



## Commissioners



Sheriff Joel W. Richardson, Presiding Officer



Assistant City Manager Public Safety, Steven M. Griffith, Assistant Presiding Officer



Dr. Johnny E. Lovejoy, II., Secretary



No Photo Available

Constable  
Ron E. Hood



Mr. James Oakley



Sr. Police Officer  
Joseph Pennington



Ms. Patt Scheckel  
-Hollingsworth



Chief Ruben  
Villescás



Mr. Randy Watson

\* Commissioners listed in alphabetical order

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What would you like to see? Close Up feedback, ideas, and suggestions may be made to [nicole.hendrickson@tcleose.state.tx.us](mailto:nicole.hendrickson@tcleose.state.tx.us).

### 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 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.

## Upcoming Events

- THIS YEAR'S QUARTERLY MEETINGS  
DECEMBER 1
- TRAINING COORDINATORS' CONFERENCE  
OCTOBER 31 - NOVEMBER 3
- NEXT YEARS' QUARTERLY MEETINGS  
MARCH 1, 2012  
JUNE 7, 2012  
SEPTEMBER 13, 2012  
DECEMBER 13, 2012

## Inside this issue:

5TH EXECUTIVE DIRECTOR	2
2011 ANNUAL TRAINING COORDINATOR'S CONFERENCE	3
THE 2011 TRAINING DEADLINE HAS PASSED. WHAT HAPENS NOW?	4
TCLEOSE FEE SCHEDULE HAS CHANGED	5
TCLEOSE TRIVIA	5
ARE YOU HIRING?	6
2011 LAW ENFORCEMENT ACHIEVEMENT AWARDS	7
COURSES NO LONGER OFFERED	7
IN MEMORIAM OF THE FALLEN	8



## 5<sup>th</sup> TCLEOSE Executive Director is sworn in



Executive Director Kim Vickers

**AUSTIN, Texas** – The Texas Commission on Law Enforcement Officer Standards and Education (TCLEOSE) swore in its 5<sup>th</sup> Executive Director during a ceremony held on Friday, September 9th. Kim Vickers was sworn in by Presiding Officer Charles Hall replacing Chief Timothy Braaten who served as the agency’s Executive Director and Chief of Police since 2005. Prior to assuming his new role, Chief Vickers served as the agency’s Director for Education and Credentialing Services and as a Field Agent for the West Texas region.

Chief Vickers began his law enforcement career with the Abilene Police Department in 1979 and continued to serve until his retirement in 2006. In 26 years with the Abilene Police Department he served in many capacities, such as training officer with oversight of the applicant selection process, School Resource Officer, Detective, Public Information Officer, and Commander of the Critical Missing Response Team (CMRT). It was while he was the commander of this team they gained nationwide attention when they handled and quickly solved the first Amber Alert stranger kidnapping case in Texas. He is nationally recognized as an expert instructor and consultant in the area of Family Violence dynamics and law. He has drafted several pieces of Texas family violence law; testified as an expert witness before the Texas legislature; and is currently a member of the Board of Directors for the National Council on Family Violence and National Domestic Violence Hotline. Vickers also serves on the Board of Directors of the International Association of Directors of Law Enforcement Standards and Training.

Chief Vickers has over 26 years of teaching and education experience in a variety of courses for universities, academies, associations, and law enforcement departments across the state of Texas.

He has been married to his wife, Chrys, for 38 years and has two children and two grandchildren. His son, Eric, is a crimes against persons detective with the Abilene Police Department and his daughter, Jennifer, is a medical doctor in New York City.

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- NEXT YEARS’ QUARTERLY MEETINGS  
MARCH 1, 2012  
JUNE 7, 2012  
SEPTEMBER 13, 2012  
DECEMBER 13, 2012

### Inside this issue:

5TH EXECUTIVE DIRECTOR	2
2011 ANNUAL TRAINING COORDINATOR’S CONFERENCE	3
THE 2011 TRAINING DEADLINE HAS PASSED. WHAT HAPEENS NOW?	4
TCLEOSE FEE SCHEDULE HAS CHANGED	5
TCLEOSE TRIVIA	5
ARE YOU HIRING?	6
2011 LAW ENFORCEMENT ACHIEVEMENT AWARDS	7
COURSES NO LONGER OFFERED	7
IN MEMORIAM OF THE FALLEN	8



## You still have time!

If you have still not registered for the 2011 Annual Training Coordinator's Conference late registration is open. Payment may be made online by check or credit card.

Today's law enforcement training coordinators must provide training which encompasses a full circle of topics. Therefore, this year's conference theme is **Training 360°**. It will feature a wide variety of unique, one-of-kind training topics from leading law enforcement experts. The key focus of our training topics will cover 7 areas:

-  Human Trafficking
-  Jailer Concerns
-  Academy Topics
-  New Coordinator Training
-  E-Learning Trends and Tips
-  Legal Updates
-  Officer Wellness

Attendees of this year's conference will experience great continuing education classes, peer networking opportunities, and exposure to key law enforcement industry providers and vendors. Make sure to check our speakers, schedule, and exhibits pages for frequent updates.



# TRAINING 360°

## TCLEOSE Training Coordinators' Conference 2011

### Conference Dates

Monday, October 31, 2011—Wednesday, November 2, 2011

### Pre-Conference workshop

Monday, October 31, 2011

### Location

Intercontinental Dallas Hotel, 15201 Dallas Parkway, Dallas, TX 75001

### Registration Information

Late registration fee for after September 30, 2011 is \$150, NON REFUNDABLE (is transferable).

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DECEMBER 1
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OCTOBER 31 - NOVEMBER 3
- NEXT YEARS' QUARTERLY MEETINGS  
MARCH 1, 2012  
JUNE 7, 2012  
SEPTEMBER 13, 2012  
DECEMBER 13, 2012

### Inside this issue:

5TH EXECUTIVE DIRECTOR	2
2011 ANNUAL TRAINING COORDINATOR'S CONFERENCE	3
THE 2011 TRAINING DEADLINE HAS PASSED. WHAT HAPEENS NOW?	4
TCLEOSE FEE SCHEDULE HAS CHANGED	5
TCLEOSE TRIVIA	5
ARE YOU HIRING?	6
2011 LAW ENFORCEMENT ACHIEVEMENT AWARDS	7
COURSES NO LONGER OFFERED	7
IN MEMORIAM OF THE FALLEN	8



## The 2011 Training Deadline Has Passed. What Happens Next?

The August 31, 2011, training deadline has come and gone. Peace officer licensees who are currently appointed and have not completed all mandated training requirements from September 1, 2009 to August 31, 2011 are now non-compliant and subject to suspension. There are no exceptions or extensions.

Non-compliance runs are currently underway. A letter has been mailed to agency administrators who have officers missing required training. This letter will list the officer's name, PID number, and missing training. Example:

<u>PID</u>	<u>Name</u>	<u>Hrs</u>	<u>3181</u>
999999	Doe, John	Yes or No	Yes or No

Hrs — Yes = 40 hours or more have been completed

No = less than 40 hours have been completed

3181—Yes = officer has completed course 3181

No = officer has not completed course 3181

The agency administrator will have 30 days from the date of the letter to respond to the Commission as to why the officer did not receive all required training.

A 60 day notice will then be sent by certified mail to individual officers at their appointing agency. The officer who failed to complete required training will have 60 days to complete the required training they missed to mitigate a suspension of their license to a reprimand. At the end of the 60 day notice, all licensees still non-compliant in training and appointed will be referred for suspension.

Licensees who completed all required training but are not appointed are considered current.

A reprimand is a form of disciplinary action to a license for failing to meet statute and/or rule. More than two reprimands in a licensees career will result in a suspension. Currently, a first time suspension lasts for 90 days.

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- TRAINING COORDINATORS' CONFERENCE  
OCTOBER 31 - NOVEMBER 3
- NEXT YEARS' QUARTERLY MEETINGS  
MARCH 1, 2012  
JUNE 7, 2012  
SEPTEMBER 13, 2012  
DECEMBER 13, 2012

### Inside this issue:

5TH EXECUTIVE DIRECTOR	2
2011 ANNUAL TRAINING COORDINATOR'S CONFERENCE	3
THE 2011 TRAINING DEADLINE HAS PASSED. WHAT HAPEENS NOW?	4
TCLEOSE FEE SCHEDULE HAS CHANGED	5
TCLEOSE TRIVIA	5
ARE YOU HIRING?	6
2011 LAW ENFORCEMENT ACHIEVEMENT AWARDS	7
COURSES NO LONGER OFFERED	7
IN MEMORIAM OF THE FALLEN	8



## The TCLEOSE Fee Schedule has changed

There were many changes to the Commission in September, including new fee schedule requirements. Agencies that have not purchased a subscription to TCLEDDS are now required to electronically submit F5R (Pre-Employment Separation Request) and training rosters through the Commission website under "Departmental Reporting System." There is a \$35 per document fee. Electronic submission through DRS for an L1 (Appointment of Licensee), F5 (Separation of Licensee) and T1 (Telecommunicator Appointment or Separation) will be available soon. These forms should be mailed to the Commission with an accompanying \$35 fee per document. **There are no submission fees for documents submitted through TCLEDDS.**



TCLEDDS will continue to automatically award intermediate, advanced, and master proficiency certificates as requirements are met, and these achievements will be displayed on each licensee's personal status report (PSR); but individuals who want to receive a physical copy of one of their certificates in the mail will need to submit an electronic application. There is a \$35 per certificate fee.

The TCLEOSE fee schedule changes also affect licensees requesting certified copies of their records (official transcripts) for college applications, or out-of-state reviews. There is a .10¢ per page fee for copying. Certified copies of records and business record affidavits are \$35. Bulk requestors may contact Productivity Center, Inc. (PCI).

Electronic payments with a credit card will be available soon. All money orders and bank cashier's checks should be made to the Texas Commission on Law Enforcement Officer Standards and Education (TCLEOSE), 6330 E. Highway 290, Ste. 200, Austin, Texas 78723.

## TCLEOSE Trivia

**How many employees are at TCLEOSE?**

- A) 124
- B) 67
- C) 38

There are 38 TCLEOSE employees serving over 100,000 peace officers, jailers, and telecommunicators in Texas. Staff processes several thousand forms and documents per month and has received up to nearly 1,200 phone calls in a single day.

Answer:

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- THIS YEAR'S QUARTERLY MEETINGS  
DECEMBER 1
- TRAINING COORDINATORS' CONFERENCE  
OCTOBER 31 - NOVEMBER 3
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MARCH 1, 2012  
JUNE 7, 2012  
SEPTEMBER 13, 2012  
DECEMBER 13, 2012

### Inside this issue:

5TH EXECUTIVE DIRECTOR	2
2011 ANNUAL TRAINING COORDINATOR'S CONFERENCE	3
THE 2011 TRAINING DEADLINE HAS PASSED. WHAT HAPEENS NOW?	4
TCLEOSE FEE SCHEDULE HAS CHANGED	5
TCLEOSE TRIVIA	5
ARE YOU HIRING?	6
2011 LAW ENFORCEMENT ACHIEVEMENT AWARDS	7
COURSES NO LONGER OFFERED	7
IN MEMORIAM OF THE FALLEN	8



## Are You Hiring?

I hope it goes without saying a police officer applicant must be first licensed by the Commission or have completed applicable training and application to the Commission for licensure, but do you know what you need to do before you appoint?



Once a candidate is selected, an agency administrator must follow through in several areas to ensure state laws and Commission rules are met. One requirement is requesting a Pre-Employment History, also known as an F5R. Pre-Employment History's are requested electronically through TCLEDDS and DRS. Agencies with TCLEDDS subscriptions receive an instant return while agencies using DRS will receive a return with 48 hours of processing their fee.

Another requirement when hiring a candidate is having a L-2 Psychological Exam and L-3 Physical Exam on file. Candidates with *more than a 180 break in service* MUST have a new psychological and physical exam performed. In instances where a break in service is less than 180 days, but the psychological and physical exams from previous employment are not available, new exams must be completed and on file.

Furthermore, a criminal history background check must be performed on every candidate. Be sure to further investigate individuals whose background reflects a dismissal. A dismissal of a charge may still disqualify the candidate from law enforcement if the dismissal was under a deferred adjudication or community supervision. Deferred adjudication of a charge is not accepted and conviction/community supervision rules apply.



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DECEMBER 1
- TRAINING COORDINATORS' CONFERENCE  
OCTOBER 31 - NOVEMBER 3
- NEXT YEARS' QUARTERLY MEETINGS  
MARCH 1, 2012  
JUNE 7, 2012  
SEPTEMBER 13, 2012  
DECEMBER 13, 2012

### Inside this issue:

5TH EXECUTIVE DIRECTOR	2
2011 ANNUAL TRAINING COORDINATOR'S CONFERENCE	3
THE 2011 TRAINING DEADLINE HAS PASSED. WHAT HAPEENS NOW?	4
TCLEOSE FEE SCHEDULE HAS CHANGED	5
TCLEOSE TRIVIA	5
ARE YOU HIRING?	6
2011 LAW ENFORCEMENT ACHIEVEMENT AWARDS	7
COURSES NO LONGER OFFERED	7
IN MEMORIAM OF THE FALLEN	8



## 2011 Law Enforcement Achievement Awards – The December 31st Deadlines for nominations submission is fast approaching

Each year, the Texas Commission on Law Enforcement Officer Standards and Education (TCLEOSE) accepts nominations for the annual State of Texas Law Enforcement Achievement Awards. The awards are presented to selected peace officers, reserve officers, jailers, and custodial officers who are licensed by TCLEOSE. Nominees should exceed the normal expectations of job performance through acts of professional achievement, public service, or valor for the 2011 year.

