

TEXAS POLICE CHIEFS ASSOCIATION – LECOP RECIPIENTS



Law Enforcement Command Officer Program (LECOP) – Awardee #1



Commander Gary Hiatt – Waco Police Department

Award Date: October 26, 2021

Commander Hiatt began his career with the Waco Police Department in 2008 after serving in the U.S. Army. He rose through the ranks and was promoted to the rank of Commander in May, 2021 and assigned to Patrol Operations. Commander Hiatt credits much of his success as a leader to the TPCA Law Enforcement Officer Program and its' instructors.

Law Enforcement Command Officer Program (LECOP) – Awardee #2



Assistant Director Justin Scott – TX Comptroller of Public Accounts, CID

Award Date: November 15, 2021

A.D. Scott is a 28 year LE veteran with over 18 years with the Comptroller's CID. He served as Sgt. Investigator, Regional Commander and Captain of Field Operations before being promoted to Deputy Chief/Assistant Director of CID in July, 2021. He holds a BBA from Abilene Christian Univ. and an MS in Criminal Justice from UT-Permian Basin. He previously served as a Sergeant with the Odessa Police Dept. A.D. Scott made the following comments: *"The LECOP series is the best training I have attended in my 28-year career and I am honored to be a recipient of the LECOP award. The instructors went above and beyond in preparation and delivery of the training and the networking opportunities with other leaders was fantastic".*

Law Enforcement Command Officer Program (LECOP) – Awardee #3



Commander Anthony (Tony) Lourence – Killeen Police Department

Award Date: December 14, 2021

Commander Lourence started with the Killeen PD in 1998 after service in the United States Marine Corps. He is currently the Commander of the Criminal Investigations Division, having served as a Patrol Watch Commander, Training/Academy Coordinator, Field Training Sergeant, Personnel Hiring and Recruiting, Academy Instructor, Detective, Crisis Negotiator, Honor Guard and FTO. Cmdr. Lourence says, *"I am honored to have had the opportunity to complete the TPCA-LECOP. The knowledge, training and experience I have gained from this program, the instructors, and the students that attended the program courses has undoubtedly contributed to me becoming a better Texas LE professional to better serve the public and my Department. Thank you TPCA".*

Law Enforcement Command Officer Program (LECOP) – Awardee #4



Commander Pedro Soto – Waco Police Department

Award Date: December 28, 2021

Commander Soto has served 21 years with the Waco PD. He is the Commander over the Professional Development and Recruiting Division. He has served as a Patrol Commander and as a Sgt. in Family Violence, Field Training and Patrol. He was also a SWAT Operator and Academy Instructor. Commander Soto holds a BBA from UT-Arlington and a Masters degree in CJ from Tarleton State Univ. Commander Soto states, *"The training I received from the TPCA Instructors, along with the engaging discussions, have been invaluable to my development as a Law Enforcement Leader. I attribute my growth and development as a professional to the LECOP program and I am excited to be a recipient of this award"*

Law Enforcement Command Officer Program (LECOP) – Awardee #5



Lieutenant Matt Kerr – Palestine Police Department

Award Date: February 10, 2022

Lt. Kerr began his career with the Palestine Police Department in 2007 after serving in the U.S. Navy. He has served as a Patrolman, FTO, Rangemaster, Corporal, K9 Handler, Narcotics Investigator, Patrol Shift Sgt. and Support Services/Special Operations Commander. He is currently assigned as Patrol Commander. Lt. Kerr stated, *"The knowledge, training and networking I have been exposed to with the TPCA-LECOP program has made me a more versatile police administrator. LECOP has played an instrumental role in my professional development, making me a better leader for the men and women I serve".*

Law Enforcement Command Officer Program (LECOP) – Awardee #6



Commander Antonia McDaniel – Killeen Police Department

Award Date: March 15, 2022

Cmdr. McDaniel is a 20-year veteran of the Killeen Police Department. He is currently the Patrol Division Cmdr. Including Traffic and K9 Operations, Violent Crime Action Team, Jail Operations and Communications. Cmdr. McDaniel has served in various roles including FTO, Patrol Sgt., Lt of Special Operations and Interim Animal Control Manager. He states, *"The LECOP Program is the gold standard for Texas LE leadership training. It has afforded me the opportunity to meet some outstanding LE leaders from all over the State. The instructors are the absolute best in the business! LECOP has given me the tools to provide quality leadership. Thank you TPCA".*

Law Enforcement Command Officer Program (LECOP) – Awardee #7



Lieutenant Juan De La Cruz – Killeen Police Department

Award Date: March 15, 2022

Lt. De La Cruz has served the City of Killeen as a Police Officer since 2008, after serving 5 years in the U.S. Army. After serving on Patrol, Lt. De La Cruz volunteered to become a Training Officer and was also selected to the Crisis Negotiations Team. He was promoted to Sgt. in 2017 and to Lt. in 2020. He currently serves as a Watch Commander on the Night Shift. He comments, *"I am honored to have had the privilege of attending the TPCA classes. The first class I attended (DEVLDLDR) helped set the groundwork in my journey to become a better leader for my Department. I am truly grateful for the knowledge passed on to me by of the TPCA Instructors".*

Law Enforcement Command Officer Program (LECOP) – Awardee #8

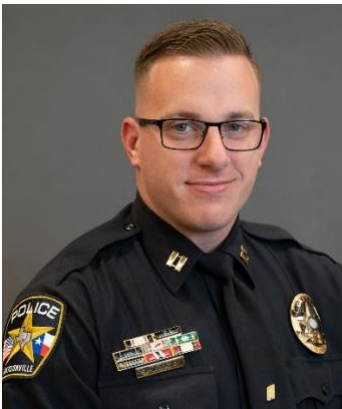


Sergeant Louis Griffin Jr. – Killeen Police Department

Award Date: May 3, 2022

Sgt. Griffin began his LE career in 1979 and has been with the Killeen Police Dept. since 2004. He has served as Deputy Sheriff, Criminal Investigator, Dive Team and Special Response Team member. With KPD, he has been a Patrol Officer, Field Training Instructor, Negotiator and Academy Instructor. As a Patrol Sgt., he believes leadership starts with 1st Line Supervisors. Sgt. Griffin remarks, *"I was excited about LECOP because I believed it would bring high-quality professional standards for Command Staffs throughout Texas. Thank you to TPCA for the great training and outstanding knowledge shared by all the retired Police Chiefs/Instructors"*.

Law Enforcement Command Officer Program (LECOP) – Awardee #9



Captain Steven Markasky – Jacksonville Police Department

Award Date: May 18, 2022

Capt. Markasky began his career with the Jacksonville Police Dept. in 2012. He rose through the ranks to Operations Captain, which includes Patrol, Traffic, SWAT and K9 operations. He is also the Department's Program Manager for the TPCAF Accreditation Program. Capt. Markasky says, *"The Developing Leaders class had an instant impact on my career and I was able to greatly benefit from what I continued to learn in the LECOP program. I am thankful for the instructors and fellow students, which allowed me to network with current and future leaders of Texas Law Enforcement"*.

Law Enforcement Command Officer Program (LECOP) – Awardee #10



Corporal Jeremy B. Creech – Galveston County Sheriff's Office

Award Date: June 28, 2022

Corporal Jeremy B. Creech began his career working for the Galveston County Sheriff's Office in 1998. Corporal Creech has served in the Corrections Division as a Deputy and held the rank of Sergeant. He is currently assigned to the Patrol Division as a Corporal on the day shift. Corporal Creech has spent much of his career working DWI Enforcement and Crash Investigations. He serves in additional assignments as the Crash Team supervisor and the STEP Coordinator, managing the STEP budgets for the various grants. Cpl. Creech first attended the Developing Leaders Course and found immediate leadership tools to apply. He was determined to continue through the LECOP course work to better himself as a leader for the folks he supervises.

Law Enforcement Command Officer Program (LECOP) – Awardee #11

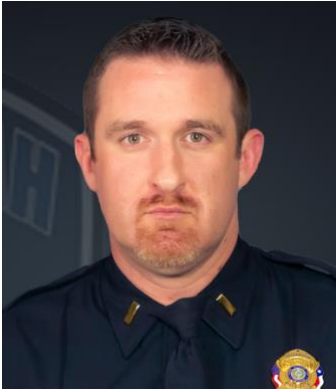


Detective Sergeant R. Joel Gordon – Shenandoah Police Department

Award Date: July 12, 2022

Sergeant Gordon is a 28-year Law Enforcement veteran with 16 years service with the Shenandoah PD. He worked 12 years with the Montgomery County Sheriff's Office. He holds a bachelor's degree in Criminal Justice and has served in the jail, on patrol, as the Crime Stoppers Coordinator, Patrol Supervisor and CID Supervisor. He stated, *"I have attended a lot of leadership training in the past but the LECOP program is completely different in that there is a constant emphasis on leadership, you also learn about technical issues related to every aspect of LE. From managing patrol to CID and from special operations to administrative functions, it is all covered. You see the links and the big picture becomes clearer"*.

Law Enforcement Command Officer Program (LECOP) – Awardee #12



Lieutenant Jake Reuvers – Shenandoah Police Department

Award Date: July 12, 2022

Lt. Reuvers began his career in 2010 and has served with Shenandoah since 2012. As the agency's second-in-command, he leads the Patrol Division, K-9 Program and is the TPCAF Accreditation Program Manager. He holds a Master of Science Degree in CJ Leadership from SHSU. He said, "TPCA's LECOP is an excellent initiative for current and future police leaders to obtain relevant skills and knowledge, grow and reinforce important leadership tenets, and network with cohorts striving toward a common goal".

Law Enforcement Command Officer Program (LECOP) – Awardee #13



Lieutenant Timothy Manges – Killeen Police Department

Award Date: July 25, 2022

Lt. Manges began his career with Killeen PD in 2006 after serving 10 years in the US Army. He is currently the Watch Commander for Night Shift B. He was previously assigned as a Patrol Officer, Narcotics Detective, Patrol Sgt. and Homicide Unit Sgt. He also has served as an FTO and as a SWAT member. He commented, "The training I received through LECOP was the best training in leadership out there and the instructors are top notch. I look forward to using what I have learned to make my little piece of KPD a better place".

Law Enforcement Command Officer Program (LECOP) – Awardee #14



Lieutenant Jeffrey Corbitt – Killeen Police Department

Award Date: July 25, 2022

Lt. Corbitt started with the KPD in 2009. He is currently a Patrol Watch Commander and Mobile Field Force Commander. He previously served as a Patrol Sgt., Field Training Coordinator and FTO. He commented, "It was luck that early as a young Sergeant I was able to attend the Developing Leaders for TX LE class in 2016. That course was the foundation of my leadership training. When I found out that TPCA had developed LECOP I could not wait to expand my knowledge. Thank you to TPCA and their instructors for providing this training."

Law Enforcement Command Officer Program (LECOP) – Awardee #15



Commander Robert J. Rush III – Killeen Police Department

Award Date: August 11, 2022

Cmdr. Rush started with KPD in 2003 after serving in the US Army. He has a BA in CJ Leadership from the American Military University and a MS in CJ Management from Sam Houston State Univ. He is a graduate of the LEMIT Leadership and Command College. He served as a patrol officer, FTO and crisis negotiator and has supervised a variety of units throughout the Department, currently commanding the Training Division. He considers personal growth essential to leaders. He stated, "I am grateful for the many opportunities in my career. I hope to keep serving others and help them realize their potential. I am grateful for the instructors and mentors at TPCA. Their experience and support via the LECOP program (and beyond) have meant the world to so many of us".

Law Enforcement Command Officer Program (LECOP) – Awardee #16



Lieutenant Chester "Chet" Vronka – Pflugerville Police Department

Award Date: August 11, 2022

Lt. Vronka began his career in 1993 with the Sunset Valley PD after serving in the US Army. He started with PPD as a School Resource Officer over 21 years ago. He has worked in every Division of the Dept. and one of his passions is the Crisis Intervention Team, which he was instrumental in starting in 2015. He is currently assigned as a day shift Watch Commander. He comments that he has attended a variety of leadership courses and has learned various principles. He further says, *"The LECOP program teaches leadership principles, in addition to the processes to implement these principles"*.

