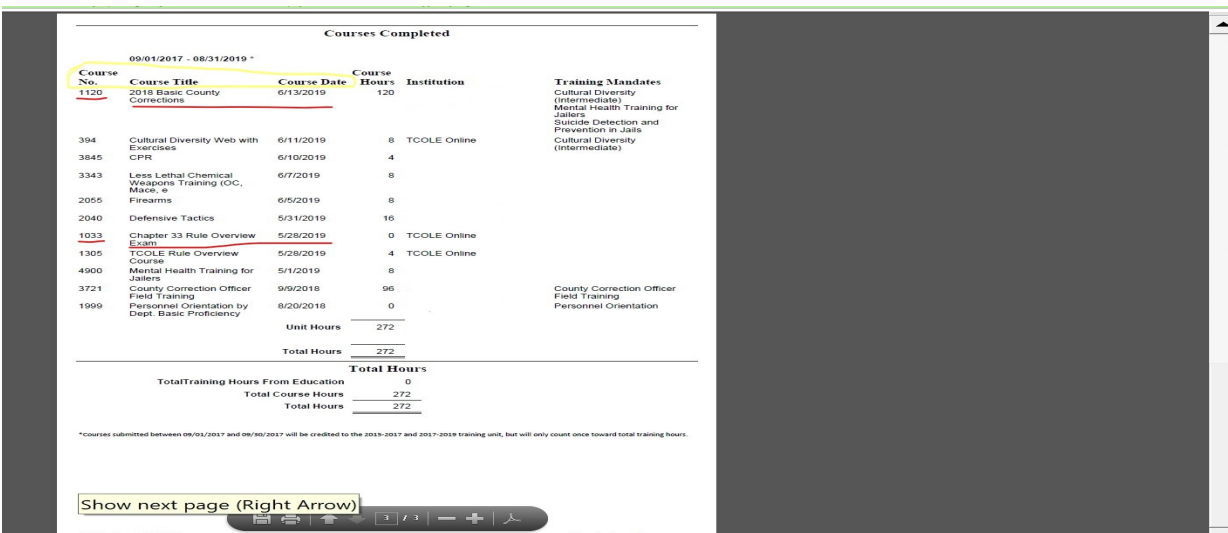
How Proctors can Verify Exam Eligibility (Cont'd)

6. This is a PDF document. The first page will display one of two messages; past exam results or a "No Exams were found" message.

7. Use the scroll bar on the right side of the screen or the down arrow at the bottom of the screen to view the PSR.



8. Compare the PSR to the "Quick Reference Guide for taking a State Licensing Exam".



*****NOTE: To avoid scrambling on everyone's part while students are waiting, the courses/endorsements should be verified PRIOR to students attempting the exam. Typically, if you follow/repeat these steps, the issues are solved, and the students can test..**

Exam Site Troubleshooting Chart

EXAM SITES:

When scheduling students for a test, it is advisable to request proof of eligibility in the form of a PSR with the proper courses highlighted. Individuals that are Reactivation, Out of State/Federal, Special Forces, or Military Police applicants will have a TCOLE Endorsement Letter. Proctors can verify eligibility in TCLEDDS. Use “How Proctors can verify Exam Eligibility” and “Quick Reference Guide for taking a State Licensing Exam”.

1. Is the proctor able to sign in successfully ?

- If yes, go on to #2.
- If No, Check the following, verify these are true, and then proceed to #2:
 - Are you connected? Check that the computer is connected to the internet.
 - Are you using the Internet Explorer browser?
 - Are pop ups ENABLED/ALLOWED?
 - Does the Proctor know their username/password? **If they do not know this information or lock their TCLEDDS account, they will have to request assistance from PCI – 713-939-9777 or tcledds@prodctr.com**

2. Did proctor choose the correct exam?

- If yes, go on to #3.
- If No, Check the following, verify these are true, and then proceed to #3:
 - Has the proctor selected the correct exam? ***Refer to Quick Reference Guide for taking a State Licensing Exam and How Proctors can verify Exam Eligibility to make sure the appropriate exam is being selected.**

3. Is the PID for the person testing correct?

- If yes, go on to #4.
- If No, Check the following, verify these are true, and then proceed to #4:
 - Check that the PID entered is correct
 - Check that the person has all the courses necessary for a testing endorsement. Are the endorsement courses within 180 days or less? Does the tester still have 3 attempts left? ***Refer to Quick Reference Guide for taking a State Licensing Exam and How Proctors can verify Exam Eligibility**

4. Does the person testing see their personal information to update/correct if needed?

- If yes, they must check this screen very carefully and correct any fields that need it. For example, be sure the email field is an actual email. Do this for every field and they should be able to proceed.

