The Briefing

Official newsletter of the Texas Commission on Law Enforcement | September 2023
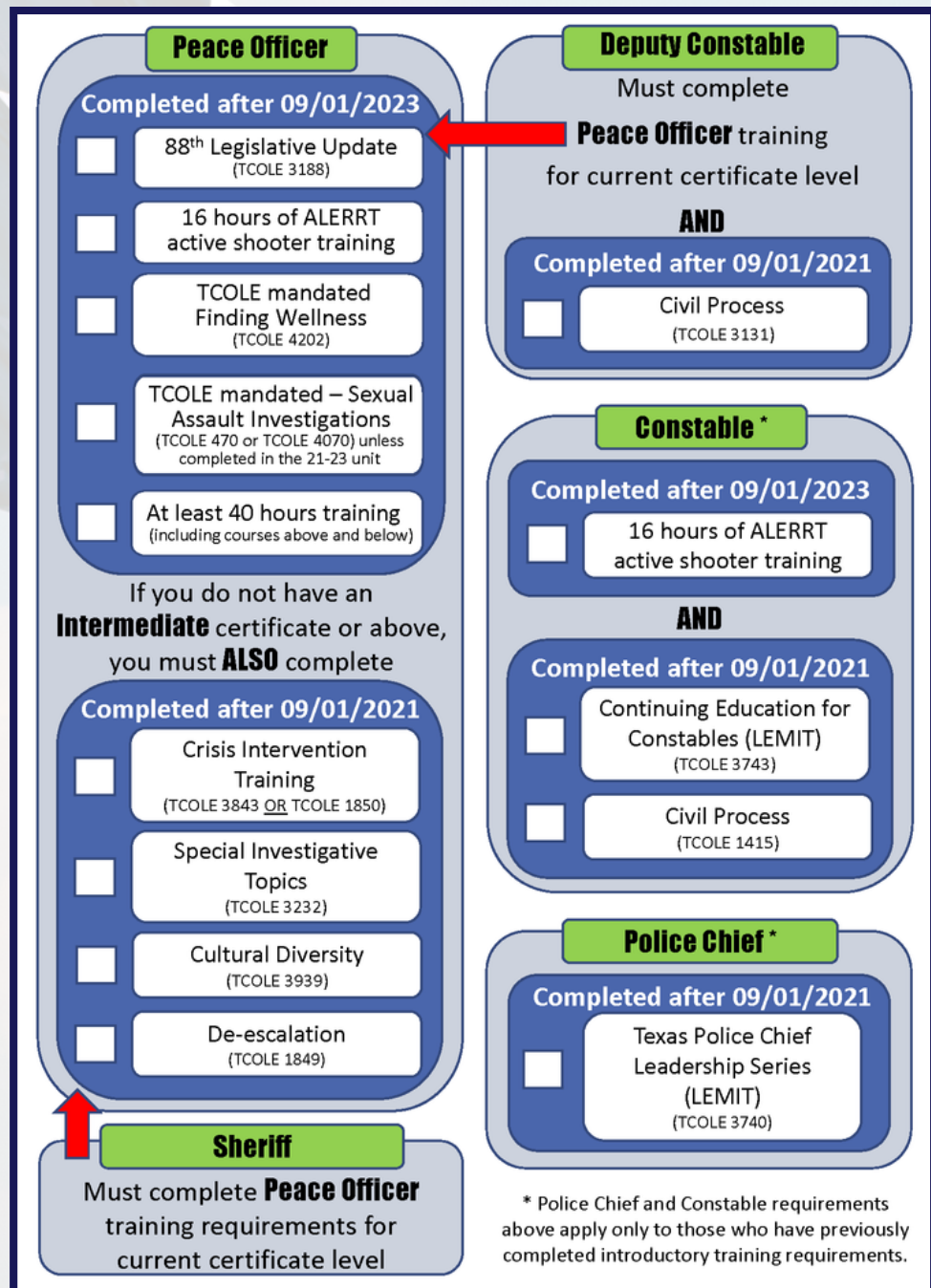
The mission of the Texas Commission on Law Enforcement, as a regulatory State agency, is to establish and enforce standards to ensure that the people of Texas are served by highly trained and ethical law enforcement, corrections, and telecommunications personnel.

