

THE BRIEFING

THE OFFICIAL NEWSLETTER OF THE TEXAS COMMISSION ON LAW ENFORCEMENT

JULY 2026

INSIDE THIS ISSUE

New Commissioners

Page 3

Assignment Status Manager

Page 5

Public Information Officer Certification

Page 7

TCOLE Calendar of Events

Page 8

TCOLE Staff Recognition

Page 9

Law Enforcement Achievement Awards

Page 10

TCOLE Training Conference

Page 11

Rule Updates

Page 14

Field Service Agents

Pages 15-17

TCOLE Internship Program

Page 19

OPENTEXT RECORDS REPOSITORY: A NEW, CONFIDENTIAL STATEWIDE EMPLOYMENT DATABASE

The OpenText Records Repository (OTRR), a new confidential statewide employment database established by Senate Bill 1445 (88R), the TCOLE Sunset Bill, recently became available for all law enforcement agencies across Texas.

[Continued on Page 2](#)

OTRR CONTINUED

With this rollout, agencies can begin submitting personnel files (a-files) for licensees within 30 days of separation from employment. These files refer to commendations or awards, periodic evaluations, and misconduct resulting in disciplinary action, consistent with the model policies your agency adopted.

Background Investigators from hiring agencies will use OTRR to access personnel files, as well as medical and psychological examination failure records, Misconduct Investigation Reports, Fitness for Duty Examinations, and department file documents (comparable to “g-files”). The licensee’s Authority to Release Information form must be uploaded into OTRR to gain access to their files.

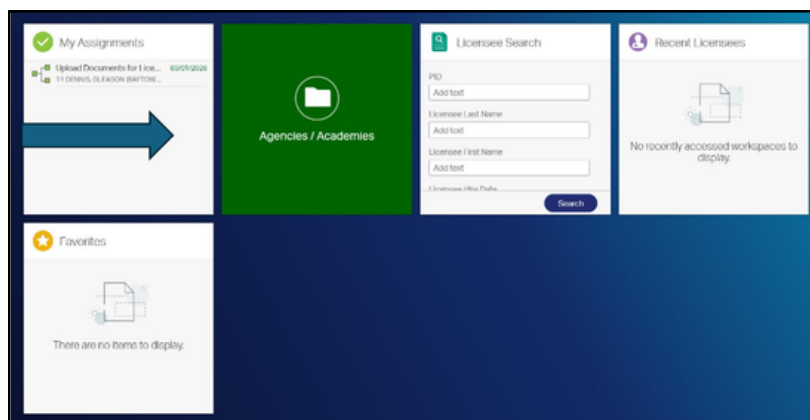
To access OTRR, Chief Administrators or their delegates will assign file uploaders and background investigators in TCLEDDS under a new menu option called the Assignment Status Manager (see next page). These assigned individuals will access OTRR through their TCOLE Login Hub, the same way they currently access TCLEDDS and MyTCOLE accounts.

To avoid passing costs along to agencies, TCOLE will be requesting additional funds in the upcoming legislative session. Until additional funds are available, the following number of users are allotted based on agency size:

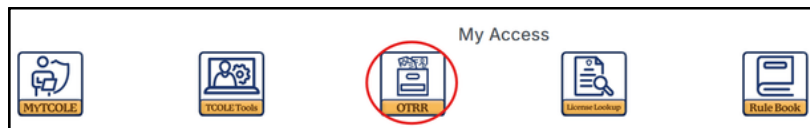
- 500+ peace officers: 10 users
- 100–499 peace officers: 5 users
- 0–99 peace officers: 2 users
- Academies: 2 users

TCOLE will be phasing out the TCOLE SecureShare (TSS) system over the coming months.

Background Investigators will access SecureShare documents through OTRR. **Existing TSS users will not be automatically rolled over to OTRR.**



OTRR Dashboard



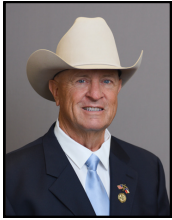
TCOLE Login Hub

To help streamline the onboarding process, we have created an OTRR Resource Center with training materials, FAQs, PowerPoints, and contact information to guide you. We recommend visiting the resource page to become more familiar with the database.

If you would like to receive email notifications about OTRR, subscribe [HERE](#).

TCOLE WELCOMES NEW COMMISSIONERS

Recently, Governor Greg Abbott appointed Sheriff David Criner, Assistant Chief Jason Griffin, and Rita Watkins, Ed.D. to the Texas Commission on Law Enforcement for terms set to expire on August 30, 2031. The Commission establishes and enforces standards to ensure that the people of Texas are served by highly trained and ethical law enforcement, corrections, and telecommunications personnel.



Sheriff David Criner of Midland is the Midland County Sheriff. He is the second vice president of the Sheriff's Association of Texas and a member of Midland Downtown Lion's Club, Midland Rotary Club, and the Midland Exchange Club. Additionally, he is a board member for the Permian Basin Law Enforcement Academy and a volunteer with Midland Soup Kitchen Ministry, Meals on Wheels, and Midland Senior Center. Criner received a Bachelor of Arts in Criminal Justice from The University of Texas Permian Basin.