Law Enforcement Command Officer Program (LECOP) – Awardee #17



Chief of Police William Ray Lacy – Shavano Park Police Department (retired)

Award Date: August 11, 2022

Chief Lacy began his LE career in 1981, retiring as Chief of the Shavano Park PD in 2020. He has since served as an Interim Chief of Police and as an Assessor for the TPCAF Law Enforcement Best Practices Accreditation Program. He remarked, *"I believe that continual development is vital for our profession. The TPCAF training classes, the LECOP Program and the Accreditation Program help individual officers and agencies meet the needs of our 21st Century law enforcement profession. I am thankful for the instructors and my fellow students which allowed sharing of ideas and networking. The LECOP Program is an outstanding tool."*

Law Enforcement Command Officer Program (LECOP) – Awardee #18



Sergeant Tiffany Vanzant – Weatherford Police Department

Award Date: September 7, 2022

Sgt. Vanzant began her career with the Arlington PD in 2011 and began at the Weatherford PD in 2016. Promoted to Sgt. in 2019, she worked in patrol, street crimes, community services, and recruiting. She holds a Master's Degree in Public Administration from Tarleton State Univ. She stated, *"I was initially drawn to the LECOP Program because it was practical for a working mom, and I quickly realized what a great program they've created. The Organizational Leadership, Courage & Character course was a personal favorite that I think is needed for all new leaders. The instructors share a vast and diverse collection of experiences and create an atmosphere for learning that translates into day-to-day scenarios that supervisors may face. Thank you!"*

Law Enforcement Command Officer Program (LECOP) – Awardee #19



Sergeant Johnny Qualls – Weatherford Police Department

Award Date: September 15, 2022

Sgt. Qualls has served in law enforcement 15 years and with the Weatherford PD since 2013. First a Patrol Deputy and Investigator for the Parker County Sheriff's Office, he has served as a Patrol Officer, FTO, Patrol Supervisor, and FTO Coordinator with the WPD. He says, *"The LECOP Program exposed me to leadership principles from experts in various stages over several months. This gives participants the opportunity to compartmentalize what they have learned and come home to apply it incrementally. I'm honored and privileged to have met, learned from and be mentioned among the men and women dedicated to developing and leading our profession."*

Law Enforcement Command Officer Program (LECOP) – Awardee #20



Sergeant Harry Mongillo – Killeen Police Department

Award Date: September 16, 2022

Sgt. Mongillo began his LE career in 2005, shortly after leaving the United States Army. With the Killeen PD since 2007, he served as a patrol officer, FTO and is currently a Sergeant assigned to the Patrol Division. Sgt. Mongillo said, *"The TPCA's LECOP has strengthened my foundation as a leader. Seeking knowledge is important because once you stop, failure is bound to happen. Thank you to the TPCA instructors for sharing their knowledge with me."*

Law Enforcement Command Officer Program (LECOP) - Awardee #21



Sergeant Chris Eaton – Waco Police Department

Award Date: September 21, 2022

Sgt. Eaton is an 18-year LE veteran. As a Sgt., he has managed Patrol, Crime Scene Inv. and Computer Forensics. He was instrumental in the NIBIN firearm forensics program at Waco PD as well as investigating child abuse cases for 3 ½ years. He trains police in the investigation of sexual assault and family violence with trauma informed care. He is a Drug Recognition Expert, K9 Handler and FTO. Previously a LE Officer in Arkansas, he was recognized there by Gov. Mike Beebe and the DEA for his contributions to the "Arkansas Drug Takeback" Program. He states, *"I encourage everyone in my agency to attend the Developing Leaders for TX LE class. It fundamentally changed the way I work and is some of the best training I have ever received."*

Law Enforcement Command Officer Program (LECOP) – Awardee #22



Sergeant Chris Stickles – Killeen Police Department

Award Date: September 22, 2022

Sgt. Stickles began his career in 2001 after serving in the U.S. Army 173rd Airborne Division, joining the Killeen PD in 2012. He has worked as a patrol officer, Community Oriented Policing Officer, Drug Recognition Expert and narcotics agent. He has enjoyed instructing other officers as an FTO, SFST Instructor, and EVOC Instructor. Sgt. Stickles remarks, *"I began my LECOP training with the Developing Leaders class, which I believe was the foundation for my leadership growth. All the training I received from the LECOP classes and instructors have led me to becoming a well training professional leader to represent the City of Killeen and Texas Law Enforcement"*.

Law Enforcement Command Officer Program (LECOP) – Awardee #23



Sergeant Sean Doherty – Killeen Police Department

Award Date: October 10, 2022

Sgt. Doherty began his career in 2013 after obtaining his Bachelor of Science degree in Criminal Justice from Texas State University. Since joining the Killeen Police Department in 2013, he has served as a patrol officer, FTO and is currently assigned as a Sgt. in the Patrol Division. Sgt. Doherty comments, *"The LECOP program has been highly beneficial to me in developing my leadership skills. It has set a solid foundation to continue to build upon as I continue my LE career, and specifically in a leadership capacity. Thank you to all the instructors and staff from TPCA for this opportunity and the knowledge and experiences that were passed down"*.

Law Enforcement Command Officer Program (LECOP) – Awardee #24



Captain Jeffery Evans – Hitchcock Police Department

Award Date: October 10, 2022

Capt. J.P. Evans began his LE career after serving an enlistment in the United States Marine Corps. He has served as a Patrol officer, SRO, Community Outreach Liaison, Patrol Sgt., Support Lt., and now as a Captain overseeing daily operations of the PD. Capt. Evans reflected on his LECOP experiences, *"I have completed several leadership courses in my career and was very impressed by the curriculum and instructors of the "Developing Leaders for Texas Law Enforcement" class. The concepts presented throughout the LECOP program set the foundation for growth and success serving in the LE profession. Thank you to all who shared in my learning process and for focusing on the concept, Leadership Matters"*

Law Enforcement Command Officer Program (LECOP) – Awardee #25



Sergeant Angela Mathews – Killeen Police Department

Award Date: October 21, 2022

Sgt. Mathews began her career with the Killeen PD in 2006, serving as a public service officer, patrol officer and detective in the special victims unit. She promoted to Sgt. in 2020 where she worked on patrol and currently supervises the community engagement unit. She administers the Department's fitness and peer support programs. She holds a bachelor's degree from Texas A&M Central Texas and is pursuing a masters degree from SHSU. She states, *"When I first heard of the LECOP Program I was excited about it from the first course. The Developing Leaders class changed a lot in my life and it helped in my leadership and mentor role for those coming after me. I'm thankful for TPCA and the instructors in all the courses."*

Law Enforcement Command Officer Program (LECOP) – Awardee #26



Sergeant Kerryann Harris – Killeen Police Department

Award Date: October 21, 2022

Sgt. Harris started her career with the Killeen Police Department in 2008 after serving in the U.S. Army. She has served as a patrol officer, FTO, recruiter, Patrol Sergeant and is currently assigned to the Special Victim Unit in CID. Sgt. Harris says, *"The LECOP Program has been tremendously beneficial in helping me recognize my true leadership abilities. The program has given me tools to use when leading the officers and civilian staff that works in my unit."*

Law Enforcement Command Officer Program (LECOP) – Awardee #27



Commander Scott Holt – Waco Police Department

Award Date: October 26, 2022

Cmdr. Scott is a 28 year veteran of the Waco PD and currently is assigned to the Patrol Command responsible for Platoon 1B, Traffic Enforcement, Digital Media and as the Field Training Coordinator. He holds a Bachelor of Science degree in CJ from Texas A&M – Commerce and is working toward a Master's Degree in C.J. He comments, *"It is a great honor and privilege to have successfully completed the LECOP Program. As expected, the Texas Police Chiefs Association delivered a professional and diverse 10 class series with the overall motto of Leadership Matters".*

Law Enforcement Command Officer Program (LECOP) – Awardee #28



Lieutenant Jeremy Johnson – Aubrey Police Department

Award Date: November 6, 2022

Lt. Johnson began his career in 1994, serving almost 9 years in corrections. He became a police officer in 2003, serving in the patrol and traffic divisions as an FTO, Patrol Sergeant and a Field Training Program Coordinator. Lt. Johnson currently serves as the Operations Commander, overseeing the daily operations of the Patrol and Criminal Investigation Divisions. He states, *"I first heard about LECOP while attending Developing Leaders for Texas Law Enforcement. This class set the standard and provided me with the training, knowledge and experience to be a leader and mentor in my Department. I am honored to have completed this program and I am grateful to have had the opportunity to receive knowledge passed on by the TPCA Instructors"*.

Law Enforcement Command Officer Program (LECOP) – Awardee #29



Lieutenant Stanley Maresch – Ballinger Police Department

Award Date: November 18, 2022

Lt. Maresch is a 13-year veteran of the Ballinger Police Department. He graduated from the Sul Ross University Police Academy in 2009 and served as Chief of Police from 2017 to 2021. He currently is assigned as the Lieutenant over Patrol and is assigned to Criminal Investigations for the Ballinger Police Department. He says, *"I was given a great opportunity to compete the LECOP. Achieving this is an honor and I proud to represent the Ballinger PD and the Texas Police Chiefs Association."*

Law Enforcement Command Officer Program (LECOP) – Awardee #30



Lieutenant Thomas Smith – Killeen Police Department

Award Date: November 18, 2022

Lt. Smith has served with the KPD since 1995. He has been an Officer and Sergeant in Patrol, a Detective in CID, and a Crisis Negotiator. As a Lt., he has served as a Patrol Watch Cmdr., CID Operations Officer, Training Coordinator, Tactical Response Unit Cmdr., and Mobile Field Force Cmdr. He holds a BA from Texas Tech and a MPSA from Texas A&M. He retired from the US Army Reserve/National Guard as a Lt. Colonel in 2021, after 4 combat tours overseas and 4 stateside mobilizations. He is a graduate of the FBI-NA and the US Army Command and General Staff College. He stated, *"The LECOP program presented courses that are immediately applicable to police supervisors. The instructors bring a wealth of experience and lessons learned, benefitting a new general of law enforcement leaders"*.

Law Enforcement Command Officer Program (LECOP) – Awardee #31



Lieutenant Trae Portwood – Kilgore Police Department

Award Date: December 8, 2022

Lt. Portwood is a 33 year LE veteran who has served with the Kilgore Police Department, Smith Co. S.O., Angleton PD, Longview PD and the TX Attorney General's Office. He has spent most of his career in investigations. He was promoted to Detective Sergeant in 2014 and promoted to Lt. in 2019. He currently supervises all uniformed personnel including Patrol and School Resource Officers. He comments that he began talking some of the TPCA courses prior to LECOP being developed. He continued that he, *"has found the training provided by TPCA to be extremely beneficial in his transition from staff to command"*.

Law Enforcement Command Officer Program (LECOP) – Awardee #32



Commander Ronnie Supak Jr. – Killeen Police Department

Award Date: December 12, 2022

Cmdr. Supak has served with KPD since 1997. He holds a BS in Criminal Justice from SHSU. He has served on patrol and in CID with Youth Services and Organized Crime. As a Sgt., he served in both Patrol and CID. As a Lt., he supervised CID Special Operations, Tactical Response Unit and Internal Affairs. As a Cmdr., he has overseen the Administrative, Support Services and Patrol Divisions, where he currently serves. He stated, *"The LECOP program builds a solid foundation for supervisory staff. I, as many others, thank the instructors for their commitment and effort to the betterment of law enforcement as a profession."*

Law Enforcement Command Officer Program (LECOP) – Awardee #33



Lieutenant Scott Smith – Marshall Police Department

Award Date: December 16, 2022

Lt. Smith began his career with the Marshall Police Department in 2005, serving first as a reserve officer for 9 months. He has worked as an FTO, SWAT officer, Patrol Sgt., FTO Sgt., shift commander, and a member of the FBI Task Force. He is now commands CID and a multi-jurisdictional task force focusing on narcotics and violent crime. He comments, *"Having attended several leadership courses, LECOP is the only one that provides training related to various functions within an agency. LECOP changed my leadership approach and is the best training I have received in my career. I am honored to be a LECOP recipient"*.

Law Enforcement Command Officer Program (LECOP) – Awardee #34



Captain Dusty Stavinoha – West University Place Police Department

Award Date: February 22, 2023

Capt. Stavinoha began his career with the WUPPD in 2008. He rose through the ranks and was promoted to Capt. In February of 2023. He currently serves over Patrol Operations, having previously served as Support Services Lt., Patrol Sgt., TPCA Accreditation Program Manager, Detective and FTO. He credits much of his success to the LECOP Program and its instructors. He states, *"TPCA-LECOP was a great experience which has changed the way I see the profession. The leadership training was top notch, and the instructors exemplify the concept of LEAD BY EXAMPLE. They have walked the walk and still have devotion and passion for the profession. Thank you all"*.

Law Enforcement Command Officer Program (LECOP) – Awardee #35



Lieutenant Joey Chitwood – Kilgore Police Department

Award Date: February 23, 2023

Lt. Chitwood began with the Kilgore PD on September 11, 2006. He has served as a patrol officer, SRO, SWAT Operator, narcotics investigator, and DEA Task Force Officer. He was promoted to Sgt. in CID in 2019 and currently serves as the Lt. over CID, DEA-TFO, TAG, victim services, hiring/recruiting and Internal Affairs. He also serves as the NE Texas Regional SWAT Team Commander. He states, *"The LECOP program is outstanding. It has taught more about becoming a leader and developing the ones around me. The three-week Developing Leaders course is a must for everyone in law enforcement."*

Law Enforcement Command Officer Program (LECOP) – Awardee #36



Sergeant Chasity Porter – Dickinson Police Department

Award Date: March 10, 2023

Sgt. Porter joined the Dickinson Police Department in 2019 where she has served as a patrol officer, FTO and Mental Health Officer. She is a public service veteran with over 20 years of total experience in the fields of EMS, Fire and Law Enforcement. She commented, *"I have attended many leadership and management trainings in multiple disciplines over the course of my career. LECOP is the only one that addressed the specific needs of different functions within an organization while focusing on the importance of leadership. I am proud to be a graduate of the LECOP program and look forward to utilizing the skills I have learned"*.

Law Enforcement Command Officer Program (LECOP) – Awardee #37



Sergeant Joshua Gray – Tx Comptroller of Public Accounts, CID

Award Date: March 13, 2023

Sgt. Gray is an 18-year veteran of law enforcement serving with the Comptroller CID since 2018. He is an Investigator and Sgt. in the NE Region. Previously he served 13 years with the Smith County Sheriff's Office. He holds a MPSA from Texas A&M and a MS in CJ from Lamar University. He said, *"The LECOP instructors bring years of professionalism and knowledge to the program that benefits supervisors and leaders at all levels. The lessons and discussions have been invaluable. I am excited and honored to receive this award"*.

