MARCH 2025

THE BRIEFING

THE OFFICIAL NEWSLETTER OF THE TEXAS COMMISSION ON LAW ENFORCEMENT

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TARGET 100 INITIATIVE

TCOLE is prioritizing and targeting a 100% compliance rate as the goal in the current training period ending on August 31, 2025, is to eliminate the number of licensees subject to suspension or revocation.

To carry out our Target 100 Initiative, TCOLE staff is consistently communicating with agencies and their appointed licensees about incomplete or missing training.

To check your status, visit **MyTCOLE** and click on **MyCompliance (see steps on page 12)**.

If you are lacking training, you will be able to see what courses and how many hours you still need to become compliant. If you have completed all required training for the unit, your Compliance page will let you know that you are compliant.

More Target 100 information on Page 2.

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

TARGET 100 INITIATIVE

TCOLE works to achieve our Target 100 initiative in several ways including a series of notifications that go out via email and text message to individual license holders leading up to the target date – the end of the training unit and cycle, **August 31, 2025**.

This year, TCOLE will be offering extended support hours from 7 a.m. – 7 p.m. in the weeks that follow notifications. TCOLE will also offer open office hours to training coordinators, managers, and chief administrators who have training requirement questions or questions about how to run the Target 100 report.

These schedules will be posted on our website here: https://www.tcole.texas.gov/target-100

MARCH

- **Email notification to both appointed and unappointed individuals**

MAY

- **Email notification**
- **Extended Support Hours**

JUNE

- **Reminder for waivers and exemptions**
- **Text message notification**
- **Extended support hours**

AUGUST

- **Text message notification**
- **Extended support hours**

Your agency can help us out by asking your licensees to log into their MyTCOLE account (https://tcledds.tcole.texas.gov/IAM/Identity/Account/Login) and do the following:

1. Update their contact information so they can receive reminders and notifications from TCOLE
2. Check the My Compliance page for their outstanding training requirements

TCOLE TRAINING REQUIREMENTS

LICENSED PEACE OFFICER

4-year Training Cycle: (9/1/21-8/31/25)

If you do not have an Intermediate Proficiency Certificate or higher, the following will be required for completion:

- Crisis Intervention Training (#3843 or #1850)
- Cultural Diversity (#3939 or #394)
- De-escalation Techniques (#1849)
- Special Investigative Topics (#3232)

2-year Training Unit: (9/1/23-8/31/25):

- Legislative Update course (#3188)
- 16 hours of ALERRT training*
- Finding Wellness – Building a Healthier Life (course #4202) in-person or on MyTCOLE 3.0.
- Trauma-Informed Approach to Sexual Assault Investigations (MyTCOLE 3.0 online course #470 or in-person training course #4070), if not completed in the 9/1/21-8/31/23 unit. An equivalent to this course will be #3264 – Special Investigator Certification.

CONSTABLES

- Newly Elected Constables:
  - Must complete Newly Elected Constable training (#3742 – does not include any ALERRT training hours) thru LEMIT within 2 years of first appointment as Constable.
- Constable Continuing Education:
  - Must complete Continuing Education for Constables (#3743) thru LEMIT each 4-year training cycle thereafter. The course includes 8 hours of ALERRT training. You will be required to complete an additional 8 hours of ALERRT training to meet the 16-hour legislative requirement.
- Civil Process:
  - Must complete Civil Process (#1415) through the Justices of the Peace and Constables of Texas (JPCA) from the Texas Justice Court Training Center (TJCTC) at Texas State University each 4-year training cycle.

TRAINING REQUIREMENTS (CONTINUED)

CHIEF OF POLICE

- New Chief:
  - Must take 80 hours of New Chief's Training:
    - New Chief Development Program (#3780 - does not include any ALERRT training hours) AND
    - Texas Police Chief Leadership Series (#3740)
  - at Bill Blackwood Law Enforcement Management Institute of Texas (LEMIT) within 2 years of first appointment as a Texas Chief of Police.
- Chief's Continuing Education:
  - Must complete the Texas Police Chief Leadership Series (#3740) each unit thereafter. The course includes 8 hours of ALERRT training. You will be required to complete an additional 8 hours of ALERRT training to meet the 16-hour legislative requirement.

