

THE BRIEFING



A Publication of the Texas Commission on Law Enforcement

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Continuing Education Deadline Approaching

For all of our licensees who have been wondering– the statutory continuing education deadline for the 2019-2021 unit and 2017-2021 cycle is August 31, 2021 as normal, and will not be waived or extended. This decision comes after much discussion with our regulated population and with state leadership, taking into account that the importance of training and upholding standards in law enforcement has been repeatedly voiced in Texas Legislature and among the communities we all serve.

We recognize that your agency's process for delivering continuing education may not look the same this unit. However, there are several resources available to meet your training requirements. Among them is your MyTCOLE account, which contains a catalog of free online courses, including the latest Legislative Update (Course 3186). If you have not yet set up a MyTCOLE account, you can do so through our [website](#). The information below is provided help you to know what continuing education requirements may apply to you.

Peace Officer Continuing Education

Please use the [training mandate guide](#) to compare with your personal status report, which is available through your MyTCOLE account, and verify courses already taken and those that still need to be completed.

Unit Requirements (for all proficiency levels):

40 hours to include 3186- Legislative Update

Cycle requirements (for those at a basic proficiency level):

3843- CITP update (classroom instruction only)

3232- Special Investigative topics

3939- Cultural Diversity

1849- De-escalation Techniques (classroom instruction only)

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Upcoming Events

Peace Officers' Memorial Ceremony
May 2, 2021

Quarterly Commission Meetings
June 3, 2021
September 2, 2021
December 2, 2021

Commission Meeting Highlights

Executive Director, Kim Vickers:

The TCOLE conference committee has reluctantly decided to cancel this year's annual Training Coordinator Conference due to the continuing COVID-19 pandemic.

In legislative news, we had our Senate Finance meeting on Wednesday, March 3, and we believe it went well. We are excited for the attention the agency has been receiving this session and are cautiously optimistic. Furthermore, our staff has been working diligently to implement procedures for submitting racial profiling reports for agencies. We have made significant changes to our racial profile reporting, and hope to better assist agencies in submitting their reports in the future. The deadline to submit was March, 1, and we have had only 15 agencies that have failed to comply with this deadline; thus we have sent a letter to those remaining agencies explaining the consequences of failure to report and have extended the deadline for those who have not reported to update their report by April 9. If they do not submit their reports, they will be receiving a notice of suspension.

Director of Enforcement and Special Services, Michael Antu:

The racial profiling reports that have been gathered have had a smooth transition to the Enforcement division and will soon be going to the Executive Director for approval. We sought out templates or samples of comparative analyses to assist agencies in completing their reports, as this was a topic of major concern and confusion among agencies. We will continue our research for better and more efficient ways for agencies to submit their reports in the future.

Director of Government Relations, Gretchen Grigsby:

There have been 48 bills that have been filed that amend the 1701 Occupations Code. However, we are still waiting on the TCOLE Sunset bill to be filed and are expectant that it will be filed in the next few days. As a result of the Sunset report, we have been meeting with legislators who have expressed an interest in law enforcement procedures.

As mentioned before, we have had our hearing with the Senate finance committee, and they seemed to be complimentary and understanding of the issues that were raised in the Sunset report. Most of our requests to the legislature have been related to the recommendations of the Sunset Commission, as well as the school marshal expiration date.

Lastly, we have had to unfortunately move the Peace Officer Memorial ceremony off the capital grounds and will be having a combined candlelight vigil and ceremony at Hyde Park on May 2. We are still waiting to be notified about whether the capitol will be available to host the Achievement Awards.

Director of Field Services and Credentialing, Cullen Grissom:

Our Field Services division has been fully engaged in assisting agencies get compliant with their racial profile requirement.

On February 22, we ran the first training compliance run and found that 36,049 peace officer licensees, 8,720 jailer licensees, and 3,380 telecommunicators have not met all their continuing education requirements for this unit. We are working on assisting agencies in meeting these requirements. There will be no changes in training requirements or training deadlines, and it is business as usual with continuing education requirements.