Law Enforcement Command Officer Program (LECOP) – Awardee #38



Lieutenant Joe Belmares – Montgomery Police Department

Award Date: March 16, 2023

Lt. Belmares began his law enforcement career in 1994 and has served the Montgomery PD since 2011. He was previously with the Harris County Constable Pct. 4 as a patrol Cpl. for 9 yrs. He has been a patrol officer, FTO, Patrol Sgt. and currently oversees PD Operations. He stated, *"TPCA's LECOP is ideal training for those seeking self-development. The training emphasized building a foundation to cultivate leaders and how to maintain a healthy culture within an agency. Thanks to the instructors and those working behind the scenes."*

Law Enforcement Command Officer Program (LECOP) – Awardee #39



Chief Deputy Kirk Bonsal – Harris County Constable Pct. 3

Award Date: April 3, 2023

Chief Bonsal has over 35 years' experience, beginning his career in 1988 with the Pasadena PD attaining the rank of Lt. In Feb. 2017, he accepted the role of Capt., Professional Standards with Pct. 3. In Dec. 2017, he was promoted to Chief Deputy overseeing the operations of over 200 employees. He holds a master's degree from Sam Houston State University. He serves on the TPCA Executive Board as the Chair of the County Law Enforcement Liaison Committee and has also been his Department's Program Manager for the TPCA Best Practices Accreditation Program.

Law Enforcement Command Officer Program (LECOP) – Awardee #40



Captain Richard Johnson – Palestine Police Department

Award Date: April 10, 2023

Capt. Johnson began his law enforcement career in 2004 with the Palestine PD. He has served as a Patrol Officer, FTO, Patrol Sgt., Instructor in defensive tactics, less than lethal options, ALERRT and firearms. He developed and commands the tactical team and he has commanded Patrol, CID and served as Interim Chief. He currently oversees CID and Support Svcs. He said, *“I attended DEVLDR in 2014 and found it very beneficial. In 2021, Matt Kerr (LECOP #5) showed me the program. The value of these classes has been immeasurable. I have encouraged my staff I am privileged to supervise to seek LECOP. Each class taught new ways to improve”.*

Law Enforcement Command Officer Program (LECOP) – Awardee #41



Lieutenant Stuart Arnold – Tx Comptroller of Public Accounts, CID

Award Date: April 11, 2023

Lt. Arnold is a 34-year LE veteran, formerly serving in local, State and Federal positions, including TABC Agent, Deputy U.S. Marshal and Federal Air Marshal. He came to the Comptroller’s Office in 2007 and currently oversees the NE Region of Texas. He holds a BS in CJ from Texas State Univ. and has completed the FBI-LEEDA Trilogy. He serves as a USMS Special Deputy and a Homeland Security TFO. He stated, *“The training and knowledge I have gained from the LECOP program, and all experienced instructors has without any doubt made me a better professional law enforcement commander”.*

Law Enforcement Command Officer Program (LECOP) – Awardee #42



Captain Lee Stephenson – Port of Galveston Police Department

Award Date: April 12, 2023

Capt. Stephenson has over 35 years in LE. He retired from the Texas City PD after 20 yrs. service. In 2021, he began his work at the Port where he oversees the daily operations of the Patrol, Marine and Communications Divisions. He has served in narcotics, auto crimes and as an FTO, Sexual Assault Inv. as well as with Crimestoppers. He also completed the FBI-LEEDA Trilogy. He commented, *“It was an honor to participate in this new leadership program and be taught many valuable leadership principles and a broad array of skills. The course work, experiences of the instructors have prepared me to be successful as a LE leader”.*

Law Enforcement Command Officer Program (LECOP) – Awardee #43



Sergeant Max Cox – Blinn College Police Department

Award Date: April 13, 2023

Sgt. Cox is a Master Peace Officer with 44 years experience. He holds a Bachelor’s Degree from SHSU. He is a licensed instructor and firearms instructor. Sgt. Cox retired from Harris County, served with the Texas Dept. of Insurance as a Criminal Fraud Investigator, retiring again after 10 yrs service. In 2015, he accepted a position with the Blinn College PD. He said, *“The LECOP Program is one of the finest and most professional training programs I have attended. The instructors were very professional. I have had the privilege of meeting and connecting with many outstanding officers throughout Texas during this training”.*

Law Enforcement Command Officer Program (LECOP) – Awardee #44



Sergeant James W. Tryon Jr. – Deer Park Police Department

Award Date: April 27, 2023

Sgt. Tryon began his career with the Deer Park PD in 2000 after graduating from Sam Houston State University. He has served as a Patrolman, Detective, FTO Supervisor and CID Sergeant. He commented, *“The instructors, who were previous Chiefs of Police, were very knowledgeable and transparent. They provided detailed pertinent classroom instruction. I will be able to use the information acquired during the LECOP training throughout my career”*.

Law Enforcement Command Officer Program (LECOP) – Awardee #45



Sergeant Steven Eilert – Brenham Police Department

Award Date: April 28, 2023

Sgt. Eilert began his career with the Brenham PD in 2010. He has served in the Patrol and Investigations Divisions, currently in the Administrative Division in various roles. He currently serves as TPCA Accreditation Manager, Training Coordinator, Crash Reconstructionist and ERT member. He states, *“I have attended a multitude of training programs, however, the LECOP program has been one of the most beneficial and the instructors were phenomenal. LECOP will provide you all the tools needed to become a more successful and well-rounded leader not only in law enforcement but in life”*.

Law Enforcement Command Officer Program (LECOP) – Awardee #46



Assistant Chief Dwain Jones – Hutto Police Department

Award Date: May 5, 2023

Asst. Chief Jones is a lifetime Austin area resident and began his LE career in 1994. He joined the Hutto PD in 1999 as a patrol officer and was promoted to Lt. in 2002. He has served as interim police chief on four occasions with the Hutto PD. During his career with Hutto, he has led every division and unit in the Department. He comments, *“The LECOP program is real world training that officers can put into practice immediately and be successful”*.

Law Enforcement Command Officer Program (LECOP) – Awardee #47



Lieutenant Shawn Gilcrease – Alvin Police Department

Award Date: May 19, 2023

Lt. Gilcrease started with the City of Alvin in 1995 as a Paramedic. He transferred to the PD as a Patrol Officer in 2000. He has served as Bike Patrol Coordinator, Cpl., Detective, and Sergeant. He currently serves in the Patrol Division as a Patrol Lt. He is Advanced SWAT certified and is the Medic Cmdr. for the SWAT team. He says, *“This program is very important to not only first-time supervisors but to veteran supervisors as well. The classes taught provide a new insight or a refresher to nearly every aspect of a police department”*.

Law Enforcement Command Officer Program (LECOP) – Awardee #48



Sergeant Brant Allman – Killeen Police Department

Award Date: July 7, 2023

Sgt. Allman started with KPD in 2009 after serving in the US Army Infantry. He has a BS in Criminal Justice from Tarleton State Univ. He was promoted in 2021, having served as an FTO. He is currently the Crisis Negotiations Team Leader and a Patrol watch Sergeant. Sgt. Allman believes, *“The LECOP Program should be a requirement for all newly promoted supervisors in law enforcement. This program teaches you how to successfully lead your department and serve your community”*.

Law Enforcement Command Officer Program (LECOP) – Awardee #49



Sergeant Yolanda Marshall – Blinn College Police Department

Award Date: July 18, 2023

Sgt. Marshall began her career in 2012 with the Washington County Sheriff’s Office as a Medical Professional in the Jail Division. In 2015 she was selected as a Deputy Sheriff in the Patrol Division. In 2018, she accepted a patrol officer position with the Blinn College PD and was then promoted to Sgt. She is pursuing a bachelor’s degree in CJ Admin. from Tarleton State Univ. and has helped develop a Domestic Violence High Risk Task Force in the Brazos and Washington Co. area. She says, *“I am excited about the knowledge I have received from the LECOP program, knowing how much it has made me better as an individual and how it will help me be a better leader for my team and department.”*

Law Enforcement Command Officer Program (LECOP) – Awardee #50



Chief of Police Kelly Butler – Wortham Police Department

Award Date: August 7, 2023

A 3rd generation Texan who grew up in Wortham, Chief Butler holds a bachelor’s degree in LE. He has 26 years’ service with the Limestone County SO and the Wortham PD, serving as a supervisor in both Departments over most LE and Administrative functions. He was hired as Chief in Wortham in 2012. He said, *“I would like to thank the instructors as well as the Texas Police Chiefs Associations for developing the LECOP training. This training will be invaluable to upcoming officers who are looking to move into leadership roles. It will retain the integrity and professionalism of the LE profession in the State of Texas.”*

Law Enforcement Command Officer Program (LECOP) – Awardee #51

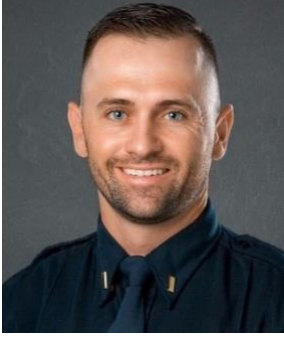


Chief of Police Pete Bacon – Webster Police Department

Award Date: August 14, 2023

Chief Bacon is a 30 year LE veteran and former U.S. Marine. He began his career in 1993 and joined the Webster PD in 1999. He holds a bachelor’s degree in CJ Admin. and is a Certified Public Manager through the Univ. of Houston Hobby School of Public Affairs. He comments, *“The LECOP Program is a terrific professional development pathway for Texas LE leaders of all ranks and levels of responsibility. We are implementing LECOP into future promotional requirements so as Chief I believed it was important to complete it as well. It was a very worthwhile endeavor”*.

Law Enforcement Command Officer Program (LECOP) – Awardee #52



Lieutenant Patrick Wiginton – Granbury Police Department

Award Date: August 17, 2023

Lt. Wiginton began his career with Granbury PD in 2008. He has served as a Patrol Officer, Sergeant, SWAT Operator, SWAT Cmdr. and he is currently a Patrol Lieutenant. He holds a bachelor's degree from Tarleton State Univ. and a Master Peace Officer Certificate. He is 10-year veteran of the US Army Reserves, firearms and ALERRT instructor. He says, *"The LECOP Program is an exceptional leadership program designed to build a foundation for both new and veteran LE leaders. The instruction from experienced Texas LE leaders is priceless and the resources each instructor provides to take back to your agency are equally beneficial"*.

Law Enforcement Command Officer Program (LECOP) – Awardee #53



Corporal Arturo Espinosa – Galveston County Sheriff's Office

Award Date: August 25, 2023

Cpl. Espinosa started with the Galveston Co. SO in 2005 working in Corrections. In 2008, he graduated from the Galveston County LE Academy and served with the Bayou Vista and Santa Fe Police Departments. He was promoted to Sgt. in 2015 with the Santa Fe PD and then in 2017 returned to the GCSO in Patrol. He promoted to Cpl. in 2019 and currently serves as a Patrol supervisor on Day Shift. He is a graduate of the TEEX – Major Crimes Investigator Program, FBI LEEDA Trilogy and Managing and Conducting Internal Affairs Investigations Program. He is currently a member of the Crisis Negotiations Team, a Mental Health Officer and Instructor.

Law Enforcement Command Officer Program (LECOP) – Awardee #54



Sergeant Mario Montalvo – Killeen Police Department

Award Date: September 6, 2023

Sgt. Montalvo began with the Killeen Police Dept. on January 3rd, 2011. In his 12 years' service, he worked 10 years as a patrol officer and was selected as a Crisis Negotiator and a Field Training Officer. He promoted to Sgt. in 2021. He stated: *"The LECOP courses were foundation to my role in leadership. The program has allowed me to understand the role of a leader and how to be effective as a leader with those I serve. Thank you for the opportunity"*.

Law Enforcement Command Officer Program (LECOP) – Awardee #55



Chief Rod Carroll – Vidor Police Department

Award Date: September 20, 2023

Chief Carroll has 35 years in law enforcement. He began his career with the College Station PD in 1988, also working with the Jefferson County SO for 16 years until he became Chief of Police in Vidor in 2017. He holds master's degrees in CJ (SHSU) and Public Admin. (Lamar Univ.) He has served as Paramedic and SWAT operator and is also a Certified Public Accountant. He commented, *"The LECOP program fills a void in LE leadership training that is needed in these turbulent times. Agencies are well served to take advantage of training and mentoring our future leaders through the LECOP Program"*.