COUNTY JAILERS

- Cultural Diversity course (#3939 or #394) every 4-yr training cycle by 08/31/2025. If you have an active Peace Officer license and a Peace Officer Intermediate Proficiency Certificate or higher, you do not need to complete Cultural Diversity.

Telecommunicators:
Current 2-year Training Unit: (09/01/23 - 08/31/25):

- A minimum of 20 hours of training to include Cardiac Emergency Communications (#786)**.

**A current, nationally recognized CPR certification is required in order to enroll.

ALERRT TRAINING

The passage of Senate Bill 1852 requires all peace officers to attend ALERRT Level 1 training at least once prior to 8/31/2027. Courses which will satisfy this requirement include #3311, #3313, and train-the-trainer #3315. This new law also requires that every peace officer complete 16 hours of ALERRT training every two-year unit going forward.

To see a list of ALERRT course numbers that count towards the training mandate, visit the **TCOLE website.**

2025 TCOLE CALENDAR OF EVENTS

COMMISSION MEETINGS:

TCOLE Commission Meeting
June 12, 2025 @ 9:30 a.m.
Austin, Texas

TCOLE Commission Workshop
September 3, 2025 @ 1 p.m.
Amarillo, Texas

TCOLE Commission Meeting
September 4, 2025 @ 9:30 a.m.
Amarillo, Texas

TCOLE Commission Workshop
December 3, 2025 @ 1 p.m.
Nacogdoches, Texas

TCOLE Commission Meeting
December 4, 2025 @ 9:30 a.m.
Nacogdoches, Texas

TCOLE EVENTS:

Texas Peace Officers' Memorial Ceremony

Saturday, April 26, 2025
State Capitol - Austin, Texas

State of Texas Law Enforcement Achievement Awards Ceremony

June 13, 2025
Austin, Texas

2025 TCOLE Training Conference Dates and details soon to be announced!

Attention Chief Administrators, Police Chaplains and Honor Guard commanders:

Historically, TCOLE has relied on a limited number of agencies which volunteer their Police Chaplains and Honor Guards to conduct invocations and the presentation colors during Commission meetings and other state-sanctioned events. In line with our continued effort to increase participation and afford more agency heads the opportunity to showcase their Honor Guards during highly publicized ceremonies like the State of Texas Law Enforcement Achievement Awards and our annual Training Conference, TCOLE is extending the same cordial invitation to all the law enforcement agencies around the state. Anybody interested in taking advantage of this opportunity may email their agency's name and address; primary point of contact information; and number of participants (*example: 1 chaplain and 4 guard members*) to Melissa Moore at melissa.moore@tcole.texas.gov

STAY UP TO DATE WITH TCOLE

SUBSCRIBE TO TCOLE COMMUNICATIONS

Stay up to date on TCOLE news, events, and reminders! Click the button below to subscribe to TCOLE communications via GovDelivery. This service is provided to you at no charge by Texas Commission on Law Enforcement. Be sure to allow emails from: TXCOLE@public.govdelivery.com.