Commission Meeting Highlights Cont'd.

We have had some academies reach out to us regarding making some of the continuing education requirements be online compatible, and as long as they have the ability and the trainings are cognitive only, we are allowing for requirements to be met through online means.

Chief Financial Officer, Brian Roth:

We have successfully completed two school marshal grants and are waiting for approval on a third training grant. We have successfully completed a curriculum grant and we are little more than halfway from completing a second curriculum grant. We are still operating under a hiring freeze and reduced travel.

Policy change related to remote pre-employment psychological examinations

The Texas Commission on Law Enforcement (TCOLE) has previously required appointing agencies or academies to request and be granted a waiver to conduct psychological examinations using remote platforms. These waivers were commonly used to accommodate access for rural agencies with limited resources. The COVID-19 pandemic restricted access for these examinations for a large number of agencies and has also led to the expansion of telehealth capabilities within the medical and mental health community. The Commission has no evidence that the practice of remote psychological examination has been detrimental or ineffective during the twelve months of heavy use due to COVID-19 closures.

The Commission accepts the practice of remote psychological examination, in order to meet the face-to-face interview requirement and will no longer require a waiver in lieu of in-person examinations. The burden for ensuring that these examinations meet the TCOLE rules and are compliant with all other privacy and confidentiality requirements falls on the chief administrator/academy coordinator and healthcare provider.

For more information, please refer to the Technical Assistance Bulletin on the L2 Medical and L3 Psychological Procedures.

TEXAS COMMISSION ON LAW ENFORCEMENT								
6330 E. Highway 290, STE 200, Austin, Texas 78723-1035								
Phone: (512) 936-7700								
http://www.tcole.texas.gov								
LICENSEE PSYCHOLOGICAL AND EMOTIONAL HEALTH DECLARATION (L-3)								
Commission Rule 217.01, 217.1, 217.7, 221.35								
INDIVIDUAL INFORMATION								
1. TCOLE PID	2. Last Name	3. First Name		4. M.I.	5. Suffix (Jr., etc.)			
8. Home Mailing Address			7. City	8. State	9. Zip Code			
Is this exam for a student enrolling in an academy? <input type="checkbox"/> Yes <input type="checkbox"/> No.								
If yes, check one <input type="checkbox"/> Peace Officer <input type="checkbox"/> County Corrections <input type="checkbox"/> Telecommunicators <input type="checkbox"/> School Marshal								
Attention Requesting Agency: State Law and Commission Rule require that this psychological examination be performed by a licensed psychologist or a psychiatrist except in an exceptional circumstance when, upon prior approval by the Commission, it may be performed by a qualified licensed physician. The Chief Administrator of the requesting agency must request prior approval in writing and must receive specific written approval before an examination under exceptional circumstances is acceptable.								
APPOINTMENT (Do not check if student)								
10. <input type="checkbox"/> Peace Officer <input type="checkbox"/> Reserve Officer <input type="checkbox"/> County Jailer <input type="checkbox"/> Telecommunicator <input type="checkbox"/> School Marshal								
<input type="checkbox"/> Juvenile Probation Officer <input type="checkbox"/> Public Security Off.								
ACADEMY / DEPARTMENT INFORMATION								
11. TCOLE Number	12. Agency/Academy Name		13. Mailing Address					
14. City		15. County	16. Zip Code		17. Phone Number			
Attention Examining Professional: State Law and Commission Rule require that this psychological examination be performed by a licensed psychologist or a psychiatrist except in an exceptional circumstance when, upon prior approval by the Commission, it may be performed by a qualified licensed physician. The agency must request prior approval in writing and must receive specific written approval before an examination under exceptional circumstances is acceptable.								
STATEMENT OF EXAMINER: (Please check the appropriate box and provide the requested information)								
I am a <input type="checkbox"/> Licensed Psychologist, <input type="checkbox"/> Psychiatrist, and I certify that I have completed a psychological examination of the above named individual pursuant to professionally recognized standards and methods. I have concluded that, on this date, the individual is in satisfactory psychological and emotional health to perform the duties, accept the responsibilities and meet the qualifications established by the appointing agency.								
Examiner: _____			Name (type or print)			State License Number		
Mailing Address: _____			Street			City State Zip		
Phone Number: _____			Date of Examiner(s)					
Signature _____			Date					
THIS DECLARATION IS NOT PUBLIC INFORMATION AND IS VALID UNLESS WITHDRAWN OR INVALIDATED, AND IS VALID ONLY IF SIGNED BY A LICENSED PSYCHOLOGIST OR PHYSICIAN.								
Licensee Psychological and Emotional Health Declaration 8.21.2014 Page 1 of 1								

Continuing Education Deadline (cont'd)

Cultural Diversity (3939) and the Legislative Update (3186) are the only courses listed above available through TCOLE's online training portal at this time. All other courses can be taken with a TCOLE approved academy or training provider; the link to providers and academies is listed below. The jailer and telecommunicator training courses provided through the TCOLE online training portal may be counted towards peace officer continuing education requirements.

Any hours obtained from military service or college hours will not be counted towards continuing education training requirements. Legislatively mandated courses that are taken with agencies or training providers that are not listed on the TCOLE website as approved providers will not be counted as fulfilling the legislative mandate. Licensees may not self-report trainings. Peace officers and jailers can take courses approved as equivalents to the mandated courses to be counted towards continuing education requirements.

Legislatively mandated courses that need to be completed by the 2nd anniversary of initial licensure will not cause the license to become inactive or non-compliant if not completed by August 31, 2021. Peace officers who hold a Jailer Certificate will need to complete Mental Health training (4900) to stay compliant.

There will be no extensions offered for continuing education training requirements. The deadline to complete mandated courses is August 31, 2021, and unless noted above, the standard enforcement action will be taken against appointed licensees who do not fulfil their requirements. Unappointed licensees will go inactive effective September 1 if all continuing education requirements are not completed, and the reactivation process must be completed in order to be eligible for appointment.

Jailer Continuing Education Requirements

Jailers do not have unit or hour requirements but do need to complete Cultural Diversity (3939) every four years to keep an active license. Jailers who have not taken the updated 2018 BCCC, will need to complete Mental Health training (4900) for this cycle only. Please refer to the list of TCOLE approved training providers and academies to contact for the Mental Health Training (4900).

Telecommunicator Continuing Education Requirements

There are no specific mandated trainings required for telecommunicators. Twenty hours of any continuing education is needed to keep the license active.

Constable Continuing Education Requirements

Constables must take Civil Process for Constables (1415) and Constables Continuing Education (3743) every four years to keep an active license.

Chief Continuing Education Requirements

Chiefs must take Chief's Continuing Education (3740) each two-year unit to keep an active license. There may be assignment specific required training in addition to 3740. Please check the TCOLE website for more information. <http://www.tcole.texas.gov/content/agency-chief-administrators>

Sheriff Continuing Education Requirements

Sheriffs need to complete required training for the unit and cycle if they are not an intermediate

proficiency level or above. Please refer to Peace Officer Continuing Education Requirements for more information.

Waivers and Exemptions

Deputy Constables can submit a Civil Process Exemption by Constable (3102) course if they are not involved in civil process; however, if they do not qualify for an exemption, they must complete Basics of Civil Process (3131) to remain compliant. Licensees who were on active duty in the military and were not able to complete continuing education requirements may submit a military waiver to keep an active license. All waivers and exemptions must be turned into TCOLE 30 days before the end of the current cycle.

<http://www.tcole.texas.gov/content/training-requirements>

<http://www.tcole.texas.gov/content/training-and-instruction>

For any questions not answered here, our Credentialing Division stands ready to help at (512) 936-7700.