Law Enforcement Command Officer Program (LECOP) – Awardee #56



Lieutenant Brian Massey – Pampa Police Department

Award Date: *October 9, 2023*

Lt. Massey began his career in law enforcement in 2006 and became a Pampa Police Officer in 2013. He has served in Patrol, Investigations and Administration. He currently serves as the Admin/Support Services Division Cmdr. He is the TPCA Accreditation Program Manager and Training Coordinator. He states, *“The LECOP training program has been instrumental in further preparing and equipping me in this journey called leadership. Covering many topics we experience in LE, this program is without a doubt helping to improve our profession, our agencies, and each of those complete it”.*

Law Enforcement Command Officer Program (LECOP) – Awardee #57



Lieutenant Jermaine Jenkins – Montgomery County Sheriff’s Office

Award Date: *October 19, 2023*

Lt. Jenkins began his LE career with the Montgomery County SO in 2001. He holds a master’s degree in CJ Leadership and Management from SHSU. He has served as a Patrol Deputy, FTO, FTO Coordinator, Hostage Negotiator, Patrol Cpl., Sgt., and IA Sgt. He has also worked as the LT. over Homicide/Violent Crimes Unit as is currently assigned as the Patrol East Division District Cmdr. He said, *“The knowledge and skills highlighted in the LECOP instruction provides the necessary tools that current and future LE leaders need for continued success. The instructors’ many years of first-hand experience as Chiefs makes the training material easily understood”.*

Law Enforcement Command Officer Program (LECOP) - Awardee #58



Chief Kenneth Price – Parker Police Department

Award Date: *October 20, 2023*

Chief Price is a 33-year veteran of LE who has served as an Officer, Sgt., Inv., Capt., and Asst. Chief. He has been with Parker PD for the last 18 years and Chief for approximately 1 year. He is a Master Peace Officer, TCOLE Instructor, Firearms and Taser Instructor. He states, *“Throughout my career, I have attended many leadership training events, none of which relates more closely to the job than the LECOP Program. I would like to express my gratitude to the TPCA, it’s staff and instructors for providing one of the most advanced and organized leadership programs available. This training will be an invaluable asset and industry leader for years to come”.*

Law Enforcement Command Officer Program (LECOP) – Awardee #59



Lieutenant Justin Lewis – Sanger Police Department

Award Date: *November 6, 2023*

Lt. Lewis began his career in 2001 as a communications/detention officer with the Navarro County S.O, then promoting to Patrol Deputy. He has worked in patrol, CID, and administration as a supervisor. He came to the Sanger PD in 2022 and is currently the Lt. over Professional Standards and CID. He is also the Department’s Training Coordinator. He commented, *“I have attended numerous leadership and management courses. The instruction and information provided in LECOP is the first that takes leadership theory and applies it to a real world LE setting. This is paramount to molding future leaders in this ever-changing environment.”*

Law Enforcement Command Officer Program (LECOP) – Awardee #60



Sergeant Stephen W. Goodson – Kilgore Police Department

Award Date: November 6, 2023

Sgt. Goodson started with the Kilgore PD in 2008 as a Patrolman. He was promoted to Patrol Cpl. in 2010. He is a TCOLE Instructor, teaching firearms, less-lethal platforms, and defensive tactics. Assigned to CID in 2015 as a Detective, he has 3 degrees including a bachelor's degree, also attaining his Master Peace Officer certificate. He was promoted to Sergeant in 2021 and currently supervises CID. He stated, *"I found these classes to be very well taught and the wisdom/life experiences of the instructors were second to none. I would HIGHLY recommend this training to anyone in law enforcement"*.

Law Enforcement Command Officer Program (LECOP) – Awardee #61



Lieutenant Paul "Mitch" Autrey – Kilgore Police Department

Award Date: November 6, 2023

Lt. Autrey is a US Marine Corp veteran and has 23 years in LE. He began with the Rusk Co. S.O. in 1997 as a jailer, graduating from the Police Academy in 2000. He served as a Sgt. Investigator specializing in crimes against children and SWAT officer there. He came to the Kilgore PD in 2008, serving as a patrol officer, Cpl., Sgt., and Lt. He oversees training, fleet management, quartermaster, and the municipal jail. Lt. Autrey holds a Master Peace Officer Certificate and has completed the FBI-LEEDA Trilogy.

Law Enforcement Command Officer Program (LECOP) – Awardee #62



Assistant Chief Johnathan Gage – Kilgore Police Department

Award Date: November 10, 2023

A.C. Gage began his career in 1998. He served as an Enforcement Agent with the Texas Alcoholic Beverage Commission prior to coming to the Kilgore PD. He holds a bachelor's degree in CJ Administration and is a Master Peace Officer. He also serves as an assessor for the TPCA Accreditation Program. He said, *"A sincere thank you to all the chiefs who shared their experiences and knowledge throughout the LECOP sequence. This program provides valuable command insight for current LE leaders, as well as crucial development for future leaders"*.

Law Enforcement Command Officer Program (LECOP) – Awardee #63



Captain Manuel Johnson – Texas City Police Department

Award Date: December 2, 2023

Captain Johnson joined the Texas City PD in 2006 and is currently assigned as the Patrol Commander. He served in patrol and narcotics & vice unit prior to promotion. He has supervised patrol, narcotics, crime scene, traffic, CVE, and K-9. He states, *"LECOP training is a phenomenal professional development resource for leaders in all ranks and responsibilities in law enforcement. The instructors' experience-based knowledge and compassion for the profession is truly inspirational"*.

Law Enforcement Command Officer Program (LECOP) – Awardee #64



Sergeant Shaina Berry – Webster Police Department

Award Date: December 4, 2023

Sgt. Berry began her LE career in 2010 and has been with the Webster PD since 2017. She has served as a patrol officer, field training officer, Cpl., FTO Coordinator and is currently assigned as a Sgt. in the Special Operations Division. She commented, *"The LECOP program has been a great overview of all the divisions that make a police dept. work efficiently. The Developing Leaders course has been the best leadership course I have ever taken and has left a lasting impression on who I am as a person and a supervisor"*.

Law Enforcement Command Officer Program (LECOP) – Awardee #65



Sergeant Richard Jarvis – Memorial Villages Police Department

Award Date: December 5, 2023

Sgt. Jarvis began his LE career in 2007 and has been with the Memorial Villages PD since 2016. He has served as a patrol officer, TCOLE instructor, FTO, firearms instructor and is currently assigned as a patrol Supervisor. He is a U.S. Marine Corps veteran and a former Paramedic. He commented, *"The LECOP program has given me a better insight not only as a leader in my position but also on other divisions within the department. LECOP is great for officers of all ranks to learn leadership and improve our teams. My favorite was the "Developing Leaders" class.*

Law Enforcement Command Officer Program (LECOP) – Awardee #66

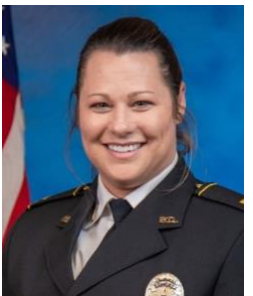


Assistant Chief Manny Casas – Schertz Police Department

Award Date: December 6, 2023

Assistant Chief Casas is a proud U.S. Army veteran and the U.S. Air Force Reserves. He has served the Schertz PD for more than 20 years. He advanced through the ranks from patrol officer to his current rank, as he now oversees the Operational Support Bureau and the budget. He is a graduate of the FBI-NA, the Law Enforcement Management Institute of Texas, the FBI-LEEDS Trilogy and is a Certified Public Manager. He holds a Doctorate in Education, two Master's degrees in Business Administration & Education, and a Bachelor's degree in Management.

Law Enforcement Command Officer Program (LECOP) – Awardee #67



Lieutenant Kelly Kallies – Schertz Police Department

Award Date: December 6, 2023

Lt. Kallies began her career with the Schertz PD in 2007 as a patrol officer. In 2008, she was assigned to CID and completed the Criminal Investigator Certification at AACOG. She promoted to Cpl. in 2011 serving as a supervisor of CID and the Evidence Technicians, attaining the Advanced Certification through TAPEIT. In 2016 she pioneered SPD's Polygraph Unit, being the first State Board Certified Examiner for the PD. Lt. Kallies is a Master Peace Officer with a Bachelor's degree in CJ and a Master's Degree in Management and Leadership from Tarleton State Univ.

Law Enforcement Command Officer Program (LECOP) – Awardee #68



Sergeant Zachary Bias – Killeen Police Department

Award Date: December 11, 2023

Sgt. Bias began his career at the Killeen PD in 2015 after serving in the U.S. Marine Corps. He holds a BS in Criminal Justice from Texas A&M-Central Texas. He has served in patrol as an FTO and supervisor, a member of the Bicycle Unit and is currently the Property Crimes Sgt. in the Special Investigations Division. He says, *"Leadership is the foundation of any successful organization. LECOP provides a foundation for lifelong leadership studies I can build on and share with others. I appreciate the dedication of the instructors and the knowledge shared by those I met."*

Law Enforcement Command Officer Program (LECOP) – Awardee #69



Captain Joe Roy Williams – Stafford Police Department

Award Date: December 13, 2023

Capt. Williams began his career with the Stafford PD in 2006. He rose through the ranks and was promoted to Captain in 2023, assigned to Support Services. He commented, *"I am honored to have had the opportunity to complete the TPCA-LECOP. The knowledge, training and experience I have gained from the instructors and the students that attended has undoubtedly contributing to me becoming a better Texas LE professional to better serve the public and my Department. Thank you TPCA"*.

Law Enforcement Command Officer Program (LECOP) – Awardee #70



Commander Vrail George, Jr. – Waco Police Department

Award Date: February 6, 2024

Commander George is a 19-year veteran of the Waco Police Department. He also served four years in the United States Marine Corps and holds a Bachelor's Degree in Criminal Justice Administration. He currently leads the Special Victims Division and SWAT/Negotiators team. He states, *"I've truly enjoyed TPCA's Law Enforcement Command Officer Program (LECOP). It is a program that educates leaders in all specifications found within a law enforcement agency. But the most important part of the program is that each class/specification is centered around LEADERSHIP. I strongly recommend anyone interested in leading people to complete the LECOP program"*.

Law Enforcement Command Officer Program (LECOP) – Awardee #71



Lieutenant Karen Kramer – Bellaire Police Department

Award Date: February 8, 2024

Lt. Kramer has served with the Bellaire Police Department for 15 years, currently overseeing the Office of Professional Standards. She holds a Bachelor's Degree from Sam Houston State University and a Masters Certificate from the University of Virginia. She has completed the FBI National Academy and FBI – LEEDA. She says, *"LECOP offers a unique exposure to most assignments within a police agency, allowing attendees to get a "big picture" view of all areas within the department. It forces attendees to expose themselves to areas they may not view as "their area" in order to gain perspective on how the different assignments overlap and affect one another."*

Law Enforcement Command Officer Program (LECOP) – Awardee #72



Sergeant Terry Wu – Hedwig Village Police Department

Award Date: February 8, 2024

Sergeant Wu began his law enforcement career in 2006 with the Houston Police Department. In 2013, Sergeant Wu joined the Hedwig Village Police Department where he has served as an Officer, Detective, and Patrol Sergeant. Sergeant Wu is also an FTO, TCOLE Instructor, and Firearms Instructor. Sergeant Wu said, *"I completed the TPCA Developing Leaders for Texas Law Enforcement course in 2017, and it gave me great insight into leadership philosophy. I am so glad that it has evolved into a comprehensive series of courses that delves into leadership matters across all aspects of a police organization."*

Law Enforcement Command Officer Program (LECOP) – Awardee #73



Lieutenant Andrew Gilbertson – League City Police Department

Award Date: March 8, 2024

Lieutenant Gilbertson has served the League City Police Department since 2011, earning his bachelor's degree from the Florida Institute of Technology, and a master's degree from the University of Cincinnati Ohio. He holds a Master Peace Officer license, Advanced Instructor and Mental Health Officer Certifications. He has served for 20 years in the Army Reserve, currently Chief Warrant Officer Aviator. When asked about LECOP, he shared, *"The program has given me a comprehensive understanding of areas within the department that I haven't had the chance to work in before. The courses prioritize leadership and personal development, which have helped me grow as an individual and as a member of the department."*

Law Enforcement Command Officer Program (LECOP) – Awardee #74



Lieutenant Georgiana Cleverley – Gatesville Police Department

Award Date: March 19, 2024

Lt Cleverley began her Law Enforcement career with the Gatesville Police Department in 2004 after retiring as a Sergeant Major having served 25 years in the US Army. Since then, she has served as a Patrol Officer, FTO, FTO Supervisor, Patrol Sgt, Crime Stoppers Coordinator, and currently as the Patrol Commander. She was awarded "Peace Officer of the Year" in 2008. Lt Cleverley holds a Master Peace Officer certificate, is certified as a TCOLE Instructor, and has earned a master's degree in science/administration of justice and security. She is a huge proponent of educating leaders in Law Enforcement and comments *"The LECOP program fills a vital need for law enforcement in the area of Leader Development."*

Law Enforcement Command Officer Program (LECOP) – Awardee #75



Assistant Chief Dan Zientek – Humble Police Department

Award Date: March 19, 2024

A.C. Zientek began his tenure at Humble PD in 2022 after 32 progressive years of service in Harris and Montgomery Counties. He graduated from the FBI - NA, and LEMIT and completed the FBI LEEDA Trilogy. A Master Peace Officer with certifications from TEEX as a Forensic and Major Crimes Investigator, he also holds an advanced certification through TAPEIT. He earned both a bachelor's and a master's degree from Sam Houston State University and is currently pursuing his Doctorate at LSU – Shreveport. He said, *"I attended LECOP courses to evaluate the training and found it practical and insightful, and complementing other leadership training I had received. The locations and durations of the classes prove beneficial in accommodating staffing issues for training. We are working to secure incentive pay for LECOP certification and are encouraging all personnel to enroll in the courses."*

Law Enforcement Command Officer Program (LECOP) – Awardee #76



Assistant Chief Jeremy Edge – Webster Police Department

Award Date: March 22, 2024

Asst. Chief Edge has been with the Webster Police Department since 2009 and has been in his current position since 2020. Prior to this, he spent time as the Commander for both divisions and previously served as the Field Training Coordinator while he was a sergeant. He is a Certified Public Manager, holds a MS in Criminal Justice – Public Administration from Liberty and a BS from Texas A&M, and is a graduate of the 263rd session of the FBI NA. He commented, *“I thoroughly enjoyed the continuous foundation of leadership tenants throughout all the courses available in the LECOP training. TPCA’s approach also provides great flexibility to take courses for the right part of your career to make the most impact on your circle of influence.”*

