



Texas Law Enforcement Best Practices Recognition Program

July 2012

Texas Police Chiefs Association

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Recognition Committee

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66 Agencies Now Recognized

The Recognition Program now has a total of 66 agencies Recognized and another 40 are currently trying to prove their compliance. The following agencies completed their on-site assessment earlier this year but space limitations prevented their publication in the last newsletter. Farmersville, Bay City, Boerne, Paris, Kennedale and White Oak were all Recognized at the Annual Conference in April.

Farmersville Police Department

Farmersville originated in 1849 as a settlement on the Jefferson-McKinney Road, near the Republic of Texas National Road. It was named by pioneers to represent their

chief occupation - farming. The town was incorporated on June 2, 1873 with a mayor and five aldermen and a city marshal. Institutions of the 1880s still in operation today include "The Farmersville Times" which is the oldest newspaper in Collin County, First Bank, as well as the Methodist and Baptist churches. Farmersville in 1930s was known as the "Onion Capital of North Texas". Some small industry; cattle ranching, cotton, and maize also remained important. Farmersville is also Audie Murphy's hometown. The city now includes about 4 square miles with a population of just over 3,500 people.

The Farmersville Police Department's current authorized strength is nine officers

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Recognition Program Training Conference July 18-20

The Recognition Program Mid-Year Training Conference for Chiefs and Program Managers has been well received and is filling rapidly. It is designed for those agencies who are currently seeking initial Recognition, looking ahead to Re-Recognition, or simply interested in finding out about the program.

The conference is scheduled on July 18 - 20, 2012 at the Historic Menger Hotel in downtown San Antonio. The program will start at 1 p.m. on Wednesday with the basic Chief's Familiarization and Program Manager training programs. These are the programs that are required prior to formal entry into the Recognition Program. Newly assigned program managers, program managers who need a refresher class, or agencies that have not had this training should attend



these sessions. Programs for Thursday's training begins at 8:30 a.m.

Training on Thursday and Friday is divided into two tracts, one for agencies seeking initial Recognition and the other for agencies looking to stay recognized and plan for their Re-Recognition process. Lunch is provided on Thursday as well as a light

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consisting of a chief, two sergeants and six police officers. The department has a civilian staff of two employees; one who provides code enforcement services and one who is an administrative secretary shared by both the police and fire departments. They currently have five reserve officers and the budget is just over \$700,000.

Mike Sullivan was appointed the police chief of the Farmersville Police Department on August 2, 2010. He retired from the DeSoto Police Department

as a lieutenant after 20 years of service. Chief Sullivan has associate's and bachelor's degrees from Columbia College, Missouri. He completed the Master of Science in Criminal Justice Leadership program at New England College Henniker, New Hampshire. He has attended the FBI National Academy, Class #232. He has attended several management colleges and schools, including the Law Enforcement Management Institute of Texas (LEMIT) and the Institute of Law Enforcement Administration (ILEA).



Bay City Police Department

Bay City, the county seat of Matagorda County was established in 1894, when David Swickheimer formed the Bay City Town Company. In 1902 the city, with about 2,000 inhabitants, voted

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continued **CONFER** from Page 1 breakfast on Thursday and Friday. A networking hour Thursday evening will allow information sharing and developing valuable contacts with other Recognized Agencies. Friday's classes end at noon. Hotel rates are good for the weekend after the conference if you want to treat your family to beautiful downtown San Antonio.

There are a limited number of hotel rooms available at the reduced rate of \$85 per night plus tax. (The hotel has valet parking only at \$25 per night) Make your reservations early with the hotel to ensure the lower rate 210-223-4361. Advise them you are attending the TPCA Recognition Program Conference.

While attendance at the conference does not require you to stay at the hotel, it is a great opportunity to be in the heart of downtown. Pre-registration after July 1 is \$180. Registration forms for the conference are on the TPCA website. ★



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to be an incorporated municipality and elected their first mayor.



The population of Bay City grew in the 1970s and early 1980s as Celanese, the South Texas Nuclear Project, Occidental Chemical Company and other employers entered the county. Between 1980 and 1990 the city's population rose from 14,291 to 19,684. Today, the city comprises 8.5 square miles and a population of 17,614 and remains a Home-Rule Municipality.