Training Requirements

Please use the below flowchart as a reference guide to complete all required training by 08/31/2025

Peace Officer

Completed after 09/01/2023
- [ ] 88th Legislative Update (TCOLE 3188)
- [ ] 16 hours of ALERRT active shooter training
- [ ] TCOLE mandated Finding Wellness (TCOLE 4202)
- [ ] TCOLE mandated – Sexual Assault Investigations (TCOLE 470 or TCOLE 4070) unless completed in the 21-23 unit
- [ ] At least 40 hours training (including courses above and below)

If you do not have an **Intermediate** certificate or above, you must **ALSO** complete

Completed after 09/01/2021
- [ ] Crisis Intervention Training (TCOLE 3843 OR TCOLE 1850)
- [ ] Special Investigative Topics (TCOLE 3232)
- [ ] Cultural Diversity (TCOLE 3939)
- [ ] De-escalation (TCOLE 1849)

Deputy Constable

Must complete **Peace Officer** training for current certificate level

AND

Completed after 09/01/2021
- [ ] Civil Process (TCOLE 3131)

Constable *

Completed after 09/01/2023
- [ ] 16 hours of ALERRT active shooter training

AND

Completed after 09/01/2021
- [ ] Continuing Education for Constables (LEMIT) (TCOLE 3743)
- [ ] Civil Process (TCOLE 1415)

Police Chief *

Completed after 09/01/2021
- [ ] Texas Police Chief Leadership Series (LEMIT) (TCOLE 3740)

Sheriff

Must complete **Peace Officer** training requirements for current certificate level

* Police Chief and Constable requirements above apply only to those who have previously completed introductory training requirements.

TCOLE Calendar of Events

2023

ADVISORY COMMITTEES:

**Advisory Committee Meeting -
Law Enforcement Agency Standards**
October 9th @ 1:00 pm - 5:00 pm
TCOLE HQ - Austin, TX

**Advisory Committee Meeting -
Misconduct Investigation and
Hiring Procedures, Personnel Files**
October 10th @ 10:00 am - 3:00 pm
TCOLE HQ - Austin, TX

**Advisory Committee Meeting -
Examination of Licensee**
October 11th @ 1:00 pm - 5:00 pm
TCOLE HQ - Austin, TX

TCOLE COMMISSION:

TCOLE Commission Meeting
October 23rd @ 1:00 pm
American Bank Center - Selena Auditorium
Corpus Christi, TX

TCOLE Commissioner Workshop
December 6th @ 1:00 pm
San Antonio, TX

TCOLE Commission Meeting
December 7th @ 9:30 am
San Antonio, TX

TRAINING EVENTS:

2023 TCOLE Training Conference
Monday, October 23rd - Thursday, October 26th
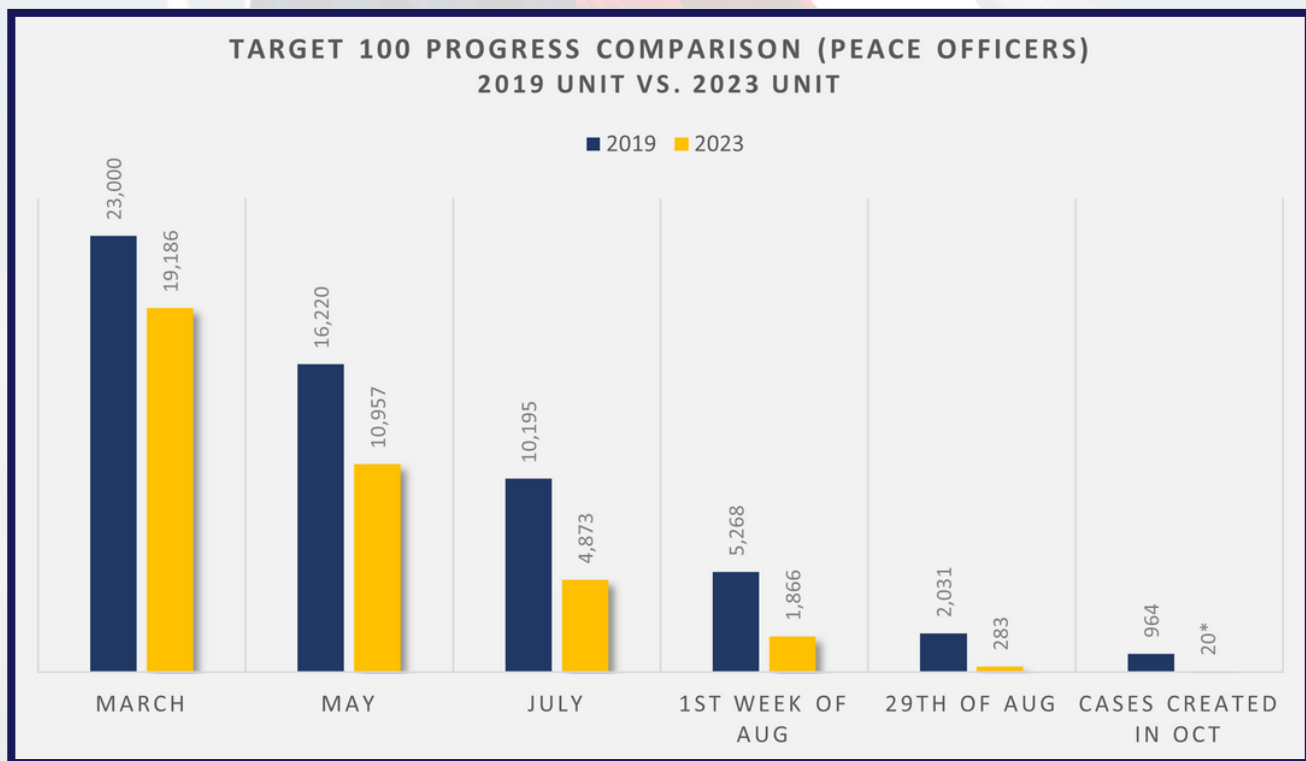American Bank Center - Corpus Christi, TX

**CLICK HERE TO VIEW UPCOMING TCOLE COMMISSION & ADVISORY COMMITTEE
MEETING DATES, LOCATIONS, AGENDAS AND RECORDED MEETINGS.**

Target 100 Initiative

In the final weeks of August, TCOLE representatives made direct phone calls to departments and to individuals with outstanding training to ensure that every licensee understood their requirements and each department knew their options. We believe it is because of this proactive communication approach, as well as the addition of self-service features that have made the outcome of this training unit such a phenomenal success.

The chart below shows how this training unit compares to the last 2-year training unit in 2019. We started off at 17% less than the previous unit in March, but ended 98% less cases. Additionally, we've noticed a drop in individuals whose license will be deactivated due to outstanding training by over 1,600 individuals.

To facilitate the success of this initiative, TCOLE released self-service feature within the MyTCOLE account called My Compliance which shows licensees exactly what courses and how many hours they need in order comply with their training requirements by the deadline. TCOLE also sent out several proactive communications to appointed and unappointed individuals.

TARGET 100 PROGRESS COMPARISON (PEACE OFFICERS)
2019 UNIT VS. 2023 UNIT

■ 2019 ■ 2023

	MARCH	MAY	JULY	1ST WEEK OF AUG	29TH OF AUG	CASES CREATED IN OCT
2019	23,000	16,220	10,195	5,268	2,031	964
2023	19,186	10,957	4,873	1,866	283	20*

Total individual peace officers needing training in 2019 compared the 2023 unit.
*projected total cases once F-5 separations and pending rosters are calculated

TCOLE Advisory Committees

Law Enforcement Agency Standards
First Open Meeting: October 9th, 2023

The Law Enforcement Agency Standards Advisory Committee, as established under Texas Occupations Code §1701.163, is charged with developing "minimum standards with respect to the creation or continued operation of a law enforcement agency based on the function, size, and jurisdiction of the agency."