Law Enforcement Command Officer Program (LECOP) – Awardee #77



Sergeant Hector Vega – Harris Co. Constable, Pct. 2

Award Date: March 22, 2024

Sgt. Vega began his law enforcement career in 2007 and has been with Harris County Constable Pct 2 since 2021. He served as a patrol Deputy, FTO, FTO Supervisor and currently District Patrol Supervisor. He is a Mental Health Peace Officer, Basic Instructor, Firearms Instructor, Taser Instructor, ALERRT and CRASE Instructor. Sgt. Vega is also a retired United States Marine, having served in active duty and reserves. He stated, *“I believe TPCA LECOP program, along with the outstanding instructors who have years of experience, have set a solid foundation in my career. LECOP has played an instrumental role in my professional development in law enforcement. Thank you TPCA and Instructors.”*

Law Enforcement Command Officer Program (LECOP) – Awardee #78



Lieutenant Ulises Gomez – Harris Co. Constable, Pct. 6

Award Date: March 22, 2024

Lt. Gomez began his career with the Harris County Constable Pct. 6 in 2012. He has served as a Patrolman, FTO, CID Sgt., Patrol Sgt., and Violent Person Warrant Task Force Sgt., He was promoted to the rank of Lieutenant in August 2023. He is currently assigned to Patrol Operations. He also completed the FBI-LEEDA Trilogy. Lt. Gomez said, *“TPCA’s LECOP is an excellent program for current and future law enforcement leaders. Thank you to the TPCA instructors for sharing their knowledge with me.”*

Law Enforcement Command Officer Program (LECOP) – Awardee #79



Assistant Chief Matt S. Lincoln – Llano Police Department

Award Date: April 19, 2024

Assistant Chief Lincoln began his career in 1998 as a dispatcher and was sworn in as a peace officer in 1999. He has served with the Llano PD since 2019. During his career he has served as a Patrol Deputy, Patrol Officer, Field Training Officer, Investigator-Corporal, Deputy Constable, Sergeant, and Lieutenant with agencies throughout Texas. AC Lincoln also spent over nine years working in federal law enforcement. He said this about LECOP, *“The knowledge, training, and experience I have gained from the LECOP program has helped me become a better person, as well as a better leader for my department and community. It has given me the training and knowledge to help develop the future leaders in my department. Thank you TPCA for the great program and instructors.”*

Law Enforcement Command Officer Program (LECOP) – Awardee #80



Detective Sergeant David Wilson – Lago Vista Police Department

Award Date: April 19, 2024

Sgt. Wilson began his L.E. journey in North Carolina in 1994 and relocated to Texas, where he is a CID sergeant with the Lago Vista Police Department. "Several instructor sayings challenged me to reflect: 'No leader grows without adversity.' 'I have never learned anything by doing it right, but I have learned a lot.' 'Every opportunity to improve externally or internally can be traced back to a kink in the armor of leadership, which we are responsible for maintaining, and it starts with a choice.' The LECOP instructors bring real-world experience, displaying a profound sense of humility. *Service, Sacrifice, and Trust* translate into consistency, accountability, and transparency. Thank you, TPCA."

Law Enforcement Command Officer Program (LECOP) – Awardee #81



Chief of Police James Hommel – Marlin Police Department

Award Date: April 22, 2024

Chief Hommel is a 32-year Law Enforcement veteran with 12 years of small-town Police Chief experience. Chief Hommel has worked in many other aspects of Law Enforcement ranging from Narcotics, K-9, SWAT, and Investigator. Chief Hommel is currently working for the Marlin Police Department where he has been the Police Chief for the last 4 years. He noted, "The LECOP program is a terrific professional developmental program for future leaders in Law Enforcement. It had helped me tremendously in becoming a better leader."

Law Enforcement Command Officer Program (LECOP) – Awardee #82



Captain Melinda Bradshaw – Humble Police Department

Award Date: April 22, 2024

Captain Bradshaw began her career in LE in 1994 when she became a full-time police officer with Humble PD. She previously served in the U.S. Army as a military police officer for three years. Captain Bradshaw is a graduate of the University of Houston where she received a BS degree in Criminal Justice, graduating Magna Cum Laude. She has served as School Resource Officer, Hostage Negotiations Team Leader, Patrol Sergeant, Patrol Lieutenant, and Captain of Police, also serving as Accreditation Program Manager for over twelve years. "The LECOP training series provides relevant information in today's environment to help in the growth and development of current and emergent leaders. Even at this stage of my career, I gained valuable information and concepts to implement"

Law Enforcement Command Officer Program (LECOP) – Awardee #83



Lieutenant Ricki Baker – Palestine Police Department

Award Date: April 26, 2024

Lt. Baker began his career with the Palestine Police Department in 2010. Lt. Baker has served as a Patrolman, FTO, Corporal, Narcotics Investigator, a TCOLE Instructor for Pepperball and Less than Lethal Options, a SWAT Operator, and a Patrol Shift Sgt. Lt. Baker was promoted to Lieutenant in 2022 and is currently assigned as a Support Services Commander. He stated, "The LECOP Program has provided me with insight into different areas of the PD, that I have not previously been exposed to, as well as provided me with tools that will allow me to be a better supervisor in my current position and a better leader for those that I serve."

Law Enforcement Command Officer Program (LECOP) – Awardee #84



HR Director Brenda Miller-Ferguson – Webster Police Department

Award Date: May 17, 2024

Director Miller-Ferguson spent much of her career in leadership positions in the news industry, including Controller, GM, Publisher, and Vice President. Brenda transitioned to public service in 2017 and has served in three cities. She is a Certified Public Manager, holds a master's degree in human resources and a bachelor's degree in communications, and is pursuing a second master's degree in public administration (MPA). Brenda says, "I began taking TPCA courses to learn about our Police team and their challenges. I do not think we can serve well those we do not know well. After my first course, I recognized how valuable the LECOP training is for developing leaders. The programming is intentional, professional, and relevant. The leadership principles taught transcend departments. I highly recommend the LECOP program for aspiring supervisors and leaders."

Law Enforcement Command Officer Program (LECOP) – Awardee #85



Captain Edward Martin – Vidor Police Department

Award Date: May 17, 2024

Captain Martin has served with many agencies in Texas, serving in Patrol, CID, Marine Unit, and Interdiction. He is an Instructor and Firearms Instructor and holds a Master Peace Officer Certificate. "I took the LECOP courses to gain training as a command level supervisor. After attending the courses, I encouraged our entire department to attend the training. LECOP is an excellent step in training for ALL law enforcement. The location and duration of the courses make it a practical solution to long-term courses that most agencies cannot afford with the same or better training. The knowledge of the instructors is and the passion they bring is excellent!"

Law Enforcement Command Officer Program (LECOP) – Awardee #86



Lieutenant Mike Donahoe – Highland Park DPS

Award Date: May 28, 2024

Lt. Donahoe began his career with the Rockwall County Sheriff's Office, where he served 11 years as a patrol deputy and FTO. He transitioned to the Highland Park DPS in 2011 and has served as a patrol officer, detective, and patrol sergeant; he is currently serving as the CID Commander. He holds a Master of Science in Criminology from TCU. "The LECOP program was extremely beneficial to my professional development. In accordance with the Service, Sacrifice, and Trust theme that permeated the program, I appreciated the various ways each prong was dissected and contextually taught through an individual, group, and organizational lens. LECOP is an easily digestible, high-quality leadership program full of usable content."

Law Enforcement Command Officer Program (LECOP) – Awardee #87



Chief Brian Vorauer – Fredericksburg Police Department

Award Date: May 29, 2024

Brian Vorauer was sworn in as the seventh Chief of Fredericksburg PD in 2022. He started his LE career with the Gillespie County Sheriff's Office in 2001 while simultaneously serving our country in the Texas Army National Guard. He completed two overseas combat tours, honorably retiring in 2017. He is a graduate of Tarleton State University with a BAAS in CJ Administration and holds a certificate in Local Government Leadership from Texas Tech University. "I want to thank TPCA, and all the individuals involved in the Law Enforcement Command Officer Program. I started taking courses for this program in 2018 when I was the Training Sergeant and completed the program in 2024 as Chief of Police. The LECOP courses assisted me in each position I held along the way, and I would encourage everyone to invest in the program."

Law Enforcement Command Officer Program (LECOP) – Awardee #88



Captain Rodney Johnson – Vidor Police Department

Award Date: May 29, 2024

Captain Johnson has been a steadfast member of the LE community since 2008 and holds a Bachelor's degree from Liberty University. As a Master Peace Officer and a Telecommunicator, He is highly skilled in both advanced law enforcement techniques and emergency communication. He also holds specialized certifications as a Mental Health Officer, Instructor, Court Security Officer, Sexual Assault/Family Violence Investigator, and School-Based Law Enforcement Officer. He supervises the Communications Division and is the Emergency Management Coordinator for the city. He stated, "After completing LECOP, I have committed to be the change I wish to see in the profession."

Law Enforcement Command Officer Program (LECOP) – Awardee #89



Sergeant William J. Farmer – Longview Police Department

Award Date: May 30, 2024

Sergeant Farmer began his career in law enforcement in 1999 and has been with the Longview Police Department since 2002. Sergeant Farmer holds a Bachelor of Science degree in Criminal Justice from Sam Houston State University. He has been a supervisor for all three patrol shifts, the Special Investigation & Apprehension Unit, the Honor Guard, and the K-9 officer on Day Shift. He stated the LECOP program has been beneficial in his growth as supervisor. It has taught him new techniques for approaching situations, and it has helped with expanding his knowledge to help further his career in law enforcement.

Law Enforcement Command Officer Program (LECOP) – Awardee #90



Lieutenant William "Bill" Henry – Fulshear Police Department

Award Date: June 5, 2024

After six years of service in the U.S. Navy, Lt. Henry embarked on his law enforcement career with the Huntsville Police Department in 2000, while pursuing his education at Sam Houston State University. He graduated in 2003 with a Bachelor of Science in Criminal Justice. Lt. Henry joined the Fulshear Police Department in 2017 and presently holds the position of Patrol Lieutenant. He is a Master Peace Officer and is an instructor of ALERRT, TASER, and firearms. Lt. Henry stated, "I cannot endorse the LECOP Program enough. The insights gleaned from experienced instructors and the networking opportunities it provides with peers statewide are invaluable".

Law Enforcement Command Officer Program (LECOP) – Awardee #91



Sergeant Neal Holtzclaw – Killeen Police Department

Award Date: June 20, 2024

Sergeant Holtzclaw has served with Killeen PD since June 2008. After the Police Academy, he transitioned to mid-shift squad in 2009 and took on additional roles such as FTO, IPMBA Bike Certified mechanic, and Intoxilyzer Operator. In 2013, he joined the Criminal Investigation Division, handling major and violent crimes. He promoted to Sergeant in 2019 and currently heads the Robbery/Homicide Unit. Holtzclaw holds an associate degree and is a Master Peace Officer. He has earned several accolades, including Supervisor of the Year in 2021 and 2023. "Leadership is not a one size fits all process. The LECOP program is designed to educate and prepare supervisors to deal with a variety of roles and responsibilities within a police agency. Having numerous supervisors attend LECOP from within my agency, has produced a consistency in management styles and cohesion from officers."

Law Enforcement Command Officer Program (LECOP) – Awardee #92



Sergeant Nick Jacobs – Baylor Scott & White Health Police Department

Award Date: June 26, 2024

Sergeant Jacobs began his LE career in 2010 and has been with the Baylor Scott & White Health Police Department since 2023. He currently manages police and security operations for Baylor McKinney Medical Center, Baylor McKinney Heart Hospital, and Baylor Denton Heart Hospital. Throughout his career, Sergeant Jacobs has served as FTO, Civil Deputy, Bailiff, Patrol Officer, Corporal, SRO, Warrant Officer, and Property & Evidence Room Manager. He was introduced to the LECOP program after attending the Managing Patrol Operations course. Upon completing the program, he remarked, "The LECOP program has been transformative, providing me with the essential skills and insights needed to effectively supervise various divisions within our police organization. It has elevated my leadership abilities and prepared me to ensure excellence across all areas of our department."

Law Enforcement Command Officer Program (LECOP) – Awardee #93



Lieutenant Ronnie Gutierrez – Grapevine Police Department

Award Date: July 2, 2024

Lieutenant Ronnie Gutierrez began his law enforcement career with the Dominican Republic National Police Department (1993 - 2005). In 2013, he joined the Grapevine PD, serving in diverse roles. During his career, he has aimed to build trusting, long-lasting relationships with the community and colleagues, treating everyone with fairness, dignity, and respect. Consistently seeking innovative approaches to police trends, improving trust, and enhancing personnel well-being. Reflecting on his LECOP certification journey (2021-2024), Lt. Gutierrez stated, "It has provided a clear vision and mindset to face current and future law enforcement challenges, equipping me with a unique skill set to better understand my role, the organization, and the community."