SUBSCRIBE

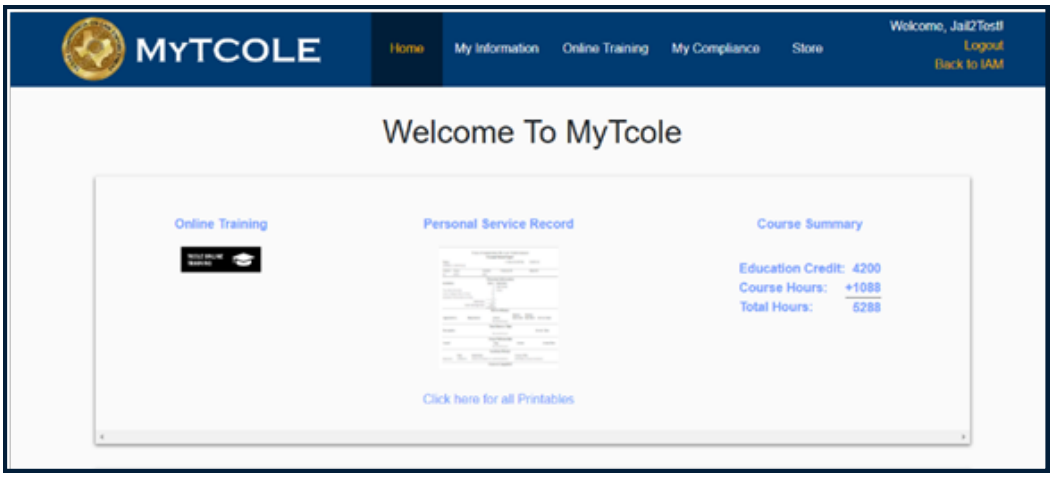
FOLLOW US ON:

- FACEBOOK.COM/TXCOLE
- LINKEDIN
- @TEXAS_COMM_LAW_ENFORCEMENT
- YOUTUBE
- @TCOLE

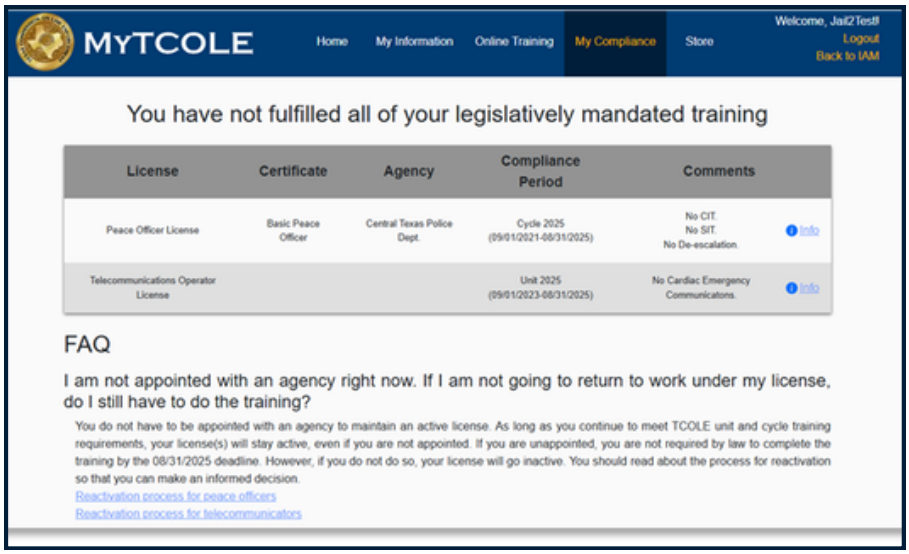
CLICK OR SCAN QR CODE FOR CURRENT TCOLE STATISTICS

MYTCOLE UPDATES

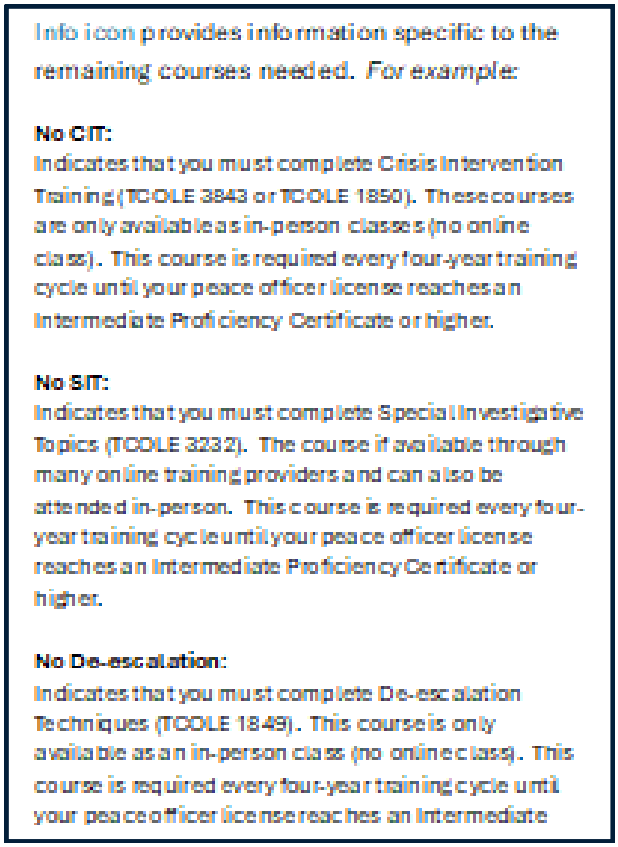
The MyTCOLE application is getting a more modern look and feel. Behind the scenes, the new application is built using current framework and practices to modernize the technology as well as make future enhancements easier to rollout.