Recap of the 86th Legislative Session

By Kaitlyn Tonkin, Legislative Coordinator

Another legislative session has passed. No new broadly applicable courses were put into place, but some assignment-specific courses were added, and some existing courses were amended or now apply to licensees who may not have been required to take the course previously.

House Bill 292 by Representative Senfronia Thompson allows the Human Trafficking course to be added into the BPOC.

House Bill 1415 by Representative Eddie Lucio requires elected constables to complete 20 hours of Civil Process in addition to the Constables Continuing Education received at LEMIT.

House Bill 2195 by Representative John Turner adds required active shooter training to the school-based law enforcement proficiency certificate under SB 11 by Senator Larry Taylor, this certificate is now required for school district peace officers or school resource officers at a district of any size, not just those of 30,000 students or more.

House Bill 3503 by Representative Doc Anderson requires county jailers who will be carrying a firearm to complete the Jail Firearms Course (#3599) and receive a certificate demonstrating firearms proficiency.

Senate Bill 586 by Senator Kirk Watson modifies the current training on sexual assault and family violence to include components of trauma-informed response.

Senate Bill 971 by Senator Joan Huffman modifies current training on strangulation. The updated course will provide necessary information on recognizing and recording cases where strangulation has occurred.

Senate Bill 1827 by Senator José Menéndez requires the Commission to work with the Department of State Health Services, to develop a course on the administration of epinephrine auto-injectors. Any peace officer who will be carrying an epinephrine auto-injector issued by their agency must first complete this training. It also requires agencies to develop a policy on storage and inventory of the injectors.

For a more in-depth look at all bills, visit Texas Legislature Online <https://capitol.texas.gov/>.

Legal Division

License Actions

The following proceedings for revocation, suspension and other disciplinary actions took place at the June 2019 Commission Meeting. For a complete listing of these license actions, including names, departments, and case numbers, see the meeting agenda found on our website under Who We Are/The Commission/Meeting Minutes at www.tcole.texas.gov.

Type of Action	Number of Licenses
Default Suspension Orders	10
Default Cancellation Orders	1
Default Revocation Orders	2
Proposal for Decision Orders	3
Agreed Suspension Waivers	3
Agreed Suspension Orders	1
Statutory Revocations	4
Statutory Suspensions	2
Permanent Surrenders	23
Reprimands for Administrative Violations	2
Suspensions for Failing to Complete Legislatively Required Continuing Education	1
Reprimands for Failing to Complete Legislatively Required Continuing Education	1

Final Rule Amendments

The updated rules handbook will be available September 1, 2019, on our website at www.tcole.texas.gov under [Help and Resources/Rules and Policy](#).

- **Final Amendment 1**

§211.1 Definitions (amend)

Clarifies who shall conduct a background investigation.

- **Final Amendment 2 *WITHDRAWN***

Minimum Standards for Enrollment and Licensure (amend)

Clarifies what information is included on a background investigation for applicants.

2019 Achievement Awards

The 2019 Achievement Awards was one for the books, with 32 recipients being honored. The awards are given in three categories: Public Service, Professional Achievement and Valor. Eleven men and women received the Public Service Award for their service to the communities they serve and going above and beyond their job duties. Three people received the Professional Achievement Award for their dedication to keeping the public safe as well as improving the departments they work for. Eighteen officers

received the Valor Award for their exemplary bravery and quick thinking in the face of danger. It was an honor and a privilege to recognize these extraordinary individuals for their efforts.