Law Enforcement Command Officer Program (LECOP) – Awardee #94

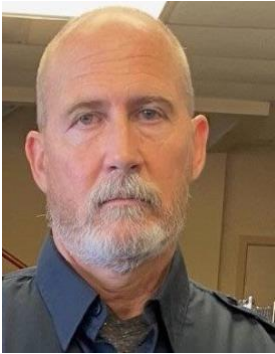


Captain Dennis Paine, Jr. - Rockport Police Department

Award Date: July 19, 2024

Captain Dennis "DJ" Paine began his LE career in January 2008 with the Victoria Police Department. While at the Victoria Police Department he served as a patrol Officer, Senior Patrol Officer, Field Training Officer, Bicycle Patrol, Intoxilyzer Operator, Detective, and Sergeant. In September of 2021 Captain began working at the Rockport Police Department and was promoted to the rank of Lieutenant in March of 2022. While Working as a Lieutenant he graduated the Bill Blackwood Law Enforcement Management Institute of Texas (LCC) Class #92. Captain Paine was then promoted to the Captain of the CID Division in May of 2024. He stated, "I am honored to complete the LECOP program and will continue to pass on the principals and guidance I have learned for years to come."

Law Enforcement Command Officer Program (LECOP) – Awardee #95



Sergeant Detective Doug Knutson – Castroville Police Department

Award Date: July 19, 2024

Sergeant Detective Doug Knutson joined the Army in 1984 and served our country for almost 10 yrs. While being assigned to the 3rd ID at Ft. Bliss, TX. he led his team into combat as a Sergeant in Desert Shield and Desert Storm. Upon exiting the Army in 1993 he joined the El Paso Police Department and after 21 years of meritorious service, he retired in 2014. Still having that law enforcement drive in his gut, he was hired by Chief Kohler at the Castroville Police Department in 2021. He was promoted to Sgt. Detective within 6 months. Sgt. Det. Knutson stated, "After being out of Law Enforcement for almost 7 years, the LECOP program closed the gap on the many changes that have taken place between then and now. I highly recommend this course for those wishing to stay up to date on the ever-changing law enforcement environment."

Law Enforcement Command Officer Program (LECOP) – Awardee #96



Sergeant Nickolas Balch – Aubrey Police Department

Award Date: July 24, 2024

Sergeant Nick Balch started his law enforcement career in 2018 with the Aubrey Police Department. He is currently a night shift patrol sergeant. Throughout his law enforcement career, he has served as a Patrol Officer, FTO, Patrol Sergeant, Field Training Sergeant and overseen the crash program.

Sgt. Balch stated, "I first discovered LECOP while attending the New Supervisors Course. I was excited to dig into the material and learned a wealth of knowledge from each TPCA Instructor. Each course focused on the importance of leadership qualities and taking care of your team. It is important to me as a Patrol Sergeant to maintain a positive culture and instill great leadership qualities in our current and future generation of officers."

Law Enforcement Command Officer Program (LECOP) – Awardee #97



Sergeant Brian Pruitt – Killeen Police Department

Award Date: August 23, 2024

Sgt. Brian Pruitt began his Law Enforcement career in 1991 and has been with the Killeen Police Department since 2004. He has served as a Patrol Officer, Field Training Officer, Detective, Crisis Negotiator, Traffic Officer, and Motor Officer. Sgt. Pruitt currently serves as a Patrol Sergeant on Nights. As a Patrol Sergeant, he believes leadership starts with the First Line Supervisors. Sgt. Pruitt remarks, "I am honored to have had the privilege of attending this excellent training. Thank you to TPCA for the great training and outstanding knowledge shared by all the instructors".

Law Enforcement Command Officer Program (LECOP) – Awardee #98



Sergeant Mark Gentry – Killeen Police Department

Award Date: August 26, 2024

Sgt. Mark Gentry started his work with Killeen Police Department in 2016 and has served as a patrol officer, a field training instructor, and is currently assigned as a sergeant in the patrol division. Sgt. Gentry stated, "The LECOP program has helped equip me to become more effective as a supervisor and a leader. I have gained knowledge and insight from the expertise of the LECOP instructors and will apply that knowledge to my role at the Killeen Police Department."

Law Enforcement Command Officer Program (LECOP) – Awardee #99



Captain Gabriel Cardona – Copperas Cove Police Department

Award Date: November 8, 2024

Gabriel Cardona has been in law enforcement since 2007, graduating as the top student from the Central Texas College Police Academy. He has served with the Copperas Cove Police Department ever since, currently holding the rank of Captain. His experience includes Patrol, Special Operations, Criminal Investigations, Field Training, and SWAT. Gabriel has a Master Peace Officer Certification and is a graduate of the Leadership Command College in 2017 through LEMIT. He currently oversees the Criminal Investigations Section, managing detectives, evidence, and records. Additionally, he has obtained certifications in Advanced Hostage Rescue, ALERRT, Forensic Mapping and Computer Operations, along with various leadership and supervisor courses.

Law Enforcement Command Officer Program (LECOP) – Awardee #100



Captain Anthony P. Hefferin III – Bellaire Police Department

Award Date: October 28, 2024

Captain Anthony P. Hefferin III served in the U.S. Navy from 1993 to 1998. He began his law enforcement career with the Fort Bend County Sheriff's Office, serving from 1998 to 2004. Since joining the Bellaire Police Department in 2004, Captain Hefferin has held key roles, including Patrol Officer, SRT Operator, Honor Guard Sergeant, and Divisional Commander. A lifelong learner, he completed the University of Virginia's LEAD program and earned a bachelor's degree in organizational leadership from the University of Charleston. Reflecting on his leadership journey, Captain Hefferin noted, "The LECOP program provided invaluable insight into executive leadership, further refining my ability to lead with vision and purpose."

Law Enforcement Command Officer Program (LECOP) – Awardee #101



Lieutenant Dougan B. Caruthers – Humble Police Department

Award Date: October 30, 2024

Lieutenant Dougan Caruthers is a Master Peace Officer with over 29 years in law enforcement. He has served with the Humble Police Department as a Patrolman, Detective, Patrol Sergeant, Patrol Lieutenant, and Jail Operations Lieutenant. Additionally, he was assigned as a SWAT Officer, Hostage Negotiator, Crime Scene Investigator, and Defensive Tactics Instructor. He also worked with the Harris County Constable's Office, Pct. 6 for almost a year. Caruthers is a combat veteran who served in the United States Army for 14 years as a Communications Specialist, Infantryman, Infantry Squad Leader, Battalion (S2) Intelligence Sergeant, and Senior Drill Instructor. Caruthers was also an Airborne Paratrooper, Master Fitness Instructor, and Hand to Hand Instructor.

Law Enforcement Command Officer Program (LECOP) – Awardee #102



Sergeant LeBritton Wingard – Harris County Constable, Pct. 6

Award Date: October 30, 2024

Sergeant Wingard began his Law Enforcement career in 2017 with the Harris County Constable Office, Pct. 6. He served as a Patrol Deputy, FTO, and later promoted to the K-9 Division as a K-9 Handler. He was promoted to Sergeant of the K-9 Division and served as District Patrol Sergeant. He is currently a Sergeant with the Harris County Multi-Agency Violent Person Warrants Task Force. He has completed the Bill Blackwood LEMIT– Command Staff Leadership Series, the FBI – LEEDA Trilogy, and now the TPCA Law Enforcement Command Officer Program (LECOP). "I've attended many leadership training courses, and I must say that TPCA – LECOP is powerful and practical. The instructors are 'top shelf' and really bring the development of leaders home. Thankyou TPCA!"

Law Enforcement Command Officer Program (LECOP) – Awardee #103



Law Enforcement Command Officer Program (LECOP) – Awardee #104



Lieutenant Lee Duren – Texas Board of Criminal Justice, Office of Inspector General

Award Date: November 8, 2024

Lieutenant Lee Duren is a Master Peace Officer having served in law enforcement for 22 years. He is currently assigned to the Support Services Division of the TBCJ - Office of the Inspector General but has served during his career as Patrolman, Patrol Sergeant, and Sergeant Investigator. He holds a Bachelor's in Criminal Justice from Sam Houston State University and a Master's Degree in Digital Learning and Leadership from Lamar University. Duren states, "Through the LECOP program we received exceptional training in leadership and staff management which empowers us to not only serve with integrity but also to inspire and elevate those we lead. Through this knowledge, we strengthen our commitment to protect, guide, and positively impact our communities."

Law Enforcement Command Officer Program (LECOP) – Awardee #105



Sergeant Cedric McDuffie – Shenandoah Police Department

Award Date: November 11, 2024

Sergeant Cedric McDuffie began his law enforcement career in 2010 and has been with Shenandoah PD since 2014. He has served as a Patrol Officer, Field Training Officer, Recruiting Officer, and is currently assigned as a Patrol Supervisor. In 2022, he pioneered the Shenandoah PD Honor Guard Unit. He is a recent graduate of Texas A&M Commerce with a bachelor's degree in criminal justice-Leadership. Sergeant McDuffie commented, " LECOP provided me early on with a foundation of knowledge, training, and experience that has been instrumental in my growth and development."

Law Enforcement Command Officer Program (LECOP) – Awardee #106



Captain Randal Riddle – Highland Park Department of Public Safety

Award Date: November 12, 2024

After 7 years of service in the Army, Captain Randal Riddle joined the Highland Park Department of Public Safety in 2010. He served as a patrol officer, field trainer, and Administrative Sergeant before being assigned as an Operations Captain. Captain Riddle also serves as a Team Leader on the SRRG-SRT regional SWAT team. While a husband to a loving wife and father to two amazing children, he also holds a Bachelor's in Economics, a Master's in Business Administration, and a Juris Doctorate. According to Captain Riddle, "The LECOP program is extremely beneficial to any aspiring leader as it combines theory and function into practical use in all aspects of our profession."

Law Enforcement Command Officer Program (LECOP) – Awardee #107



Commander Orville W. Wright III– Aldine ISD Police Department

Award Date: December 17, 2024

Commander Orville W. Wright III began his career in law enforcement at the Tarrant County Sheriff's Office in 1997. In 2004, he joined the Aldine ISD Police Department, where he now serves as the Support Services Division Commander. A U.S. Air Force veteran, he is also a graduate of the FBI National Academy (Session 286). He holds a bachelor's degree in Criminal Justice from Sam Houston State University and is a recipient of the FBI LEEDA Trilogy Award. *"The LECOP program from the Texas Police Chiefs Association is an amazing program that helps law enforcement leaders grow. It gives them the skills, knowledge, and tools they need for success."*

Law Enforcement Command Officer Program (LECOP) – Awardee #108



Sergeant Darrell Dorsey – Hitchcock Police Department

Award Date: November 20, 2024

Sergeant Dorsey joined the Hitchcock Police Department in 2020 where he has served as a patrol officer, FTO, firearms instructor, and was promoted to Sergeant in 2022. Sergeant Dorsey says, "LECOP has provided me with training in various functions that may be used within my agency. It also maintained the focus on leadership and taking care of your people. I am proud to be a LECOP recipient and look forward to using the knowledge I've obtained from the TPCA instructors".

Law Enforcement Command Officer Program (LECOP) – Awardee #109



Captain Robert Pearson – Whitehouse Police Department

Award Date: November 23, 2024

Captain Robert Pearson began his law enforcement career with the Smith County Sheriff's Office, followed by joining the Whitehouse Police Department in 2008. Over the years, he has progressed through various roles, including Patrol Officer, Field Training Officer, Detective, Sergeant, Administrative Sergeant, and Captain. He stated, "In 2021, I unknowingly embarked on my journey with the Law Enforcement Command Officer Program (LECOP) when I was assigned to attend its Recognition (Accreditation) Program Training. This experience set the stage for the department's accreditation in 2023. The subsequent 232 hours of training have proven to be the most impactful and rewarding I've encountered in my career, further enhancing my skills and commitment to law enforcement excellence."

Law Enforcement Command Officer Program (LECOP) – Awardee #110



Sergeant Joseph Hesseltine – Palestine Police Department

Award Date: December 13, 2024

Sergeant Hesseltine began his career with the Palestine Police Department in 2014. He has been a Patrol Officer, Corporal, and currently serves as a Patrol Sergeant. He has worked as a Field Training Officer and had a short stint in Support Services. Sergeant Hesseltine currently holds a Master Peace Officer certification, an Associate Degree from Trinity Valley Community College and has attended Baylor University and East Texas A&M University. He also completed the FBI-LEEDA Trilogy in January 2023. "I appreciate how the LECOP program provides a solid foundation of knowledge over an array of topics which enhance the professional development of any Texas peace officer."

Law Enforcement Command Officer Program (LECOP) – Awardee #111



Law Enforcement Command Officer Program (LECOP) – Awardee #112



Sergeant Thomas G. James – Blinn College District Police Department

Award Date: December 18, 2024

Sergeant Thomas James began his law enforcement career in 2001. Over the course of his career, he has served in rural, suburban, and urban environments and in various assignments, including patrol, support, transportation safety, investigations, administration, field training, instruction, supervision, and command.

Sergeant James joined the Blinn College District Police Department in 2018, where he currently serves as Patrol Sergeant overseeing department operations at the RELLIS campus in College Station, Texas.

Law Enforcement Command Officer Program (LECOP) – Awardee #113



Sergeant Jason Derrick – Brenham Police Department

Award Date: December 19, 2024

Sergeant Jason Derrick began his career in Law Enforcement with the Washington County Sheriff’s Department in 1993 and has been with the Brenham Police Department since March 1996. He has served in various capacities within the Brenham Police Department such as Patrol Officer, Field Training Officer, Detective in the Criminal Investigations Division, Patrol Sergeant and CID Sergeant. Sergeant Derrick is currently serving as Administrative Sergeant overseeing civilian staff and conducting internal affairs investigations. “All of the instructors in the LECOP program have vast experience and knowledge providing a comprehensive understanding of various leadership roles within an agency. The program’s impact extends far beyond the classroom, providing a foundation for continued professional growth and development.”