2021 TCOLE Conference Canceled

Unfortunately, due to the continued uncertainties related to the ongoing COVID-19 pandemic, TCOLE has decided that it would be best to cancel this year's conference. It's an event we look forward to every year, and we know many of you do as well.

We are hopeful that the situation will have improved so that we can welcome everyone back next year, and we look forward to seeing everyone at the 2022 conference in Corpus Christi.

Please stay safe and healthy.



New TCOLE Staff

TCOLE is excited to introduce a new member to our Credentialing team!

Hello! My name is Jaela and I'm 20 years old. I was born and raised in Round Rock, Texas. I enjoy listening to music the most, especially Elvis Presley and 70's - 80's rock music. In my free time I enjoy watching YouTube videos rather than Netflix or Television. I don't really like to do too much because I'm a homebody. I'm also the only child so I tend to be very introvert. I am excited to be working for Texas Commission on Law Enforcement considering I have been working for Party City for over two years, so for me this is important.



Submit your Achievement Award Nominations!

We need your help! 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, but without a nomination we may never hear about them.

The awards are issued in the categories of valor, public service, and professional achievement. Nominations can be submitted until December 31, 2021 for the 2022 Achievement Award Ceremony. For the nomination form and additional information, please visit <http://www.tcole.texas.gov/content/state-texas-achievement-awards>.



What is Mental Health First Aid (MHFA)?

Mental Health First Aid teaches you how to identify, understand, and respond to signs of mental illnesses and substance use disorders. It is an evidence-based, instructor-led training. It will provide you with the skills you need to reach out and provide initial support to someone who may be developing a mental health or substance use problem and help connect them to appropriate care. It was started in Australia in 2001 and is governed by the National Council for Behavioral Health (<https://www.thenationalcouncil.org>).



There is an adult course, a youth course, and a teen course, and there are additional modules for veterans, higher education, older adults, public safety, and more. A virtual course and a blended (half online, half in-person) course became available in Summer 2020.

Who should take it?

You! Everyone! Employers, police officers, hospital staff, first responders, faith leaders, community members, school personnel...

How do I find a course or contact an instructor in my area?

You can take a course from an independent instructor or from an instructor at your Local Mental or Behavioral Health Authority (LMHA/LBHA). Not all LMHAs/LBHAs are currently offering the virtual version of the course. Ask for the Mental Health First Aid Outreach Worker at each center to inquire about course availability.

To contact your Local Mental or Behavioral Health Authority in Texas:

<https://hhs.texas.gov/services/mental-health-substance-use/mental-health-substance-use-resources/find-your-local-mental-health-or-behavioral-health-authority>

To find an independent instructor:

Visit <https://www.mentalhealthfirstaid.org/take-a-course/>
or email Info@MentalHealthFirstAid.org

What if I still have questions?

Contact the **MHFA Team at the Health and Human Services Commission** for the State of Texas at: mentalhealthfirstaid@hpsc.state.tx.us

Also, please be sure to cc: Jim.LaRue@hhs.texas.gov when you submit a request for LMHA or MHFA.

License Actions

The following proceedings for revocation, suspension and other disciplinary actions took place at the March 2021 Commission Meeting. For a complete listing of these license actions, including names and departments, see the meeting agenda found on our website under Who We Are/The Commission/Meeting Minutes at www.tcole.texas.gov/commission-meeting-minutes.

Type of Action	Number of Licenses
Default Suspension Orders	14
Default Cancellation Orders	1
Default Revocation Orders	6
Proposal for Decision Order	0
Agreed Suspension Waivers	1
Agreed Suspension Orders	3
Statutory Revocations	4
Statutory Suspensions	0
Permanent Surrenders	8
Reprimands for Administrative Violations	1
Reprimands for Failing to Complete Legislatively Required Continuing Education	2

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