Rita Watkins, Ed.D. of College Station is a self-employed licensed professional counselor-supervisor. She is a member of the Texas Counseling Association and the National Board of Certified Counselors. Watkins received a Bachelor of Science in Criminal Justice from Sam Houston State University (SHSU), a Master of Public Administration from Texas A&M University, and a Master of Arts in Counseling and a Doctor in Educational Leadership from SHSU.



Assistant Chief Jason Griffin of Liberty Hill is an assistant chief of the Texas Department of Public Safety in the Training Operations Division. Griffin received a Bachelor of Science in Exercise and Sports Science from Texas State University (formerly known as Southwest Texas State University).

ASSIGNMENT STATUS MANAGER

TCLEDDS INTRODUCES THE ASSIGNMENT STATUS MANAGER FOR STREAMLINED USER ACCESS

TCLEDDS now includes the Assignment Status Manager (ASM), a streamlined way for your agency to manage user access for both TCLEDDS and OpenText Records Repository (OTRR). This enhancement gives Chief Administrators and their Delegates more direct control over access, reducing the need to contact TCOLE Support for standard updates.

All TCLEDDS users will see the ASM button but only Chief Administrators and Delegates can submit access requests. ASM supports adding, modifying, and removing TCLEDDS and OTRR role assignments.

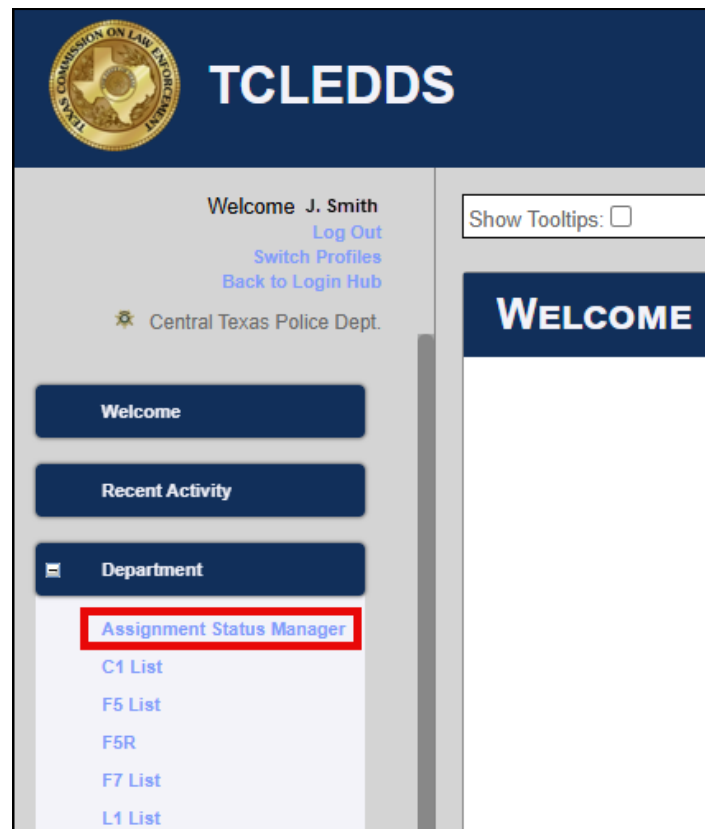
Chief Administrators are automatically assigned based on their appointment type – if you still need assistance contact TCOLE's IT support team at support@tcole.texas.gov. Delegates may request TCLEDDS and OTRR roles for staff but cannot assign Chief Administrator access or create new Delegates.

While TCLEDDS and OTRR are separate systems, users can be assigned to one or both based on agency needs. OTRR access is limited and depends on the number of peace officers at your agency (please see matrix on previous page). However, to avoid passing costs along to agencies, TCOLE will be requesting additional funds in the upcoming legislative session.

Users may hold multiple OTRR roles depending on agency or academy needs. Each individual counts toward one license, no matter how many roles that individual holds. Every agency must have at least one of the following roles assigned to be able to successfully utilize OTRR:

- Background Investigator
- Confidential Statewide Employment Database (CSED) Uploader
- Secure Share Uploader
- Recruiter (for Academies)

**See Assignment Status Manager
FAQs on next page**



ASSIGNMENT STATUS MANAGER CONTINUED

FREQUENTLY ASKED QUESTIONS

1. My Chief Administrator doesn't have TCLEDDS and/or IAM access. What should they do?

Contact support@tcole.texas.gov.

2. I don't see the OTRR or TCLEDDS icon in the TCOLE Login Hub.

Ask your Chief Administrator or Delegate to assign you to the appropriate role.

3. I am a Chief Admin; what should I do first in ASM?

Your first step should be to assign your delegate(s).

4. What is the difference between a CSED Uploader and a Secure Share Uploader?

- CSED Uploader: Handles files tied to the confidential statewide employment database (CSED)(commendations, evaluations, final disciplinary actions, misconduct reports, MIR, and related records). These remain for the officer's lifetime plus 75 years under TCOLE retention.
- Secure Share Uploader: Handles temporary documents such as physical/mental failure or retest records, out-of-state/military records, hiring, training, internal affairs, HR items, and CSED-related materials. These files are retained for 60 days.

5. What happens when TSS is phased out?

The Secure Share role in OTRR will replace that workflow.

6. How do academies assign background investigators?

Recruiters serve as background investigators, and academies may assign up to two recruiter roles as needed.

7. How can I request a civilian have TCLEDDS or OTRR roles?

The first step is to submit a C1 for this individual so they can be assigned a PID. Once completed, add the person to the department's non-licensed list. You will now be able to search for them in ASM and submit access requests.

ASSIGNMENT STATUS MANAGER CONTINUED

COMING SOON

An updated Web User Report showing which users hold TCLEDDS and OTRR roles.

Assignment Status Manager

ASSIGNMENTS SEARCH

PID

Name

Licensed

New Field

Search PID...

Test

All

Add a Search Field

Search

Clear

Edit Columns

PID	Public GUID	Name	License	Appointment	Start Date	Licensed	Pay Status	Roles	Applications
475011	1675161	Chester Test	Jailer License	Jailer	7/20/2022	Yes		Delegate	TCLEDDS
475011	1675161	Chester Test	Peace Officer License	Peace Officer	11/1/2021	Yes	Full Time	Delegate	TCLEDDS
380619	1506326	User Test	Peace Officer License	Peace Officer	10/24/2024	Yes	Full Time		TCLEDDS
380619	1506326	User Test	Peace Officer License	Peace Officer	6/6/2011	Yes			TCLEDDS
380619	1506326	User Test	Peace Officer License	Peace Officer	6/27/2023	Yes	Not Full Time		TCLEDDS
292879	1509723	Roger Test-Tester	Temporary Telecommunications Operator License	Temporary Telecommunicator	6/1/2022	Yes			

ASSIGNMENTS SEARCH

PID

Name

Licensed

New Field

Search PID...

Test

All

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Search

Clear

Edit Columns

PID	Public GUID	Name	License	Appointment	Start Date	Licensed	Pay Status	Roles	Applications
475011		ter Test	Jailer License	Jailer	7/20/2022	Yes		Delegate	TCLEDDS
475011		ter Test	Peace Officer License	Peace Officer	11/1/2021	Yes	Full Time	Delegate	TCLEDDS
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380619	1506326	User Test	Peace Officer License	Peace Officer	6/6/2011	Yes			TCLEDDS
380619	1506326	User Test	Peace Officer License	Peace Officer	6/27/2023	Yes	Not Full Time		TCLEDDS
292879	1509723	Roger Test-Tester	Temporary Telecommunications Operator License	Temporary Telecommunicator	6/1/2022	Yes			

Using the Assignment Search, you can locate the user you want to assign to a role. After clicking on their PID number and selecting “Create Access Request,” you can verify the user’s details and select OTRR from the application dropdown list. To view a more in-depth tutorial, click [HERE](#).

PUBLIC INFORMATION OFFICER CERTIFICATION

Under the provisions of House Bill 33, law enforcement agencies are required to have a designated public information officer (PIO) (Texas Government Code Section 411.3735).

The PIO may be the chief administrator but is not required to be a peace officer. An agency is only required to have one certified PIO. The PIO, if not directly employed by the chief administrator, should be clearly designated to the role through policy or written agreement. For example, a county PIO may, by written policy, act as the PIO for the sheriff's office and the constables in the county. A school district PIO may, by written policy, be designated as the PIO for the school district police department. A small agency could obtain a Memorandum of Understanding where a PIO from a larger agency agrees to act as the PIO for both agencies.

The PIO must complete training and obtain a certification from the Texas Division of Emergency Management (TDEM) within one year of appointment to this position, and complete continuing education annually. Individuals designated as a PIO currently have until September 1, 2026, to complete this requirement. The law enforcement agency is to submit a record of compliance to TDEM, which can be completed [HERE](#).

Any of the following courses will count towards the mandate:

Bill Blackwood LEMIT Public Information Officer course (#666038)
TEEX MGT 318 Public Information in an All-Hazards Incident (#666318)
FBI LEEDA Media and Public Relations course (#3763)
FBI LEEDA Master Public Information Officer (#3775)
FEMA/NIMS Advanced Public Information Officer (#667388)
FEMA/NIMS All-Hazard Public Information Officer (#667952)
TDEM Texas Public Information Officer (#664033)
DPS Law Enforcement Public Information Officer (#789629)
TEEX Public Information Officer (#667378)

**PIO CERTIFICATION
TRAINING**

TCOLE CALENDAR OF EVENTS

COMMISSION MEETINGS:

September 3, 2026
Dallas, Texas

November 19, 2026
Austin, Texas

March 4, 2027
Austin, Texas

June 3, 2027
Austin, Texas

September 2, 2027
Midland, Texas

December 1 and 2, 2027
Galveston, Texas



SPECIAL EVENTS:

TCOLE Training Conference
Waco, Texas
August 11-13, 2026

TCOLE STAFF RECOGNITION

LEMAUX RECOGNIZED AT TPCA CONFERENCE



TCOLE Presiding Officer Kim Lemaux received the Barbara Childress Trailblazer Award at the Texas Police Chiefs Association (TPCA) in April.

The award honors female police executives who demonstrate extraordinary leadership, innovation, and influence. It recognizes trailblazers following Barbara Childress, the first female President of the TPCA.

Lemaux started her law enforcement career in 1983 and fulfilled various roles before being selected as the Chief of Police for The University of Texas at Arlington Police Department in 2013. She has been serving on the commission since her appointment in 2017.

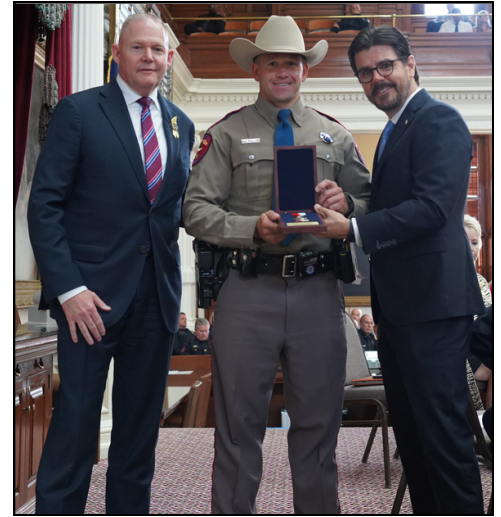
SERGEANT STONE WINS BIG AT POLICE GAMES, BIG BASS SPLASH

Sergeant Glen Stone from our Field Services Division represented TCOLE in this year's Texas Police Olympics and walked away with third place in three different categories. He also finished third overall.

Just weeks before, Stone made history at Sam Rayburn Lake during the Big Bass Splash, catching the biggest bass ever recorded in the 42-year history of the event.



STATE OF TEXAS LAW ENFORCEMENT ACHIEVEMENT AWARDS

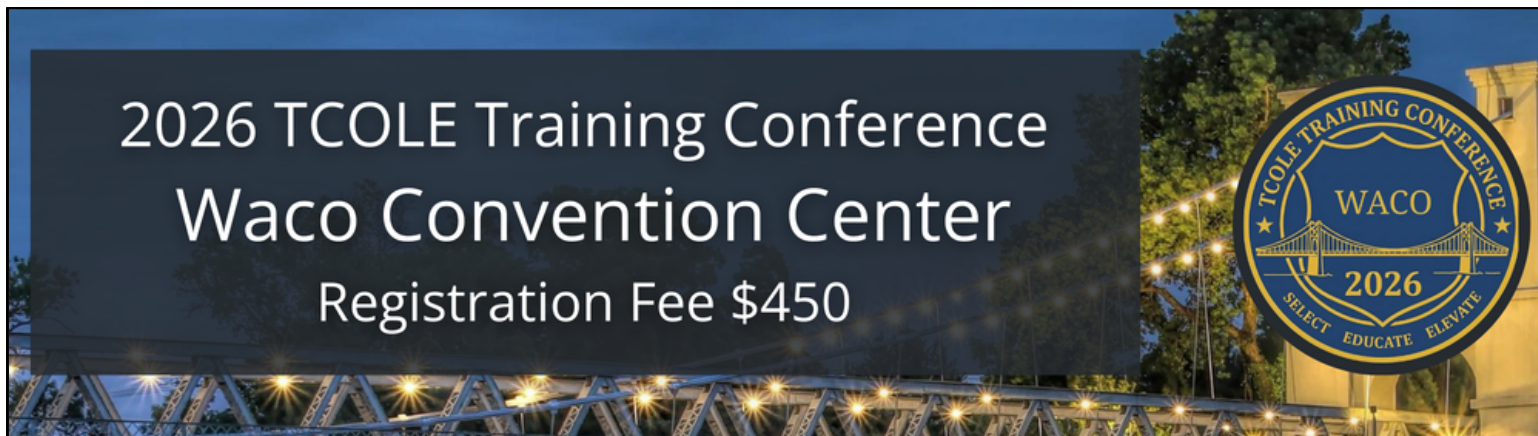


The Texas Commission on Law Enforcement was honored to recognize 63 law enforcement professionals for their exceptional acts of Public Service, Professional Achievement, and Valor last week at the State Capitol for the annual State of Texas Law Enforcement Achievement Awards.

The award recognizes peace officers, jailers, and telecommunicators that have gone above and beyond in their service to the community. Award nominations are submitted to TCOLE throughout the year and reviewed by a judging panel and approved by TCOLE Commissioners. This year's panel consisted of Parker County Sheriff Russ Authier, Longview Police Chief Anthony Boone, Bexar County Pct. 2 Constable Leticia Vazquez, El Paso Police Sergeant Gabriel Candia, and Public Member Nick Atwood.

TCOLE extends its gratitude to our special guests including our keynote speaker, State Representative Cole Hefner, who serves as the chairman of the Texas House Committee on Homeland Security, Public Safety, and Veterans' Affairs. We also thank Representatives AJ Louderback, Paul Dyson and Stan Gerdes as well as Austin Mayor Kirk Watson and many other law enforcement leaders for their support and attendance at the ceremony. Special thanks to TMPA for sponsoring this year's ceremony. To read more about these heroes or to nominate an officer for the 2027 awards, click [HERE](#).

2026 TCOLE TRAINING CONFERENCE



2026 TCOLE Training Conference
Waco Convention Center
Registration Fee \$450

Registration is now open for the 2026 TCOLE Training Conference! If you are attending the conference, only one registration method is needed per person:

CONTRACTED TRAINING PROVIDERS (REQUIRED TO ATTEND)

- To REGISTER, Please fill out this form. When the registration submission is processed, you will receive both an invoice and a registration confirmation separately within 5 business days.
- To PAY by credit card, please log in to your MyTCOLE account via the TCOLE Login Hub at <https://tcledds.tcole.texas.gov/IAM/Identity/Account/Login>
- For instructions how to complete the payment, go here How to Purchase Registration

GENERAL ATTENDEE

- To REGISTER, please fill out this form. When the registration submission is processed, you will receive both an invoice and a registration confirmation separately within 5 business days.
- To PAY by credit card, please log in to your MyTCOLE account via the TCOLE Login Hub at <https://tcledds.tcole.texas.gov/IAM/Identity/Account/Login>
- For instructions how to complete the payment, go here How to Purchase Registration

PUBLIC INFORMATION OFFICER CERTIFICATION

- The PIO Certification is a 3-day course beginning on August 11 – 13 (Tuesday – Thursday) from 8 a.m. – 5 p.m. each day. Attendance to all three days is required. TDEM is providing the training and certification. The cost for this training is \$450. As a PIO Certification attendee, you will have access to the conference breaks and to the Exhibit Hall and social events scheduled during the conference. No meals are provided.
- The PIO Certification does not meet the contractual requirements for training coordinators required to attend the TCOLE Training Conference.

ADDITIONAL RESOURCES

A MESSAGE FROM THE U.S. DEPARTMENT OF STATE

Arrest or Detain a Foreign National? *Know Your Next Step.*

★ ★ ★

When U.S. law enforcement arrests or detains a foreign national, they must comply with consular notification and access obligations. It isn't just a courtesy - it's required under international law, and it helps ensure Americans overseas are afforded the same treatment. Make sure your agency is implementing these requirements.

Learn more at travel.state.gov/CNA



U.S. DEPARTMENT of STATE

A MESSAGE FROM THE TEXAS DEPARTMENT OF PUBLIC SAFETY

SAFE GUN STORAGE SAVES LIVES

Help protect our kids, prevent accidents, and keep our guns from criminals.

FIND OUT MORE ABOUT SAFE GUN STORAGE

KEEP 'EM SAFE TEXAS

SAFE GUN STORAGE SAVES LIVES

Help protect our kids, prevent accidents, and keep our guns from criminals.

KEEP 'EM SAFE TEXAS

LEARN MORE

LAW ENFORCEMENT SUPPORT FOR AUTOMATED VEHICLE AUTHORIZATION

Senate Bill 2807 (89R) created new statewide regulations for using an automated vehicle (AV) in the commercial transport of goods or passengers. Commercial AV operators are required to:

1. File a First Responder Interaction Plan (FRIP) with the Texas Department of Public Safety;
2. Receive an authorization to operate from TxDMV;
3. Maintain standard liability insurance for the vehicle's intended purpose;
4. Maintain valid vehicle registration;
5. Have a recording device that allows retrieval of information from the vehicle after a collision or traffic incident; and
6. Be able to comply with all traffic laws and regulations.



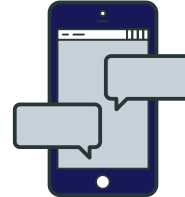
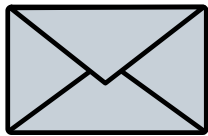
The 'operator' of the AV is the entity or person who causes the Automated Driving System to engage and is generally the party responsible for adherence to authorization requirements. SB 2807 requirements and enforcement processes do not apply to personal use of automated vehicles in Texas.

When responding to an incident involving an AV:

Law enforcement officials can verify the TxDMV AV authorization status of individual vehicles or operators at <https://txmccs.txdmv.gov/automated-vehicles>. For more information, visit the [Texas DMV Website](#).

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.

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**CLICK OR SCAN QR CODE
FOR CURRENT TCOLE STATISTICS**



RULE UPDATES

NEWLY ADOPTED RULES

Adopted April 16, 2026

- §211.1 – Proficiency Certificate Requirements
- §211.30 – Chief Administrator Responsibilities for Misdemeanor Waivers
- §217.1 – Minimum Standards for Enrollment and Initial Licensure
- §219.11 – Reactivation of a Licensee
- §221.1 – Proficiency Certificate Requirements
- §221.12 – Mental Health Telecommunicator Proficiency
- §221.33 – Standardized Field Sobriety Testing (SFST) Instructor Proficiency
- §221.48 – Public Information Officer Certificate

Adopted June 25, 2026

- §211.16 – Establishment or Continued Operation of an Appointing Entity
- §211.29 – Responsibilities of Agency Chief Administrators
- §218.3 – Legislatively Required Continuing Education for Licensees
- §223.20 – Emergency Suspension for Imminent Threat

ADOPTED RULES

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

FIELD SERVICE AGENTS

The Texas Commission on Law Enforcement (TCOLE) Field Services Division is responsible for regional agency support and ensuring local law enforcement departments adhere to state standards and regulations. The division operates across 10 regions, with agents acting as liaisons between TCOLE and over 2,700 agencies.

As the law enforcement profession continues to grow across the state, we want to connect licensees with their designated Field Service Agent (FSA) and remind them of the resources available to them. More information is available below, including an updated FSA map on page 16. You can also locate your designated FSA by visiting our [website](#).



Dwayne Gerber – Region 1, Panhandle Region

Sergeant Dwayne Gerber is a Master Peace Officer and licensed TCOLE instructor, previously serving 33 years as a peace officer with the Lubbock Police Department with assignments on patrol, narcotics, DEA Task Force, Forgery, Crimes Against Person and Homicide unit. He retired from the Lubbock Police Department in 2024 and is currently assigned to the Northwest Division.



David Watkins – Region 2, West Texas Region

Sergeant David Watkins came to TCOLE in 2017 after 37 years of service with the Abilene Police Department – 20 of which he spent in criminal investigations. He has extensive work experience in internal affairs, law enforcement instruction and patrol supervision. He is a graduate of Leadership Command College at LEMIT and has attended numerous training schools throughout his career.



Derry Minor – Region 3A, South Texas Region

Lieutenant Derry Minor came to TCOLE in 2012 after spending 26 years with the Austin Police Department where he worked in patrol, organized crime and served as the Narcotic K9 handler. During his tenure at APD, he gained expertise in conducting covert surveillance, county surveillance, search warrants and undercover work, among other areas.



David Brechtel – Region 4B, South East Texas Region

Sergeant David Brechtel retired from the Friendswood Police Department after 31 years where he was a detective specializing in crimes against children and a member of the Internet Crimes Against Children task force. He then spent his last 10 years as a patrol sergeant and also served in the office of professional standards and training.



Len Ames – Region 5, Northeast Texas Region

Sergeant Len Ames spent 24 years with the Marshall Police Department, where he fulfilled the roles of lieutenant, training coordinator, and commander of the Special Services Response Team. A graduate of FBI-LEEDA Trilogy and holding an MBA from East Texas Baptist University, he is known for his passion for officer development.

FIELD SERVICE AGENTS



Glen Stone – Region 6, Northeast Region

Sergeant Stone has over 30 years of experience in law enforcement, with the majority of that working for the Marshall Police Department. He fulfilled the roles of a patrol officer, k-9 officer, detective, training coordinator, and shift supervisor before coming to TCOLE in 2023.



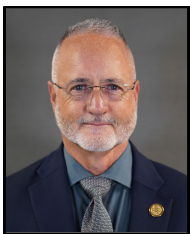
Chris Cogan – Region 7A, North Mid-Central Region

Sergeant Cogan joined the Frisco Police Department in 1996 and had held various assignments such as, Dispatcher, Patrol Officer Detective, and Training Coordinator. He retired after 26 years with the department before coming to TCOLE late in 2022.



Lynn Beard – Region 8A, North Central Region

Sergeant Beard holds a Master Peace Officer License as well as an Advanced Instructor Certificate, reflecting over three decades of dedicated service. Beard has worked with the Brown County Sheriff's Office as well as the Brownwood Police Department and came to TCOLE in 2010.



Ben Hall – Region 8B, North Central Region

Prior to TCOLE, Sergeant Hall retired from the Round Rock Police Department after 23 years working in a variety of roles including many of those as a member of the SWAT Team. After retirement, he worked an additional four years with the Azle Police Department in leadership roles.



Joe Nichols – Region 9A, Central Region

Sergeant Joe Nichols started his law enforcement career with the Austin Police Department in 1984 and has worked a variety of assignments including patrol, Repeat Offender Program, Organized Crime Division and was assigned as a Drug Enforcement Administration Federal Task Force Officer. He's also worked with the Travis and Montgomery County District Attorney's Office before coming to TCOLE in 2023.



Jason Brandes – Region 9B, Central Region

Sergeant Jason Brandes began his law enforcement career in 2005 with the Los Angeles County Sheriff's Department. He's also worked for the Round Rock and Liberty Hill ISD Police Departments. He's worked various assignments including Jail Emergency Response Team, Gang Enforcement Team, Community Based Policing Unit, among others. He joined TCOLE in December of 2025.

FIELD SERVICE AGENTS



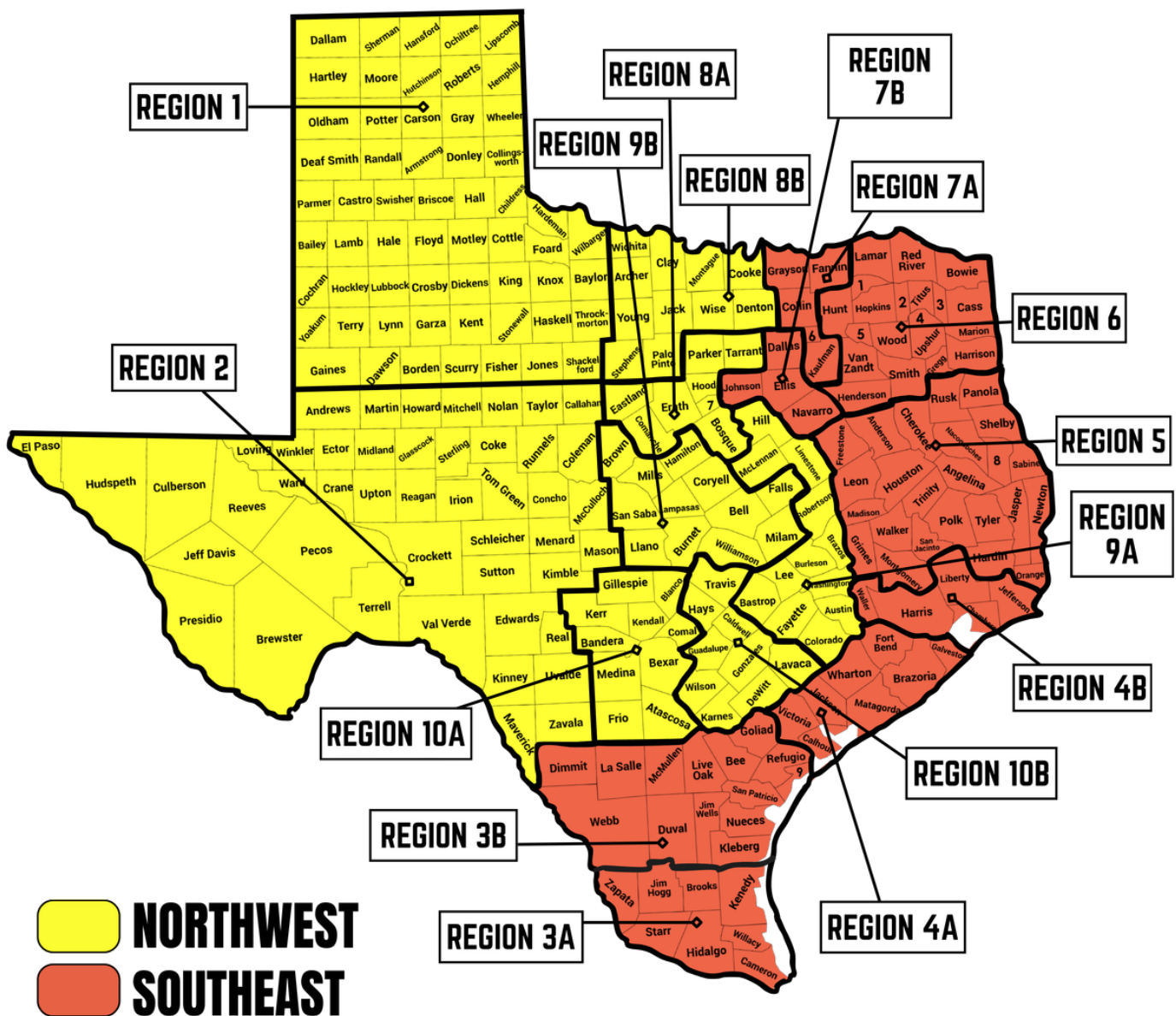
Mike Dickey – Region 10A, South Central Region

Sergeant Mike Dickey came to TCOLE from the Bexar County Sheriff's Office, where he served as Deputy Chief and Training Coordinator. Prior to working with the BCSO, he served with the U.S. Air Force and retired after 31 years at the rank of Lt. Colonel. He also served for several years as the Director of Operations of the Air Force Security Police Academy.



Scott Cheshire – Region 10B, South Central Region

Sergeant Scott Cheshire began his law enforcement career in 1991 in Lake Havasu City, Arizona where he worked patrol, dispatch and CID before retiring in 2013. He then moved to Texas and started working for the Round Rock Police Department as the Forensics manager until joining TCOLE in December of 2025.



TCOLE STAFF UPDATES



Darin Bayles joined our Compliance and Standards Division as a Sergeant Investigator. Previously, he worked with the Round Rock Police Department for nearly 30 years where he fulfilled roles as a patrol officer, Field Training Officer, SWAT member and Lieutenant across multiple divisions including the Criminal Investigation Division and Special Operations Division, among others. He was also a paramedic for the City of Austin for nearly seven years.



Shanna Staley joined our Academy Standards Division as a Program Specialist assisting with the High School Career Pipeline Program. She comes to TCOLE after spending the last three years working for the Bill Blackwood Law Enforcement Institute Management of Texas (LEMIT) where she was the Manager of Executive Development. She also previously taught high school biology, anatomy and physiology for 20 years.



Jessica Doyle joined our Compliance and Standards Division as an Administrative Assistant. She comes to TCOLE after her most recent role as an administrative assistant for the Liberty Hill ISD Police Department. Her career is comprised of many fields including furniture and facilities, forensic sciences and public education.



Haley Ewing joined our Finance Division as a Budget Analyst. Prior to TCOLE, she worked with the Texas Department of Public Safety (DPS) where she was a crime analyst and mostly worked on OSINT work in conjunction with Threats to Life in the fusion center. After DPS, became a budget analyst at the Legislative Budget Board (LBB) where she worked with multiple state agencies.

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.](#)

TCOLE INTERNSHIP PROGRAM

Earlier this month, the Texas Commission on Law Enforcement was honored to welcome our newest interns for summer 2026. This dedicated group of individuals will spend the next two months fulfilling roles across the Legal, Records and Education Services Division. We are looking forward to working with these students and using their passion towards public service and criminal justice to continue making an impact in Texas Law Enforcement.



TCOLE is excited to welcome our Summer 2026 interns, pictured (from left): Camila Rivas, Christian Nicholas, Elena Knutzman, Ana Salas, Emma Cowan, Hayden Brown and Isabella Martinez.

Emma Cowan joined our Education Services Team. She currently attends the University of Texas at Austin where she's pursuing a Bachelor of Arts in Government and has previously interned at the Texas Capitol, in her school's undergraduate research program, and through a U.S. Army program.

Ana Salas joined our Legal Team and is a student at Texas A&M pursuing a Bachelor of Science in Forensic Investigative Science with a Pre-Law Emphasis. Over the past year, she interned at a personal injury law firm in College Station.

Camila Rivas is also interning for the Legal Team and is pursuing a Bachelor of Arts degree in International Relations and Global Studies at the University of Texas in Austin.

Christian Nicholas joined our growing Records Division and is currently pursuing a Master's Degree in Information Science at the University of Texas at Austin. He graduated with a Bachelor of Science in Mathematics in June 2024 from Brigham Young University and has worked in various teaching and research roles.

Hayden Brown joined our Legal Division and is pursuing at Bachelor of Arts degree in Government at the University of Texas at Austin. Last summer, he interned for a criminal defense firm and recently interned for State Representative Ryan Guillen.

Isabella Martinez is interning in our Legal Division and earned her Bachelor's Degree from Concordia University in Law and Policy. Prior to TCOLE, she was a legislative aide during the 89th Texas Legislature.

Elena Knutzman is interning in our Legal Division. She is pursuing a Bachelor of Arts Degree in Government at the University of Texas at Austin and previously interned with Rep. Guillen, where she had the opportunity to learn about policymaking while assisting with day-to-day operations at the Capitol.

A DEDICATED LIFE OF SERVICE

After a courageous 20-month battle with ALS, former Field Service Agent Henry Elkin passed away peacefully in his home in Tomball, Texas, on June 26. Henry served the citizens of Texas as a licensed police officer for a total of 38 years and nine months. He joined the Field Services section at TCOLE in January of 2023 shortly after his retirement from the Harris County Constable's Office where he served in precincts 1 and 3 for a combined total of over 25 years.

In his off-duty time, Henry was an avid saltwater fisherman and well-known, and much sought-after, fishing guide. Henry's second favorite hobby was competitive calf roping and team roping – which he enjoyed for many years. Whether riding horses or piloting a fishing boat, Henry preferred to spend most of his leisure time outdoors.

Like many other seasoned lawmen, Henry valued the strong bond he built with teammates throughout his career. As much as he enjoyed the on-the-job mutual respect and camaraderie of his team, what he treasured even more were the friendly, good-spirited competitiveness, war-story telling sessions, and practical joke exchanges that took place after work hours during the occasional “sip and smoke” poolside meetings.



Henry's brave and relentless fight against ALS is a perfect illustration of the strong spirit and personal drive that made him such a good fit for our FSA team. He will be missed not just by all former colleagues here at TCOLE, but also by all the customers he served in and around his assigned work area.



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