Law Enforcement Command Officer Professional (LECOP) #114



Sergeant Keith Kingham – Alvin Police Department

Award Date: January 23, 2025

Sergeant Keith Kingham began his law enforcement career in March 2004 and achieved the rank of Sergeant in August 2015. From 2015 to 2024, he served as the Field Training Coordinator, managing the development and mentorship of new officers. He joined the SWAT team in September 2009 and retired from the team as Assistant Commander in December 2024. Currently, Sergeant Kingham serves as the Training Division Sergeant and Training Coordinator, overseeing department-wide training initiatives and officer preparedness. With over two decades of experience in leadership, training, and tactical operations, he is committed to fostering excellence in law enforcement through education and professional development.

Law Enforcement Command Officer Professional (LECOP) #115



Captain Christopher Day – Manvel Police Department

Award Date: March 11, 2025

Captain Day began his LE career in 2002. In 2017, he joined Manvel PD as a reserve officer, and in 2018 transitioned to a full-time patrol officer. His hard work and leadership qualities were quickly recognized, and he was promoted to Sergeant in 2021. In 2023, Captain Day earned a promotion to Patrol Captain. He now oversees the daily operations of the patrol division, ensuring the safety and security of the community. Throughout his career, Captain Day has taken on numerous specialized roles, including serving as a Field Training Officer (FTO), Traffic Unit, collision reconstructionist, firearms instructor, drone pilot, and Taser instructor. With a passion for professional development and a commitment to excellence, Captain Day continues to serve and lead with integrity, focusing on the training and growth of fellow officers while maintaining a strong and effective patrol division.

Law Enforcement Command Officer Professional (LECOP) #116



Sergeant Jose Espinoza – Blinn College District Police Department

Award Date: February 28, 2025

Sergeant Joe Espinoza joined the Blinn College District Police Department in October 2014. Since then, he has worked in both Brenham and Bryan, Texas, demonstrating a strong commitment to community-oriented, problem-solving, and intelligence-led policing. He is currently leading the patrol division in our Bryan District. Throughout his tenure, Sgt. Espinoza has undertaken multiple roles within the organization. He serves as a Patrol Sergeant, Field Training Officer, CIRT Law Enforcement Supervisor, Firearms Instructor, MOS Instructor, ALERRT Instructor, and Mental Health Peace Officer. Sgt. Espinoza takes great pride in serving the Blinn College District and looks forward to applying the lessons learned from the LECOP Program to help develop those under his command and foster a culture of leadership within our department.

Law Enforcement Command Officer Professional (LECOP) #117



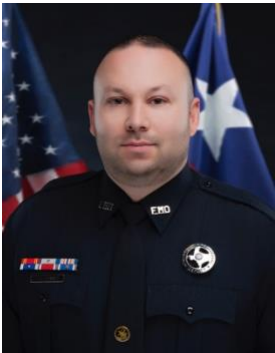
Deputy Chief Todd Peckham – Lubbock Police Department

Award Date: March 5, 2025

Deputy Chief Todd Peckham began his law enforcement career on July 8, 2002. Starting in Patrol, he later served in the Motors Unit and Criminal Investigations Unit. Through a commitment to self-development, Todd advanced through the ranks, earning promotions that culminated in the position of Deputy Chief. With extensive experience in both field operations and investigative work, he brings a strong commitment to public safety, departmental leadership and mentoring the next generation of Officers.

The consistent elemental tenets throughout LECOP, along with experience and insight shared by the instructors, provide the means to make all participants better leaders. This is an excellent program for those who wish to positively affect the profession.

Law Enforcement Command Officer Professional (LECOP) #118



Sergeant Florentino Martinez – Harris County Fire Marshal's Office

Award Date: March 10, 2025

Sergeant Martinez began his career in public service as a Licensed Paramedic in 2007 before transitioning to LE. He holds a bachelor's degree in psychology from the University of Houston and is pursuing a master's degree in public administration. He has served as patrol officer, patrol corporal, investigator, and regional crisis negotiator. In 2024, he joined the Harris County Fire Marshal's Office, where he now serves as the Sgt. overseeing professional standards and compliance, and manages the TPCA Accreditation Program for the Harris Co. FMO. He stated, "I am thrilled to be the department's inaugural LECOP recipient and is grateful to the Harris County FMO for their support in making this achievement possible, as well as to the TPCA instructors and command staff for all the valuable knowledge gained."

Law Enforcement

Command Officer Professional (LECOP) #119



Law Enforcement Command Officer Professional (LECOP) #120



Lieutenant Megan Lescallett – Little Elm Police Department

Award Date: March 11, 2025

Lieutenant Lescallett began her law enforcement career in 2015 and has been with the Little Elm Police Department since 2017. During her career, she has served as a Patrol Officer, Field Training Officer, Patrol Corporal, HNT member, Patrol Sergeant, HNT Team Leader, CID Sergeant, Patrol Watch Commander, HNT Commander, and currently serves as the Professional Standards Lieutenant. She is currently enrolled in the University of San Diego's Master of Science in Law Enforcement and Public Safety Leadership program. *"I am extremely grateful to have been able to complete this leadership journey with many outstanding leaders across the Great State of Texas while learning from great leaders who have walked the walk."*

Law Enforcement Command Officer Professional (LECOP) #121



Lieutenant Jason Tovar – Webster Police Department

Award Date: March 15, 2025

Lieutenant Jason Tovar began his career with the Webster Police Department in 2007. After serving as a patrolman and a member of the Special Investigations Unit, he was promoted to the rank of Sergeant where he oversaw patrol operations as well as the agency's Special Investigations Unit. He was promoted to the rank of Lieutenant in 2022 and is currently assigned to the Patrol Division. During his tenure, Lt. Tovar has graduated from the FBI National Academy, Session 288, and is a Certified Public Manager through the Hobby School of Public Affairs. *"The LECOP program has been instrumental in my career development and recommended for anyone pursuing a leadership role."*

Law Enforcement Command Officer Professional (LECOP) #122



Lieutenant David Heckard – Texas City Police Department

Award Date: March 18, 2025

Lieutenant David Heckard served in the US Navy Reserves, holding the Petty Officer Third Class rank from 2003-2011. He began his career with the Texas City PD in 2006 and currently holds the rank of Lieutenant. He has served as Jailer, SWAT, and FTO and held the ranks of Corporal, Patrol Sergeant and Patrol Lieutenant. He was the Program Manager for the TPCA Best Practices Accreditation program, leading Texas City PD to re-accreditation from 2019-2023. Lieutenant Heckard holds a Master Peace Officer Certification through TCOLE. He completed the Leadership Trilogy from FBI Leeda and is a graduate of the Texas Sergeants Academy from the Institute for Law Enforcement Administration. He is committed to the community and building solid relationships with the citizens and the officers, with the goal of suppressing crime to make Texas City a safe place to live, raise a family, and work.

Law Enforcement Command Officer Professional (LECOP) #123



Deputy Zach Rice – Comal County Constable's Office

Award Date: March 26, 2025

Deputy Rice is a U.S. Air Force veteran who served from 2006 to 2012. He worked in Criminal Investigations with Homeland Security Investigations (HSI) from 2014 to 2017 before founding his own security company. In 2022, he returned to law enforcement, as a Patrolman & SRO with the Blanco Police Department and earned his Master Peace Officer Certification, before becoming a Deputy Constable in Comal County. Committed to leadership development, Mr. Rice completed the Texas Police Chiefs Association's LECOP Program in just eight months. Rice says *"The LECOP Program has been instrumental in shaping my leadership philosophy—providing the tools, perspective, and professional growth needed to lead with purpose and integrity."*

Law Enforcement Command Officer Professional (LECOP) #124



Chief Huriberto Rodriguez – Kempner Police Department

Award Date: March 24, 2025

Heriberto Rodriguez is a 17-year law enforcement veteran and currently serves as Chief of Police. He holds a Master Peace Officer License and has extensive experience in criminal investigations, tactical operations, and interagency task forces focused on child exploitation and human trafficking. Chief Rodriguez is recognized for his commitment to officer wellness, ethical leadership, and building community trust through transparency and accountability. He has successfully led high-risk operations and managed agency growth, emphasizing training, policy development, and strategic planning. His leadership philosophy centers on service, integrity, and professionalism core values he continues to uphold in advancing law enforcement standards across Texas.

Law Enforcement Command Officer Professional (LECOP) #125



Officer Jarrett Skelton – Lake Jackson Police Department

Award Date: March 24, 2025

Officer Jarrett Skelton began his career in 2009 and currently works with the Lake Jackson Police Department since 2021 in the patrol division. During his years in law enforcement, Officer Skelton has worked in telecommunication, patrol, and CID. Officer Skelton holds a Master Peace Officer and Master Telecommunicator License. Officer Skelton has obtained a Master Degree in Criminal Justice and is working on a degree in Public Administration. He is on the department's accident reconstruction team and is a collision reconstructionist. Officer Skelton said, *"The LECOP program provides a person with knowledge to grow as a person and the ability to learn to lead from within with proven principles and guidelines."*

Law Enforcement Command Officer Professional (LECOP) #126



Sergeant Thomas Larivee – Lockhart Police Department

Award Date: March 25, 2025

Thomas Larivee began his career in 2015 as a law enforcement officer and currently serves as the Sergeant of the Criminal Investigations Division at the Lockhart Police Department. With over nine years of law enforcement experience, Thomas has dedicated more than seven years to Lockhart PD. Prior to his law enforcement career, he served four years in the United States Marine Corps and three years in the United States Air Force. Thomas also serves as the President of the Lockhart Police & Employees Association, reflecting his leadership and commitment to both his department and community. Through his LECOP training, Sergeant Larivee aims to enhance law enforcement leadership and improve the profession for future officers.

Law Enforcement Command Officer Professional (LECOP) #127



Law Enforcement Command Officer Professional (LECOP) #128



Lieutenant Tim McCurley – League City Police Department

Award Date: *April 10, 2025*

Tim McCurley has been with the League City Police Department since 2013. He currently serves as the Criminal Investigations Bureau Lieutenant. Prior to his current assignment, he served as the Training Lieutenant where he was responsible for overseeing the department’s training program as the agency’s Training Coordinator. Before joining League City PD, Tim worked with the Groves Police Department from 2005 to 2013. Academically, Lieutenant McCurley holds a Master of Science in Criminal Justice Leadership and Management from Sam Houston State University. He is also a graduate of the Leadership Command College (Class #94) through the Law Enforcement Management Institute of Texas (LEMIT).

Law Enforcement Command Officer Professional (LECOP) #129



Lieutenant Abram Salinas – Aubrey Police Department

Award Date: *April 10, 2025*

Lieutenant Abram “Abe” Salinas began his law enforcement career in 2014. In 2017 he joined the Aubrey Police Department where he has served as a Patrol Officer, a Field Training Officer, Patrol Corporal and background investigator. Lieutenant Salinas has been assigned to the Criminal Investigations Division since 2020. In February 2023 he was promoted to the rank of Lieutenant and oversees the Criminal Investigation Division. Lieutenant Salinas holds an Advanced Peace Officer license and proudly served as the agency’s program manager for the Texas Police Chief’s Association Accreditation Program and was instrumental in obtaining Accredited status in 2021 and 2025.

Law Enforcement Command Officer Professional (LECOP) #130



Lieutenant Jake Schauer – Alvin Police Department

Award Date: *April 12, 2025*

Lieutenant J.M. “Jake” Schauer began his career with the Alvin Police Department in 1997 after graduating from the Alvin Community College – Police Academy in 1996 at the top of his class. In 2014, he moved to Professional Standards conducting internal investigations, a complete rewrite of the policy and procedure manuals and served as Training Coordinator. He also supervised the municipal jail and the municipal court bailiff program and promoted to sergeant while maintaining the duties of the position. In 2020 (until present), Lt. Schauer has served as the CID supervisor, promoting to lieutenant in 2023. Lt. Schauer holds a BS in Physics from Sam Houston State University, a Master Peace Officer certificate and a Basic TCOLE Instructor certificate. He also earned his EnCE with EnCase and formerly testified as an expert witness on computer-related cases.

Law Enforcement Command Officer Professional (LECOP) #131



Captain Brandon Patin – Tomball Police Department

Award Date: May 22, 2025

Captain Brandon Patin began his career with the Tomball Police Department, as a Patrol Officer, in August 2011. Captain Patin advanced through the ranks of Corporal, Sergeant, and Lieutenant until promotion to Captain in July of 2021. He has proudly served as the Patrol Operation Commander and is currently the Support Services Commander. Captain Patin holds a Master Peace Officer Certification, Basic Instructor Proficiency Certification, and Bachelor of Science Degree in Criminal Justice from Texas A&M University-Commerce. Prior to joining the City of Tomball, Captain Patin was a member of the Harris County Constable Precinct One Department from 2006-2011. *The LECOP program has been instrumental in transforming my leadership and ability to build solid foundational resources and networking capabilities.*

Law Enforcement Command Officer Professional (LECOP) #132



Sergeant M. Troy Canterbury – Blinn College District Police Department

Award Date: April 14, 2025

Sergeant Canterbury is a seasoned Law Enforcement Officer with deep roots in public service, having worked in both county jails and currently assigned as a patrol sergeant with the Blinn District Police Department. With a career built on dedication, discipline, and community trust, he brings years of real-world experience to the badge. Off duty, Troy is a devoted husband of 20 years and proud father of three sons. Whether he's casting a line on the water or spending time with his family, he lives by faith, guided by his relationship with God and a strong sense of purpose.