From 1902 to 1951 nine Marshals served the city of Bay City. On April 12, 1951 L.H. Lawrence was appointed by city council as the first chief of police. Since then there have been only five chiefs of police appointed by council. With an operating budget of approximately \$3.66 million, the department employs 35 certified officers and 21 support staff and provides service to an 8.5 square mile area. The department moved into its current location in the mid-1980s that includes a 10,692 square foot headquarters building that was originally built in 1932.

Roger Barker was appointed chief of police in May 2007, and brings to the department 37 years of law enforcement experience and strong leadership abilities. Chief Barker retired as a lieutenant with the Harris County Sheriff's Department in 2006 after a 27 year career. Chief Barker holds a Master Peace Officer License as well as an Instructor's Certification. He is a graduate of Law Enforcement Management Institute of Texas, the F.B.I.



Command College, and has a bachelor's degree from the University of Houston. He and his wife of 39 years, Patti, have two grown sons and six grandchildren.

Boerne Police Department

The city of Boerne was incorporated in 1909, and as with most small Texas towns, law enforcement was the responsibility of a city marshal and the local sheriff. The city marshal post was continued until 1953, when an ordinance creating a chief of police and tax assessor collector was enacted. The city of Boerne has a council/manager form of government with five council members, a mayor and a city manager. The police chief is hired by the city manager.



On April 13, 1953, F.O. Cole was appointed chief of police. Chief Cole came to be known as "Bulldog," and earned a second nickname of "Cherry Top" from the teenagers in Boerne. Chief Cole drove his own green Mercury with one red light mounted on the roof, thus the nickname of "Cherry Top." The current staffing at the Boerne Police Department consists of 46 employees. There are 30 sworn police officers, 12 dispatchers and four civilians. The total square miles of the police service area is 10.65 miles, and an estimated population of over 12,000. The current operating budget is \$4.1 million. The current facility is approximately 18,000 square feet and was completed in 2010.

Upon the retirement of Chief Miller the city manager chose Assistant Chief Jim Kohler to replace Miller as the new police chief in October of 2011. Chief Kohler began his career

with the Hays County Sheriff's Department in 1989, after graduating from Southwest Texas State University in 1988.



In 1990, Chief Kohler began as a patrol officer and then was promoted to patrol sergeant, operations lieutenant and assistant chief in 2003. Chief Kohler graduated in 2010 from the American Military University with a master's degree in Criminal Justice with honors. He was also a 2008 graduate of Leadership in Police Organizations (International Association of Chiefs of Police), a 2007 graduate of the FBI National Academy, and a 1996 graduate of the Bill Blackwood Law Enforcement Management Institute at Sam Houston University.

Paris Police Department

The city of Paris was founded in February 1844, and the community was also designated the county seat. The Congress of the Republic of Texas incorporated Paris on February 3, 1845. Paris was on the Central National Road of the Republic of Texas, that ran from San Antonio north through Paris to cross the Red River. Paris economics is based mostly on agricultural ventures but did attract several companies to locate in the city. Campbell Soup, Westinghouse, Kimberly Clark, Babcock and Wilcox and Sara Lee all have had plants located in Paris. Paris is also a regional health center for a 60-mile radius that includes southeastern Oklahoma, which supports a two-campus hospital system and numerous physicians and health support personnel. The city is a home-rule city



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with a city manager-city council form of government. The chief of police reports directly to the city manager.

The first law enforcement, which can be verified in the city of Paris, was a group of city marshals who worked the city in the 1800s. Little history about the department is found until after the great fire of 1916. Newspaper accounts have also been found of a Paris police officer, Duane Cross, being killed in 1928 by a mental subject, so a formal department existed by that time. Suspects who were robbing a service station in the 1930s kidnapped two patrol officers. The suspects transported the two officers to Oklahoma where a gunfight took place and one of the suspects killed. The other suspect became the only person to ever be tried, convicted and hanged under the "Lindberg" law, the federal law passed after the kidnapping of Charles's Lindberg's baby son.

Since 1947, the department has grown to as many as 65 officers and is now authorized 62 officers. The department operates on a \$5.3 million annual budget. The service area of the department is approximately 47 square miles with a population of 26,000. The latest development for the department was the move from the 1973 renovated 8,900 square foot police station to the modern and spacious 38,000 square foot facility in April of 2006.

Chief Bob Hundley started his career with the Paris Police Department on June 1, 1975. He was appointed the assistant chief of police in 2004.



Upon the retirement of Chief Karl Louis, he was named interim chief of police on February 1, 2009 and was selected as the chief on August 10, 2009. Chief Hundley has 4,445 hours of in-service training during his 37 years with the department. He currently holds an applied science degree in Criminal Justice and is working towards his bachelor's degree at Texas A&M Commerce.