The committee will submit a proposed rule to the TCOLE Commissioners for adoption by March 1, 2024.

Misconduct Investigation and
Hiring Procedures, Personnel Files
First Open Meeting: October 10th, 2023

The Misconduct Investigation and Hiring Procedures Advisory Committee is charged under Texas Occupations Code 1701.4522 and .4535 with developing model policies "establishing procedures applicable to a law enforcement agency investigating alleged misconduct by a license holder employed by the agency and hiring a license holder" and "regarding personnel files maintained with respect to a license holder."

The committee will submit the proposed model policies to TCOLE Commissioners for adoption by March 1, 2024. Each law enforcement agency is required to adopt these or substantively similar model policies. All policies are to be submitted to TCOLE, and TCOLE is to retain copies.

Examination of Licensee
First Open Meeting: October 11th, 2023

The Examination of a Licensee Advisory Committee, as established under Texas Occupations Code §1701.167, is charged with developing "a model policy prescribing standards and procedures for the medical and psychological examination" of new licensees, existing licensees, or those whose employing agency has reason to believe that a new examination is necessary (a fit-for-duty review).

The committee will submit a proposed model policy to TCOLE Commissioners for adoption by March 1, 2024. Each law enforcement agency is required to adopt this model policy, or one that is substantially similar. All policies are to be submitted to TCOLE, and TCOLE is to retain a copy.

Advisory Committee Members

Following the passage of Senate Bill 1445, the Texas Commission on Law Enforcement (TCOLE) Sunset bill, by the 88th Texas Legislature, TCOLE has received a tremendous amount of interest from stakeholders in serving on the three advisory committees established in the bill. The below applicants have been selected for service.

Minimum Standards for Agencies
Presiding Officer: Sheriff Roy Boyd, Goliad County Sheriff's Office
Assistant Presiding Officer: Chief Jaime Ayala, Edinburg Police Department
Chief Bill Avera, Jacksonville Independent School District Police Department
Paul Christ, Texas Municipal League
Chief Solomon Cook, Humble Independent School District Police Department
Bob Lydia, Public Member
Chief Ronald Phillips, Alvin Community College Police Department
Constable Derreck Rose, Galveston County Constable's Office, Pct 3
Marvin Ryals, Combined Law Enforcement Associations of Texas
Chief Derrick Watson, Plainview Police Department
John Wilkerson, Texas Municipal Police Association

Examination of Licensee (Fit for Duty)
Presiding Officer: Constable Shawn Kennington, Camp County Constable's Office
Assistant Presiding Officer: Chief Mike Harmon, Cedar Park Police Department
Judge Stephen Ables, Public Member
Chief Robert Crawford, Northlake Police Department
Curtis Howard, Public Member, Texas Police Chiefs' Association
Kevin Lawrence, Texas Municipal Police Association
Bob Leonard, Combined Law Enforcement Associations of Texas
Lisette Rivera, Dallas Police Department
Dr. Jonathan Sheinberg
Dr. Stephen Tate, Houston Police Department
Clay Taylor, Department of Public Safety Officers Association
Sheriff Johnwayne Valdez, Rusk County Sheriff's Office

Hiring, Personnel Files, Misconduct
Presiding Officer: Chief Stan Standridge, San Marcos Police Department
Assistant Presiding Officer: Assistant Chief Jessica Anderson, Houston Police Department
City Manager James Devlin, City of Hewitt
Lieutenant Clifford Drake, Texas Department of Public Safety
District Attorney Carlos Garcia, 79th Judicial District Attorney's Office
Human Resources Director Kristie Lewis, Public Member, City of Tomball
Robert McCabe, Public Member
James Parnell, Dallas Police Association
Captain Dennis Rice, Randall County Sheriff's Office
Chief Victor Rodriguez, McAllen Police Department
TJ Smetzer, Texas Municipal Police Association
Jennifer Szimanski, Combined Law Enforcement Associations of Texas
Chief Deputy Jason Warren, Walker County Constable's Office, Pct 3

New TCOLE Secure Share Feature

Have you ever had trouble finding the right person at another department when requesting a background file?