Public Service Winners



Sergeant Luis Roberto Menendez- Sierra
Houston Police Department

Sergeant Marcus Povero, Sergeant Jacob Hopson, Officer Joe Peña, Officer Landon Rollins, Officer Jason Manning, Officer Kelly French, Officer Clayton Byington and Officer Andreas Lebensieg.

Fort Worth Police Department



Sergeant Robert Walsh and Sergeant
Ja'Nae Powell
Arlington Police Department

Professional Achievement Winners



**Sergeant Deon Cockerell,
Texas Department of Public Safety**

**Constable Ted Heap,
Harris County Constables Office Precinct 5**



Valor Winners



**Officer Sarah Wakefield,
Houston Police Department**

**Officer Taylor Rust,
Plano Police Department**



**Sergeant Renee Glasser,
Plano Police Department**

Valor Winners

Captain Wes Hensley,
Office of the Attorney General



Officer Jacob Williams, Officer Eric Garcia, Officer
Robert Phillips, Officer Leonard Lake,
Arlington Police Department

Trooper Trent Harben
Texas Department of Public Safety



Valor Winners



Corporal Joshua Moer and Trooper Aaron Clopton
Texas Department of Public Safety

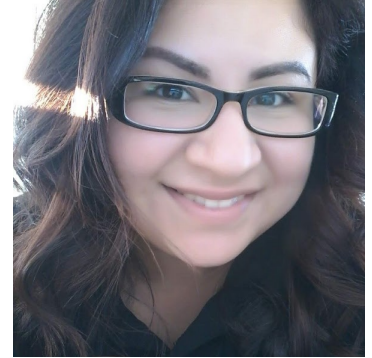
Officer Brent Mayorga, Officer Ben Baskin, Officer William Brewer, Officer Heath Cook (not pictured) and Officer David Henze.
Arlington Police Department.



New TCOLE Staff

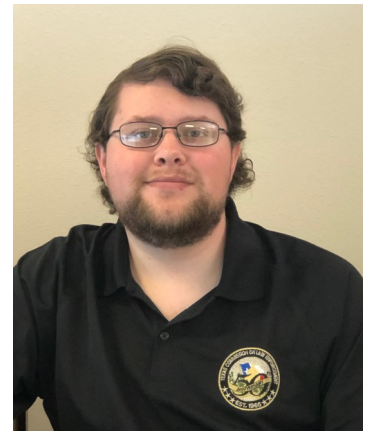
Jennifer Castillo, Credentialing Division

Jennifer Castillo is the newest addition to the Credentialing family at the Texas Commission on Law Enforcement, where she handles training rosters and separation of licensees with departments. She recently came to us from the City of Austin's Austin-Bergstrom International Airport. Jennifer has years of customer service experience and loves to help individuals when in need. Jennifer is a native of Austin; she loves spending time with her family, and is always working on crafting projects.



Trey Bywaters, IT/Special Services Division

Trey Bywaters is the newest addition to TCOLE's IT/ Special Services division as a programmer. He graduated with a double major in Computer Science and Mathematics from Texas A&M-Commerce. Following his graduation, Trey began working for Venture Apps Limited in Austin, TX, where he worked with a small team to develop business tracking and workflow management applications.



Commissioners

Sheriff Joel W. Richardson
Presiding Officer

Major Jason D. Hester
Assistant Presiding Officer

Patricia Burruss
Secretary

Constable Ron E. Hood
Chief Kim Lemaux
Jack W. Taylor
Sharon Breckenridge Thomas
Sr. Police Officer Tim Whitaker
Janna Atkins



Contact Information

Mailing Address:

Texas Commission on Law
Enforcement

6330 E. Highway 290, Ste.
200
Austin, TX 78723-1035

Phone: (512)-936-7700

Fax: (512) 936-7714

Website:

www.tcole.texas.gov

The Briefing Editor:

[Gretchen Grigsby](#)

Notice

In compliance with the Americans with Disabilities Act, the publications of the Commission are available by request in alternative formats. To request an accessible format, please contact our ADA Compliance Officer, Brian Roth, at the address or phone number listed above, or through RELAY Texas at (800) 735-2989.

The Commission is an Equal Opportunity Employer and does not discriminate in providing services or employment.