The menu bar in MyTCOLE has been improved, and several features have been reorganized – for example, the printable PSR is now located on the Home page, and the Store features have been re-worked.



STAY TUNED FOR MYTCOLE TO LAUNCH LATER THIS MONTH.



Info icon provides information specific to the remaining courses needed. *For example:*

No CIT:
Indicates that you must complete Crisis Intervention Training (TCOLE 3843 or TCOLE 1850). These courses are only available as in-person classes (no online class). This course is required every four-year training cycle until your peace officer license reaches an Intermediate Proficiency Certificate or higher.

No SIT:
Indicates that you must complete Special Investigative Topics (TCOLE 3232). The course if available through many online training providers and can also be attended in-person. This course is required every four-year training cycle until your peace officer license reaches an Intermediate Proficiency Certificate or higher.

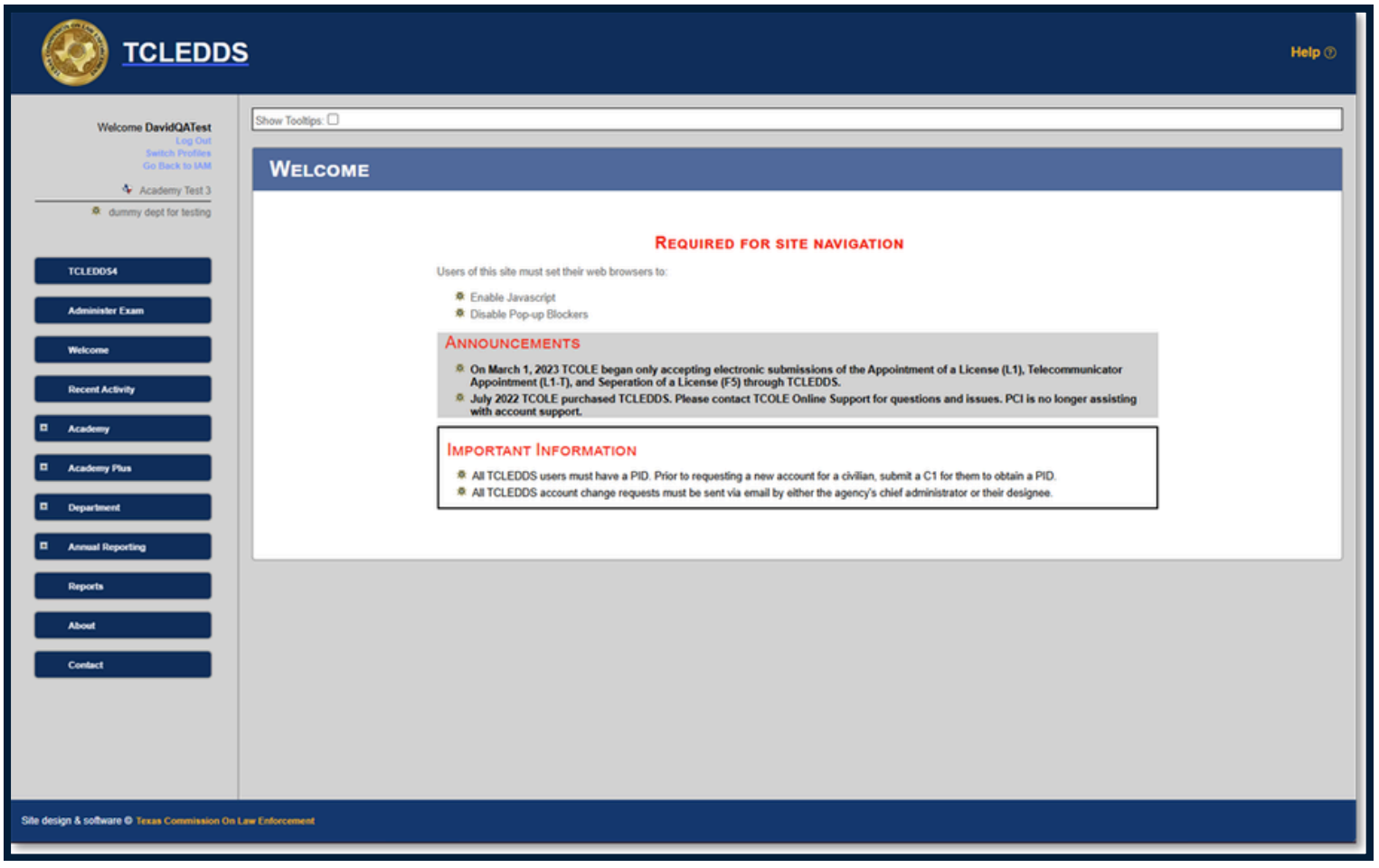
No De-escalation:
Indicates that you must complete De-escalation Techniques (TCOLE 1849). This course is only available as an in-person class (no online class). This course is required every four-year training cycle until your peace officer license reaches an Intermediate

We have improved the My Compliance section to include an Info icon that provides additional information about required courses. The pop-up box is contextual and will only show courses you have remaining.

TCLEDDS UPDATE

TCLEDDS GETS A NEW LOOK – COMING SOON

TCOLE is preparing TCLEDDS for new features! The first step is to give TCLEDDS a new look and feel so your experience transitioning between old and new features will feel more seamless. TCLEDDS is a very complex application and will take several years to rebuild, so TCOLE's plan is to modernize the application as we roll out new features.



MARCH COMMISSION MEETING

Thank you to the Kyle Police Department's Honor Guard for opening this month's commission meeting with the Presentation of the Colors. Thank you to Commander Tim Griffith, Commander Catlyn Bone, Officer Nathanael Waters, Officer Matthew Leathers and Sergeant Tracy Vrana for presenting the colors.

TCOLE Commission Meetings are broadcasted live, recorded and published on our YouTube channel. To watch this month's commission meeting, click the button below.

TCOLE MEETING

RULE UPDATES

NEWLY ADOPTED RULES

Adopted March 4, 2025
§211.16 - Establishment or Continued Operation of an Appointing Entity

§211.27-29 - Reporting Responsibilities of Individuals, Responsibility of a Law Enforcement Agency to Report an Arrest, Responsibilities of Chief Administrators

§211.41 - Procurement Protests and Records

§217.7 - Reporting Appointment and Separation of a Licensee

§219.2 - Reciprocity for Out-of-State Peace Officers, Federal Criminal Investigators, and Military Police

PROPOSED RULE AMENDMENTS

THE RULE AMENDMENTS BELOW ARE OPEN FOR PUBLIC COMMENT.

Proposed March 4, 2025
§211.30 - Requiring a completed agency background investigation report and personal history statement to be included in an agency's request for a waiver.

§215.9 - Requiring a training coordinator to report enrollment and separation for a basic licensing course

COMMISSION RULES TO BE UPDATED SOON ON TCOLE WEBSITE

ADOPTED MODEL POLICIES

Medical and Psychological Examination of a Licensee
Agency Adoption Date - September 1, 2024

Hiring Procedures
Agency Adoption Date - June 1, 2025

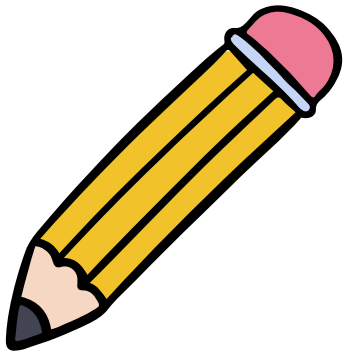
Misconduct Allegations
Agency Adoption Date - June 1, 2025

Personnel Files
Agency Adoption Date - June 1, 2025

Please visit the TCOLE website to view the most current versions of the model policies that have been finally adopted by the Commission. All law enforcement agencies shall adopt these model policies, or substantively similar policies, no later than the agency adoption date provided and submit the adopted policies to the Texas Commission on Law Enforcement.

MODEL POLICIES

EDUCATION SERVICES NEWS



Course Updates

The **Basic Jail Certification Course for Sworn Texas Peace Officers (course #1107)** has been updated. The Basic Jail Certification course for Sworn Texas Peace Officers consists of nine (9) chapters from the Basic County Corrections Course. Please refer to the Basic County Corrections Course curriculum (1120) for student learning objectives and course content. Please go to www.tcole.texas.gov to find the course content. Click on "Training" then "Course Curriculum Materials and Updates." Please note:

- Minimum course hours have been increased to 59 hours.
- Topic on suicide prevention has been added to the curriculum.
- Training coordinators must implement the new curriculum by June 1, 2025.
- Course hours in TCLEDDS will remain at a minimum 32 hours until June 1st.
- Maximum hours in TCLEDDS have been increased to 59 hours in the event training providers implement the new content before June 1st.

The Proctor Manual has been recently updated. Please find the most recent version on our website under "Information & Resources" then "Publications."

The **Crisis Communications course (2120)** has been completely revised. The new course content can be found at www.tcole.texas.gov .

- Training providers must implement the new content by May 1, 2025.

The Crisis Intervention Training – Update (3843) is currently available for online delivery. Online providers may offer the course online to assist with compliance during this training unit. Please be advised, online providers must remove the class from their online portfolio by September 1, 2025.

Continuing Education

Currently, we have over 40 hours of continuing education available for FREE on MyTCOLE 3.0. Some of our online courses include:

- Cultural Diversity – 8 CEUs
- Trauma-Informed Approach to Sexual Assault Investigations – 16 CEUs
- Elementary Educational Outreach Training – 1 CEU
- Civilian Interaction Training – 2 CEUs
- Finding Wellness – 4 CEUs
- Law Update 3188 – 4 CEUs

TRAINING COMPLIANCE

CHECK YOUR COMPLIANCE STATUS IN YOUR MYTCOLE ACCOUNT!

If you are currently lacking training for the current cycle ending on August 31, 2025, you will be able to see what courses and how many hours you still need to become compliant.

If you have completed all required training for the cycle, your MyCompliance page will let you know that you are compliant.

To view your compliance status:
- Go to: https://tcledds.tcole.texas.gov/mytcole/
- Log in with your User Name, Password, and TCOLE PID
- Click on the "**My Compliance**" link in the black bar at the top
- Review your personal report that lists your license(s) and any outstanding training requirements for each

Please click on "My Information" before logging out of MyTCOLE and update your personal mailing address and contact information, as required by TCOLE Rule §211.27. See next page for more information.

CLICK THE BUTTON BELOW TO VIEW LICENSEE TRAINING REQUIREMENTS ON THE TCOLE WEBSITE

TRAINING

UPDATE YOUR CONTACT INFO IN YOUR MYTCOLE ACCOUNT

TCOLE may notify you through email, text message, or U.S. mail of changes or deficiencies impacting your license status. Make sure your phone number, email address, and mailing address are up to date so you receive these important notifications.

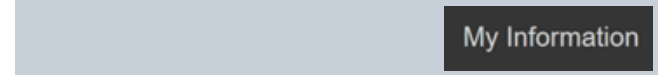
MyTCOLE Features:

- Connect to Free Online Training
- Order Your Proficiency Certificates & Photo ID Card
- Print your License
- View Your Personal Status Report (PSR)
- Check Training Compliance

HOW-TO:

1. Log into your MyTCOLE account: https://tcledds.tcole.texas.gov/mytcole/Login

2. Click on 'My Information' along the top toolbar



3. Scroll down to the Personal Tab

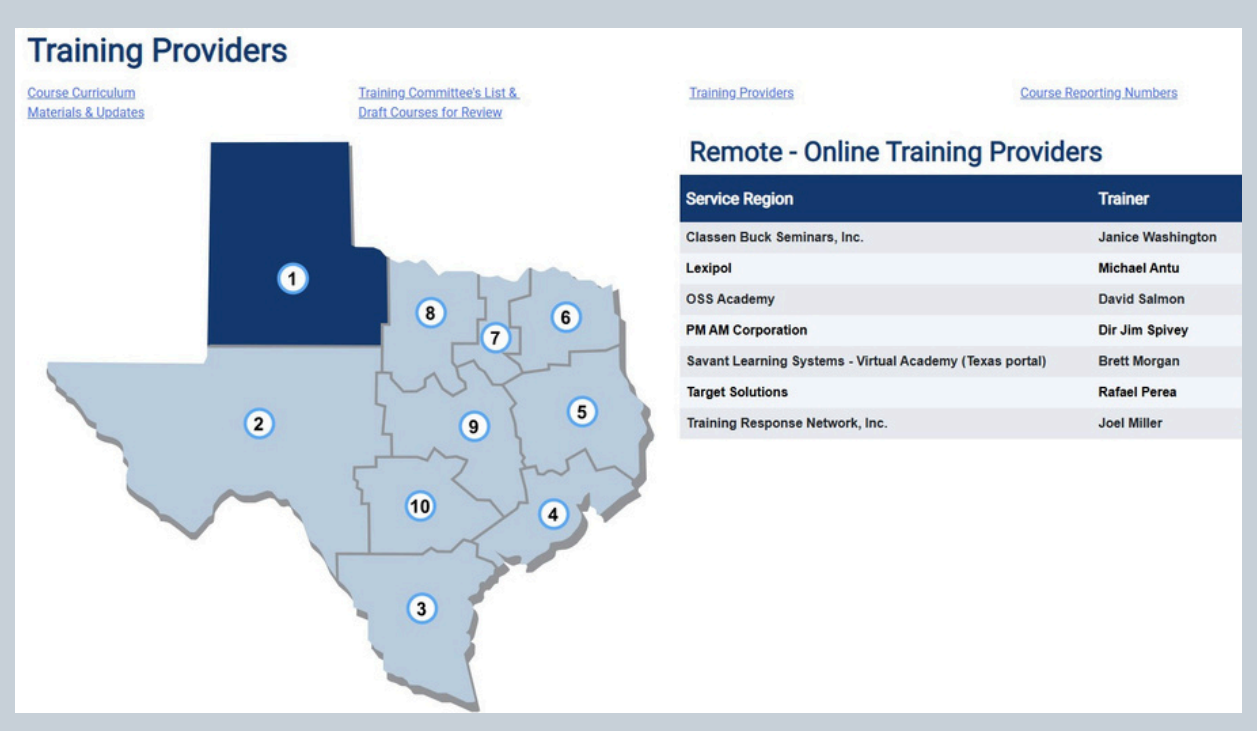
4. Update your information

5. Click the Save Changes button

ONLINE TRAINING PROVIDERS

If you are someone you know is not appointed at this time, be aware that all training must be completed thru a TCOLE Training Provider. To find a local provider, please use this link **Training Providers | Texas Commission on Law Enforcement**. Choose your region and scroll to the bottom of the page for a list of providers in your area.

Training Providers have **30 days** to report training to our agency. Once submitted, the training is reported to your record.



Service Region	Trainer
Classen Buck Seminars, Inc.	Janice Washington
Lexipol	Michael Antu
OSS Academy	David Salmon
PM AM Corporation	Dir Jim Spivey
Savant Learning Systems - Virtual Academy (Texas portal)	Brett Morgan
Target Solutions	Rafael Perea
Training Response Network, Inc.	Joel Miller

Training Providers and Departments reporting training should keep in mind:

- If an individual has been left off a roster or a roster was submitted with an incorrect PID, the training provider is required to submit a roster amendment form to correct the issue.
- Roster amendments must be completed on the prescribed TCOLE form. If needed, the request for the form should be made by the Training Coordinator/Manager to amend.roster@tcole.texas.gov
- Individual licensees are not able to request this form or request that a roster be amended. The information to update a roster must come from the provider where the training was completed.

TCOLE STAFF UPDATES

Dani Story-Stinson has joined the Government and External Relations division as the Events Manager. She currently serves as a Concerns of Police Survivors (C.O.P.S.) committee member and has been involved with the planning of the annual Peace Officers' Memorial since 2014 after her late husband's passing in the line of duty. Through the memorial, she began working with Government Relations Director Gretchen Grigsby and has had an incredible working partnership since. Along with the planning of the memorial, Dani will also be an integral part in spearheading the State of Texas Law Enforcement Achievement Awards as well as TCOLE's Annual Training Conference.

Cade Andrews has joined our Government and External Relations division as a Communications Specialist. He graduated from Texas State University with a degree in Mass Communications and joins us from his most recent job as an Editor from the Pleasanton Express. He's excited to use his experience as a journalist to keep the agency's stakeholders updated on the latest projects and initiatives.

Kimberly Bilbrey-Mosher has joined our Education Services division as an Assessment Coordinator. She earned her bachelor's degree in Biology, a master's Degree in Education and her Doctorate of Education in Curriculum and Instruction, all from Texas Tech University. Her background as a public school educator saw her excel in several roles such as a middle school science teacher, instructional coach, K-12 science curriculum coordinator, assistant principal, principal and much more. A move to the hill country led Kimberly to TCOLE, where she'll seek to apply her extensive experience in new ways within the division.

Alexis Vega has joined our IT Team as a Data Analyst. He earned his master's degree in Communication from the University of Utah, where he worked in several health communication messaging labs focused on supporting Spanish-speaking communities. He most recently served as the Web Analyst at Purple Mattresses, taking charge of web testing and optimization.

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

APPLY TODAY

CLICK HERE TO VIEW STATEWIDE PEACE OFFICER VACANCIES.

The Field Services Division currently has a Field Agent vacancy in region 5 (deep East Texas area). If interested in applying, click here.

TCOLE STAFF UPDATES

Several employees were recognized during the agency's all-staff meeting this month for their extended years of service to TCOLE.

Recognized for 15 years of service to the agency were Richard Gutierrez and Lisa Landry. Pictured between them is Executive Director Greg Stevens.

Recognized for 10 years of service to the agency was Jessica Capraro, Michele White, Iris Martinez, Ken Mobley, Gretchen Grigsby, John Beauchamp, Shelley Knight, Michelle Beltran, Lynn Beard, Mike Hobbs, Chris Varady, Gary Connella and Derry Minor.

Recognized for five years of service to the agency was Cullen Grissom, David Watkins, Shain Burks, Doug Skolaut, Cera Thornton, Jennifer Castillo, David New, Kim Boyd, Rey Olvera and Mike Dickey.

TEXAS PEACE OFFICERS' MEMORIAL

The Texas Commission on Law Enforcement is honored to be a part of the Texas Peace Officers' Memorial Ceremony. Join us April 26 at the State Capitol. For more information, visit https://www.texaspeaceofficersmemorial.org/

COMMISSION MEMBERS

Chief Kim Lemaux
Presiding Officer

Assistant Chief Jason D. Hester
Assistant Presiding Officer

Constable Justin West
Secretary

Janna Atkins
Justin Berry
Patricia Burruss
Sheriff Mike Griffis
Conor Harvey
Sergio Saenz

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Gretchen Grigsby
Cade Andrews

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