We've released a new feature that might help!

We have added a user lookup feature to help find contacts at former law enforcement agencies. You can find User Lookup in the top right corner of the TCOLE Secure Share (TSS) site once you log in.

Enter the department name and click Search. This will return all the active users who have logged in within the last 6 months associated with that department.

NOTE: The above search is returning ALL results that CONTAIN exactly what is typed in the search box. If you get multiple results, you can type the department's whole name. Using abbreviations may not give you the results you are looking for. Example Pct instead of Precinct.

If you have any questions or concerns, please don't hesitate to contact the Secure Share team at secureshare@tcole.texas.gov.

New TCOLE Website
Coming October 2023!

TCOLE's new website will have a fresh modern look and is designed with your needs in mind!

TCOLE.TEXAS.GOV

TCOLE Staff Updates

Jennifer Harb has joined the Education Services Division as an **Instructional Designer.**

Jennifer was a Graduate Assistant for the Criminology and Criminal Justice Department of Georgia State University in Atlanta, where she participated in cybersecurity research with the Evidence-Based Cybersecurity Research group and assisted in teaching criminal justice classes for undergraduate students. Prior to Georgia State University, Jennifer worked as a Youth Care Worker for the SAFE Alliance providing care, guidance, and support towards teen parents and at-risk children staying at the Austin Children's Shelter. Jennifer received her Master's degree in Criminal Justice from Georgia State University, and Bachelor of Arts degree in Criminal Justice with a specialization in Administration of Justice from St. Edward's University.

Savannah Smart has joined the Education Services Division as an **Instructional Designer**.

Savannah is from a town South of Houston on the Gulf Coast called Lake Jackson, and moved to Austin five years ago to attend UT Austin. She received her bachelor's degree in both Rhetoric and Writing and Sociology with a certificate in German from the University of Texas in May 2021. Prior to joining TCOLE, Savannah was a Proofreader for the Texas Legislative Council during the 88th Legislative Session. Savannah loves to spend time at home with her family and pets. Savannah and her boyfriend have three cats and recently got a puppy. The cats are Helen, Peach, and Frankie and our puppy is Sammy. Some of Savannah's favorite hobbies include crocheting, painting, and making hand-made rugs.

TCOLE Staff Updates

Aaron Heath has joined the Legal Division as **Assistant General Counsel**.

Aaron grew up in Austin before attending Vanderbilt University in Nashville, Tennessee where he received a B.A. in Classics. He came back to obtain a J.D. from the University of Texas School of Law and is licensed as an attorney in Texas. Aaron comes to TCOLE from the Texas Department of Licensing and Regulation where he prosecuted cases for the Small/High Profile programs team in the Enforcement Division. Previously, he worked as a staff attorney at the Texas Department of Public Safety where he represented the Regulatory Services Division in handgun license and private security matters. Aaron and his wife have two young boys and they enjoy the outdoors and cooking barbecue.

Stephanie Torres has joined the Credentialing Division as a **License and Permit Specialist III**.

Stephanie is originally from San Angelo, Tx and moved to Austin in 2005. She has worked as a medical assistant for ten years and began her career as a licensed Cosmetologist in 2014. Prior to joining TCOLE, Stephanie started working for herself as a Lash Technician and continues to work as a cosmetologist on the weekends. She likes to dance and start her morning workout listening to Def Leppard. She is currently going to school for business management. During her spare time you can find her relaxing at home! Stephanie describes herself to be creative, outgoing, social and artistic, and one of her favorite hobbies is refurbishing furniture.

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

APPLY NOW

Click here to view statewide peace officer vacancies.