Kennedale Police Department

The city of Kennedale was founded in 1882. It was located along what was then the Texas Central Railroad line (now Union Pacific) out of Fort Worth. In its early days Kennedale was noted for the mineral water that came from wells in the area. By 1888, the city had 300 residents and was home to a number of businesses including a brickyard that operated well into the 20th century. Kennedale incorporated as a city in 1947, adopting a home rule charter in 1997. The current population is approximately 7,200 residents.



The police department was officially created in 1950. Prior to that time, Frank Bedford served as a city marshal and patrolled on his personal motorcycle. The city has had 18 police chiefs in its history, with one chief (Karl Halverson) serving multiple times as chief. The department currently operates out of a 10,000 square foot facility. The facility was opened in 1990. Staffing consists of 19 sworn officers and eight non-sworn support staff servicing a city of approximately 7 square miles. Kennedale provides an annual operating budget of \$1.7 million for the police department.

Tommy Williams began his career as a reserve police officer in the city of Richland Hills, Texas in September 1978. He served with the Keller Police Department for 26 years, retiring as a lieutenant/assistant chief in May 2006. In June 2006 he became chief of the Kennedale Police Department. September of this year



will mark Chief Williams' 34th year in law enforcement. Chief Williams holds an AAS in Criminal Justice from Tarrant County College and a Bachelor of Business Management from LeTourneau University, where he graduated Summa Cum Laude. He is a graduate of the first class of the Bill Blackwood Command College.

White Oak Police Department

Nestled in the rolling hills and piney woods of North East Texas, White Oak is located on US Highway 80 in Gregg County about 125 east of Dallas. The city of White Oak was founded in 1958. At the time, the city's population was approximately 1,200 citizens and most of the residents worked in the oil fields. Once simply a bedroom community to Longview, White Oak has matured into a city that offers modern services and conveniences, while maintaining the friendliness and tranquility for which it has always been known.



White Oak remains a small town with the current population per the 2010 census is 6,469. White Oak residents are able to enjoy small town living and still conveniently take advantage of cultural and shopping opportunities in a large, metropolitan area. The city is a home rule city governed by a strong mayor and five council members. The city coordinator runs the daily operations and presently serves as the chief of police.

White Oak, which encompasses 9 square miles, emerged from the east Texas oil boom and was incorporated in 1958. A city marshal was appointed

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to protect the small community prior to incorporation and eventually the position of chief of police was created. Since its inception, the police department has had only four police chiefs. Currently, the department has 15 commissioned full-time police officers, and four non-commissioned personnel who serve as communications operators/records clerks. The Police Department's 2011-2012, fiscal operating budget is \$1.2 million.

The White Oak Police Department is housed in a 3,600 square foot facility, and includes a nine inmate holding facility which allows officers to complete the required paperwork after an arrest and return back to their patrol duties without having to transport inmates to the county jail six miles away.

Charles R. Smith has worked in the law enforcement profession for 31 years. He began his career in 1978, as a Garza County Deputy Sheriff. Chief Smith was then offered the position of police chief

in the small town of Wilson where he stayed until joining the Lubbock Police Department. In 1998, Chief Smith moved to east Texas and worked as a patrol officer for the city of White Oak until his appointment as chief in 2001. Chief Smith holds a Master Peace Officer Certification, is a TCLEOSE certified trainer, and has attended numerous law enforcement training classes. ★



New Sample Policy Manual Released

The new July 2012 Sample Policy Manual has been released and incorporates all the changes made in the first six months of 2012, including the new Eyewitness Identification Policy. The Sample Manual is updated twice a year and the Complete Sample Policy Manual – July 2012 is the most complete version. There is also an “July 2012 Update” which is an explanation of the changes and a copy of the policies that were changed with the changes highlighted. If you have already begun using an earlier version of the manual, you can download just the “Update” and review the changes made to determine if you want to make those changes in your policy manual.

There were also several additions made to the Sample Training Programs adding a training program on roadblocks. While most agencies prohibit the use of roadblocks during pursuits, if roadblocks are allowed in any circumstance, there must be training done on how to do them safely. A power point and lesson plan for this program has been added to the download. A Safety Training Program has also been added to comply with the training requirement for standard 4.10 Employee Accident and Injury Prevention. ★

Employee Accident and Injury Prevention

Best Practice 4.10 added last year is now required for most agencies. Recognized Agencies must meet the standard the next time they have an on-site. The standard is designed to enhance employee safety. It is important to note that it addresses BOTH vehicle accidents and any resulting injuries, AND employee injuries not related to vehicles, such as falls, strained backs, etc.

The standard requires agencies have a system in place to report, investigate, and review each accident or injury when it occurs. This is to determine if the injury was preventable and take necessary actions to immediately correct dangerous situations in the workplace. The standard also requires the agency do a review of all accidents and injuries each year to determine if any patterns exist and to implement policy changes, or training to better prevent these injuries; or to purchase equipment that might make your employees safer.

Lastly, the standard requires safety training for all members of the department. The type and length of this training is left up to the needs of the department but was intended to be a result of your annual analysis. Although the standard will be accepted with any subject and amount of safety training initially, the department should use its annual review to identify what training would be beneficial in the future.

The Texas Municipal League Intergovernmental Risk Pool has a myriad of safety videos and lessons that are available from their on-line learning center. Thanks to Hedwig Village Police Department, there is now a Safety Training Program, including lesson plans and a Power Point presentation, in the Sample Training Programs download on the program website. ★

Training

If your agency is in need of training, or would be able to host training, please contact the program coordinator at marlinprice@sbcglobal.net with that request so that we can plan training for the coming months.

Agencies must Plan Ahead for On-site Dates

This past year has seen unbelievable success for the Recognition Program but it has not come without costs. The annual deadline for completing submissions of proofs of compliance in order to be recognized at the Annual Conference caused a significant difficulty in the scheduling of on-site Final Reviews for the first two months of this year. The Recognition Program staff and volunteer team leaders/assessors were stretched to the limit trying to provide every agency the opportunity to make the deadline while still maintaining the integrity of the standards. In doing so, the program went far beyond what our capabilities will be in future years.

First, agencies should understand that there will always be a deadline date (usually around the first of March) beyond which agencies will not be Recognized at the upcoming Annual Conference. This deadline is required so staff

can prepare for the Recognition Awards Ceremony which is conducted each year at our conference.

Beginning in mid 2012, there will be a fixed number of available on-site dates for both initial and re-recognition each year. Dates available for on-sites will be preset by our team leaders and our field compliance manager based on their availability. These dates will be identified in advance throughout the year to allow better management of the on-site process. There will clearly be fewer preset dates than we were able to accommodate in January and February of this year.

Available dates are posted on the Recognition Program website in the news section and will be updated regularly. With so many agencies entering the program, and those already recognized seeking re-Recognition, it is imperative that agencies not wait to

the last minute (or the Annual Conference deadline) to complete the program. Agencies can not call and reserve a date until their electronic submissions have been completed. Agencies undergoing the Full Review method, where all files are reviewed on-site must have either a mock or an initial compliance review prior to scheduling their on-site.

The **Bottom Line** is you can no longer plan on finishing the program and getting an on-site at the last minute before the Conference. There may not be on-site dates left at that point. Chiefs should consult with their program managers and attempt to complete the program in the most expedient manner giving plenty of time for on-site scheduling. If you have any questions about this policy or the impact on you agency, please contact the program coordinator. ★

Recognition Program Training Coming Up ...

At the Pflugerville PD, 1611 Pfennig Lane, Pflugerville, TX from 1 p.m. to 4 p.m. on September 4th. Contact marlinrprice@sbcglobal.net if you'd like to attend.

What's In It for Me?

While not a specific standard within the Recognition Program, it is important that the entire department have an understanding of what the Recognition Program is and what it can do for an agency. On-site assessors often ask employees what they know about the program. The Program has developed a Power Point training program for members of your department that explains some of the benefits of becoming a Recognized agency. It is clear that the Recognition Program requires work to prove compliance and field officers sometimes question whether the effort is worth it. Chiefs and program managers are free to edit the presentation if they



wish to personalize it for their agency. The presentation is on the program website under downloads / agency tools.

The program can also be used for presentations to community groups as well as elected leaders. Any suggestions on how to improve the presentation would be appreciated. ★

Please Keep Program Information Current

Program managers may change within an agency because of promotions, transfers and retirements. It is critical for departments to maintain their compliance when Recognized and a new program manager should be appointed as soon as possible. The new program manager should attempt to get to a training session on program activities as soon as possible. Chiefs should keep the program coordinator informed of any new appointment as the agency's program manager. ★

Program Status

Recognized Agencies	66
Agencies in Process	38