Law Enforcement Command Officer Professional (LECOP) #133



Captain Paul Chrane – Lago Vista Police Department

Award Date: April 14, 2025

Paul Chrane has served as the Captain of the Lago Vista Police Department since November 2022. He began his law enforcement career in 2002 and has worked as a Deputy Jailer, Patrol Deputy, Estray Deputy, Court Security Deputy, Patrol Officer, and Investigator as well as supervising Patrol, Dispatch, and CID. He obtained his Master Peace Officer License in 2019 and is currently seeking his bachelor's degree in criminal justice and attending LEMIT's Leadership Command College. *"Thank you TPCA and LECOP team for an impactful and professional training experience. The practical, hands-on approach deepened my leadership skills and prepared me to lead with greater confidence and professionalism."*

Law Enforcement Command Officer Professional (LECOP) #134

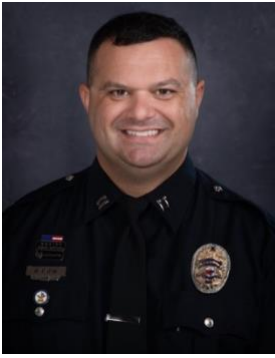


Lieutenant Wade Keeney – Deer Park Police Department

Award Date: April 15, 2025

Lieutenant Keeney began his law enforcement career with the Houston Police Department in 1982. He joined the Deer Park Police Department in 1990 and is currently assigned to the Administrative Services Division. Over the course of his career, he has been fortunate to have the support and encouragement of his family and chain of command while seeking opportunities to improve his level of knowledge and competence. He is especially thankful for those instructors, most recently those associated with the Texas Police Chief's Association, for their commitment to training him and his colleagues and encourages others to look into the courses and programs they offer.

Law Enforcement Command Officer Professional (LECOP) #135



Law Enforcement Command Officer Professional (LECOP) #136



Sergeant Jordan Lashbrook – Weatherford Police Department

Award Date: May 28, 2025

Sergeant Lashbrook began his law enforcement career in 2009 with the Azle Police Department. He started with the Weatherford Police Department in 2015 and has worked in Patrol and CID. He holds a Bachelor's Degree in Criminal Justice from Texas Christian University and a Master's Degree in Leadership/Management from Tarleton State University. He is a part of the advanced accident investigation team and the defensive tactics instruction team at the Weatherford Police Department. *"The TPCA LECOP Program has been very beneficial in developing a solid foundation in the many areas of police leadership and management. Thank you to the great instructors who have taught and shared their experiences along the way."*

Law Enforcement Command Officer Professional (LECOP) #137



Lieutenant Kimberly Molder – Converse Police Department

Award Date: July 17, 2025

Kimberly Molder has served in law enforcement since 1995, beginning as a telecommunicator and continuing as a police officer from 1999 to the present. Her career includes roles as patrol officer, warrant officer, community relations officer, detective, sergeant, and lieutenant of patrol. She now leads the investigations team as a lieutenant. Kimberly believes effective leadership starts with empathy, fairness, and recognizing individual strengths. She leads through trust, integrity, and open communication, prioritizing growth, respect, and professionalism. Her goal is to build strong, confident teams and foster an environment where every officer feels supported and valued.

Law Enforcement Command Officer Professional (LECOP) #138



Lieutenant Heriberto Franco – El Paso County Community College Police Department

Award Date: July 30, 2025

Lieutenant Heriberto Franco began his law enforcement career with the Town of Horizon City Police Department in 2007. He joined the El Paso County Community College Police Department in 2009, worked patrol, and served as a Field Training Officer for the first five years. He then served as a sergeant for five more years and as a lieutenant for six years. In 2024, Lieutenant Franco received his Bachelor's Degree in Criminal Justice from Howard Payne University. He is now working on his Master's Degree at Sul Ross University. He appreciates all the knowledge in Police Leadership he received through LECOP, which he feels will positively impact his career.

Law Enforcement Command Officer Professional (LECOP) #139



Sergeant Randy Allstot – Midlothian Police Department

Award Date: August 25, 2025

Sergeant Allstot began his law enforcement career in 2004 with the DeSoto Police Department. In 2018, Sergeant Allstot joined the Midlothian Police Department to start up the Commercial Vehicle Enforcement program. In 2020, he promoted to the rank of Sergeant and moved to patrol. In 2024, he moved over to his current position of Sergeant over the Traffic Division. Sergeant Allstot has a Bachelor's degree in Criminal Justice from the University of Arizona Global Campus and is currently working toward completing his Master's degree in Administrative Leadership from Angelo State University. He is the first member of the Midlothian Police Department to complete the LECOP program. "The LECOP program broadened my leadership skills thanks to the experienced and dedicated instructors".

Law Enforcement Command Officer Professional (LECOP) #140



Lieutenant Jeff Banks – Galveston Police Department

Award Date: August 14, 2025

Lieutenant Jeff Banks started his career with the Galveston Police Department in 2007. Since that time Lieutenant Banks has held positions as a patrol officer, field training officer, detective, patrol sergeant, CID unit supervisor, administrative sergeant, and patrol watch commander. Lieutenant Banks holds a bachelor's degree in criminal justice from the University of Houston Downtown and is currently working on his master's in business administration degree. Lieutenant Banks has received a major crimes investigator certificate through TEEX, his FBI LEEDA trilogy award, and was a graduate of the Bill Blackwood Law Enforcement Management Institute of Texas (LCC) Class #101. Lieutenant Banks has received multiple police commendations, a meritorious unit commendation, and has twice been named officer of the year.

Law Enforcement Command Officer Professional (LECOP) #141



Lieutenant Gilberto Martinez – Converse Police Department

Award Date: August 18, 2025

Lieutenant Gilberto "Gil" Martinez is a U.S. Army Veteran who served during the 1991 Gulf War. He began his career in 1998 with the Bexar County Constables Office (Pct 2) and then with the Marion Police Department. In Nov 2001 he was hired with the Converse Police Department where he has been for the last 23 years. His career includes roles as patrol officer, FTO, SWAT, firearms instructor, Range Master, Patrol Sergeant, Patrol Lieutenant and now he is currently the Special Operations Lieutenant. His personal and professional goal is to recruit, train, and help lead the most professional police officers for his agency.

Law Enforcement Command Officer Professional (LECOP) #142



Captain Juan Limones – Alvin ISD Police Department

Award Date: August 22, 2025

With a career spanning over three decades, Juan Limones started with the Alvin ISD Police Department in August 1994. As a campus officer, he taught over 2,000 students through his work with D.A.R.E., G.R.E.A.T., and B.R.I.D.G.E., focusing on drug and gang resistance. From 2005 to 2012, he led the department's first motorcycle unit, which he created. Limones advanced through the ranks, becoming a Corporal in 2008 and a Sergeant in 2016. In these roles, he supervised the patrol division and held significant administrative responsibilities, including serving as project manager for the department's record management system and overseeing Fleet and Quartermaster. Promoted to Captain in February 2023, he further honed his leadership skills by completing the LEMIT and FBI-LEEDA Trilogy programs. Captain Limones currently supervises a team of five Sergeants, four Corporals, and fifty officers.

Law Enforcement Command Officer Professional (LECOP) #143



Sergeant Randy Allstot – Midlothian Police Department

Award Date: August 25, 2025

Sergeant Allstot began his law enforcement career in 2004 with the DeSoto Police Department. In 2018, Sergeant Allstot joined the Midlothian Police Department to start up the Commercial Vehicle Enforcement program. In 2020, he promoted to the rank of Sergeant and moved to patrol. In 2024, he moved over to his current position of Sergeant over the Traffic Division. Sergeant Allstot has a Bachelor's degree in Criminal Justice from the University of Arizona Global Campus and is currently working toward completing his Master's degree in Administrative Leadership from Angelo State University. He is the first member of the Midlothian Police Department to complete the LECOP program. "The LECOP program broadened my leadership skills thanks to the experienced and dedicated instructors".

Law Enforcement Command Officer Professional (LECOP) #144



Lieutenant James Baylis – Bellaire Police Department

Award Date: August 25, 2025

Lieutenant Baylis began his law enforcement career in 2013 with Harris County Constables, Precinct 5, and has been with the Bellaire Police Department since 2019. Over the years, Lt. Baylis has been on patrol, a member of Precinct 5's Strategic Response Unit, a firearms instructor, Field Training Officer, TCOLE Instructor, Baton Instructor, Pepperball Instructor and has served on Bellaire's Special Response Team as an operator and Assistant Team Leader. Lt. Baylis has also completed the FBI-LEEDA Trilogy. Lt. Baylis retired from military service in 2021.

Law Enforcement Command Officer Professional (LECOP) #145



Sergeant Keith Ferguson – Tomball Police Department

Award Date: September 5, 2025

Sergeant Keith Ferguson began his career with the Tomball Police Department in July 2011, serving in Patrol, SWAT, Field Training, Support Services, and the School Resource Officer Division. He was instrumental in shaping the department's physical fitness program. Sgt. Ferguson holds bachelor's degrees in Marketing and Music from Prairie View A&M University and is a Master Peace Officer, Advanced TCOLE Instructor, Less than Lethal Weapons Instructor, and Defense Tactics Instructor. Promoted to Sergeant in 2017, he now leads the Training and Recruiting Division, driving officer growth and leadership development. He credits TPCA and LECOP with providing transformative, hands-on training that sharpened his leadership and strengthened his commitment to developing others with confidence, compassion, and professionalism.

Law Enforcement Command Officer Professional (LECOP) #146



Sergeant Gustavo Adame, Jr. – Aldine ISD Police Department

Award Date: September 8, 2025

Sgt. **Gustavo Adame** began his career in 1997. In 2000, he joined the Bay City Police Department and was assigned to the bicycle division and the narcotics division. He helped coordinate and execute TABC compliance operations targeting underage sales of tobacco and alcohol. In 2004, Sgt Adame began serving Aldine ISD where he served as a patrol officer, campus officer, FTO, and K-9 officer. He holds a TCOLE Police Instructor Certification, teaching defensive tactics, ALERRT and AIRR. He also holds a Special Investigator certification and has earned his Master Peace Officer certification. He is currently the **Day Shift Patrol Supervisor**. His leadership and commitment reflect his longstanding dedication to the safety and well-being of students, staff, and the broader community. Sgt. Adame recognizes the value of continuous professional growth. "LECOP has been an inspiring training course for my career, reinforcing my skills and strengthening my ability to lead effectively within his department."

Law Enforcement Command Officer Professional (LECOP) #147



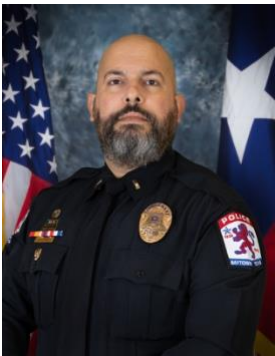
Officer Joseph Waggoner – Texas City Police Department

Award Date: September 10, 2025

Officer Joseph Waggoner began his law enforcement career in 2009, attending the College of the Mainland Police Academy, where he earned the Top Shooter Award for precision marksmanship. In 2010, he joined the Texas City Police Department, where he has served in a variety of specialized roles, including Gang Unit, Drone Unit, Field Training Officer, Systems Administrator, Internal Affairs, Firearms Instructor, and Fleet Management.

Officer Waggoner is currently pursuing an associate degree at Alvin Community College and holds an Advanced Peace Officer License. He is also a proud graduate of the FBI-LEEDA Trilogy, demonstrating his commitment to leadership and professional development within law enforcement.

Law Enforcement Command Officer Professional (LECOP) #148



Lieutenant Ivan Martinez– Baytown Police Department

Award Date: September 10, 2025

Lieutenant Ivan Martinez has proudly served in law enforcement since 1995 and has served with the Baytown Police Department since May 2008. Lieutenant Martinez is a day shift patrol Watch Commander and serves as the Baytown Police Department's Drone Program Manager and Special Events Coordinator. Lieutenant Martinez states *"I am honored and privileged to be one of just a few law enforcement professionals to have been awarded recognition as a TPCA Law Enforcement Command Officer. This training is invaluable for every leader in every agency in Texas, and will prepare you to better serve your officers, your subordinate supervisors, your superiors, and your citizens alike"*.

Law Enforcement Command Officer Professional (LECOP) #149



Captain Lino Garcia– Santa Fe Police Department

Award Date: August 25, 2025

Captain Garcia began his Law Enforcement career in 2011 with the Santa Fe PD and holds the position of Police Captain. He has served as Patrol Officer, Property/Evidence Custodian, and Crimes Against People Investigator within the CID before being promoted. Captain Garcia obtained the TEEX-Major Crimes Investigator Program Certificate, FBI-LEEDA Trilogy Award, Master Peace Officer License, and holds a BS in Criminal Justice from East Texas A&M. He places a strong emphasis on personal and professional growth as he is seeking a master's degree through Sam Houston State University and motivates others to further their training. *"The training LECOP provides has the potential to enhance any role or rank's ability to lead by example, as long as they practice what they learn. We do a disservice to our field and peers by standing by and observing as toxic managers dismantle the very structures that leaders are trying to build."*