Register for the 2023 TCOLE Training Conference Today!

REGISTER ($300)

VISIT CORPUS CHRISTI

CONFERENCE INFO

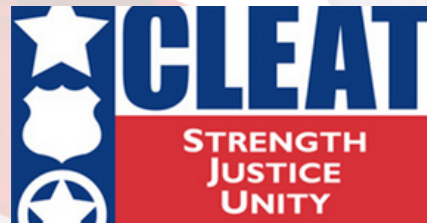**October 23rd - 26th | American Bank Center | Corpus Christi**

THANK YOU TO OUR SPONSORS

2023 TCOLE Training Conference

THANK YOU TO OUR SPONSORS

EVENT SPONSORSHIP OPPORTUNITIES	25,000	12,500	8,000	5,000	3,000
	Sole Sponsor Exhibitor Luncheon	Co-Sponsor Event	Co-Sponsor Event	Co-Sponsor Event	Co-Sponsor Event
On stage demonstration opportunity	30 min of stage time at Exhibitor Lunch; plus 2 additional 15 min during a break	10 min of stage time during Exhib. Lunch; plus additional 15 min during a break	10 min of stage time during Happy Hour, and 15 Min during a break	15 min of stage time during Happy Hour	15 min of stage time during one break
Exhibit booth comp	20 x 20 booth premium location of your choice	20 x 20 premium location booth	10 x 20 booth	10 x 20 booth	10 x 10 booth
Enhanced benefits in the TCOLE event mobile app, including push notifications	✓	✓	✓	✓	✓
Full color logo in the TCOLE newsletter, social media, and event website	✓	✓	✓	✓	
Promotional items in registration room	✓	✓	✓	✓	
Company profile & individual icon in the TCOLE event mobile app	✓	✓			
Conference attendee list	✓	✓			

All sponsors will get signage dependent on individual sponsorship deal.
Additional on-stage recognition may be given for certain event/food sponsorships. (ex: Enjoy your break sponsored by xxx)

To sponsor please contact vendor.support@tcole.texas.gov

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 will be available on MyTCOLE 3.0 later this year. 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.

Cardiac Emergency Communication

"Cardiac Emergency Communication" (course #786) is now required for all licensed telecommunicators and must be completed in the 2023-2025 training unit. Education Services created a FREE online version of "Cardiac Emergency Communication" that is currently available on MyTCOLE 3.0. In order to enroll in the online version, students must have a Cardiopulmonary Resuscitation (CPR) certification course reported to TCOLE (course #3845). This includes, but is not limited to, courses from the American Heart Association or American Red Cross.

Notice to Trainers

Please be advised that as of September 1, 2023, in compliance with TCOLE Rule 215.9(3), the Texas Commission on Law Enforcement no longer accepts proprietary letters in lieu of the required course lesson plan.

Distance Education/ Remote Delivery Manual

The new Remote Delivery manual is now available under Help and Resources under "publications" on the TCOLE website. This manual replaces the Distance Education manual.

Education Services

ALERRT Training Requirements

In the 88th legislative session, Senate Bill 1852 also requires all Texas peace officers to complete 16 hours of training on responding to active shooter training developed by ALERRT every two-year training unit beginning with the 2023 –2025 training unit.   Not all ALERRT courses meet the training mandate.   Multiple courses can be taken to achieve the 16 hour training mandate.   The following ALERRT courses may be taken within the two-year training unit:

- 3381   ALERRT AAIR
- 3380   ALERRT AAIR Train the Trainer
- 3376   ALERRT Breaching for 1st Responders Train the Trainer
- 3377   ALERRT ERASE Train the Trainer
- 3394   ALERRT Exterior Response to Active Shooter Events
- 3393   ALERRT First Resp. Medical Train the Trainer
- 3317   ALERRT First Responder Breaching
- 3318   ALERRT First Responders Operating in Low - Light
- 3311   ALERRT Level 1
- 3382   ALERRT SORD
- 3392   ALERRT SORD Train the Trainer
- 3312   ALERRT Update
- 3315   ALERRT- Level 1 Train the Trainer
- 3606   ALERRT Medical Advanced Skills Class
- 3607   ALERRT Active Shooter Response Incident Mgmt
- 3355   ALERRT Level 1 Instructor Recertification online (in development)
- 3357   ALERRT First Responder Medical
- 78052   Active Attack Emergency Communications
- 667371 Active Attack Event Response Leadership