Please go to the TCLEOSE Website at [www.tcleose.state.tx.us](http://www.tcleose.state.tx.us) under “Honoring our Law Enforcement Personnel” for more details and read about last year award recipients.

If you have questions, please contact TCLEOSE staff Laura Le Blanc, Public Information, at (512) 936-7763

## Courses no longer offered after December 1

Due to the discontinuation of Authorware Player by Adobe, we will no longer provide those courses listed below that were created using Authorware. This means that as of December 1, 2011 you will no longer be able to register or access these courses on the My TCLEOSE Training (POSEIT) course site. If you are already registered you will have until **January 1, 2012** to complete your course.

The following courses are affected:

- 5012 AMBER Alert for Law Enforcement
- 9999 AMBER Alert for the Community
- 5011 Basic Crime Stoppers
- 5013 Campus Crime Stoppers
- 3277 Identity Crimes
- 35003 Legal Liabilities for Jailers
- 32004 Legal Liabilities for Law Enforcement Officers
- 35001 Mentally Ill Inmates
- 32006 Overview of Drugs
- 5021 Police Administration
- 32002 Rural Organized Crime and Gangs
- 32003 Sex Crimes
- 35002 Suicide Prevention
- 3331 Terrorism
- 32005 The Crime Victim
- 35004 Use of Force

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DECEMBER 1
- TRAINING COORDINATORS' CONFERENCE  
OCTOBER 31 - NOVEMBER 3
- NEXT YEARS' QUARTERLY MEETINGS  
MARCH 1, 2012  
JUNE 7, 2012  
SEPTEMBER 13, 2012  
DECEMBER 13, 2012

### Inside this issue:

5TH EXECUTIVE DIRECTOR	2
2011 ANNUAL TRAINING COORDINATOR'S CONFERENCE	3
THE 2011 TRAINING DEADLINE HAS PASSED. WHAT HAPPEENS NOW?	4
TCLEOSE FEE SCHEDULE HAS CHANGED	5
TCLEOSE TRIVIA	5
ARE YOU HIRING?	6
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COURSES NO LONGER OFFERED	7
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### *In Memoriam of the Fallen*

#### *In the Line of Duty*

**Mark L. Scianna**

*Bexar County Constable Precinct 3*

*August 27, 2011*

**Kevin L. Aigner**

*Travis County Constable Precinct 2*

*September 10, 2011*

#### *Officer Passing*

**Robert L. Massingill**, *Dallas Police Department, August 6, 2011*

**Charles C. Faircloth**, *Longview Police Department, August 12, 2011*

**James H. Taylor**, *Dallas Police Department, August 17, 2011*

**Larry F. Marshall**, *Henderson County Sheriff's Office, August 27, 2011*

**Steve Avalos**, *Port of Houston Authority, August 28, 2011*

**Troy E. McKenzie**, *Dallas County Sheriff's Office, August 29, 2011*

**Lloyd W. Skiles**, *Abilene Police Department, August 31, 2011*

**Alfred A. Schaffner**, *Abilene Police Department, September 1, 2011*

**Glenn R. Ellis**, *Harris County Constable Precinct 6, September 17, 2011*

**Robert V. Morgan**, *Houston ISD Police Department, September 22, 2011*

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DECEMBER 1
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MARCH 1, 2012  
JUNE 7, 2012  
SEPTEMBER 13, 2012  
DECEMBER 13, 2012

#### Inside this issue:

5TH EXECUTIVE DIRECTOR	2
2011 ANNUAL TRAINING COORDINATOR'S CONFERENCE	3
THE 2011 TRAINING DEADLINE HAS PASSED. WHAT HAPEENS NOW?	4
TCLEOSE FEE SCHEDULE HAS CHANGED	5
TCLEOSE TRIVIA	5
ARE YOU HIRING?	6
2011 LAW ENFORCEMENT ACHIEVEMENT AWARDS	7
COURSES NO LONGER OFFERED	7
IN MEMORIAM OF THE FALLEN	8