Governor Abbott Expands Life-Saving NARCAN To All Texas Law Enforcement

Governor Greg Abbott has announced a second allotment of 60,000 units of Naloxone (NARCAN) will be distributed to all Texas police departments as part of the statewide "One Pill Kills" campaign. Law enforcement personnel, including municipal police, Independent School District police, and police departments at higher education institutions, will be eligible to receive a portion of this allotment based on county population and size.

As part of the Governor's plan to expand access to NARCAN, a nasal medication that rapidly reverses opioid poisonings, the Texas Division of Emergency Management (TDEM) will begin the next phase of distribution at law enforcement partners' request for their jurisdiction's allotment. In April, as part of the Governor's "One Pill Kills" initiative and in accordance with a legal settlement between opioid manufacturers and the State of Texas, TDEM began circulating the first 20,000 units of the state's allotment to each of the 254 county sheriff's offices in Texas.

TDEM is notifying eligible law enforcement partners across the state of the upcoming distribution, and each may request their jurisdiction's allotment through TDEM's State of Texas Assistance Request process.

TEXAS LAW ENFORCEMENT
PEER NETWORK

▶ Download the app from the App Store or Google Play Store from your mobile device.

▶ Log into your MyTCOLE.

▶ Get the access code from MyTCOLE.

▶ Enter the access code when prompted in the app.

DO I HAVE TO PAY ANYTHING FOR THESE SERVICES?

THE TLEPN IS PROVIDED AT NO COST TO TEXAS STATE LAW ENFORCEMENT AGENCIES.

HOW DO I VOLUNTEER TO BE A PEER IN THIS PROGRAM?

▶ NOTIFY YOUR REGIONAL DIRECTOR OF YOUR INTEREST.

▶ ATTEND PEER TRAINING.

▶ CREATE A PEER PROFILE IN THE APP.

EMAIL:
TLEPN@UNTDALLAS.EDU

PHONE:
(972)-338-1314
(INFORMATIONAL LINE)

WEBSITE:
UNTDALLAS.EDU/CPI/TLEPN

The Peer Network app has over 1,152 registered users and has made 153 connections, 98 of which were in person connections.

Star of Texas Awards Ceremony

The Texas Commission on Law Enforcement was honored to attend the Star of Texas Awards Ceremony on September 11th, 2023, recognizing those who have been injured or gave their lives protecting Texans in the line of duty.

Our hearts are with these men and women and their families. May we never forget the sacrifices they have made so that we may live in safety.

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

Gov Delivery Communications
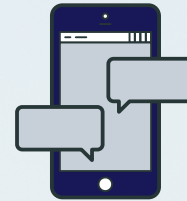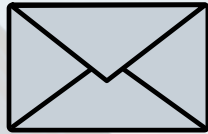
You can now subscribe to our new mass communication system, Gov Delivery.   The sending email address is: TXCOLE@public.govdelivery.com, please add this email to your contacts to ensure delivery.

You will need to use your email address to log in. If you have questions or problems with the subscription service, please visit subscriberhelp.govdelivery.com.

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

SUBSCRIBE

Current TCOLE Statistics

(CLICK OR SCAN QR CODE)

Commissioners

Chief Kim Lemaux
Presiding Officer

Assistant Chief Jason D. Hester
Assistant Presiding Officer

Patricia Burruss
Secretary

Constable Ron E. Hood
Janna Atkins
Sheriff Mike Griffis
Mario Lizcano, Jr.
Martina Lemond Dixon

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 Editors:
Gretchen Grigsby
Sarah Flautt

Follow us on: