

OCTOBER 2025

THE BRIEFING

THE OFFICIAL NEWSLETTER OF THE TEXAS COMMISSION ON LAW ENFORCEMENT

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TCOLE CELEBRATES 60 YEARS AT ANNUAL TRAINING CONFERENCE

Nearly 1,100 attendees made their way to McAllen last month for our annual TCOLE Training Conference, signifying the growth of the law enforcement profession across the state.

Simultaneously, during our 60th anniversary, our agency also continues to grow with just under 100 full-time employees. As the relationships between TCOLE and our licensed community are constantly developing, our statutory mission remains same: to ensure Texans are served by highly trained and ethical law enforcement officials.

Continued 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.

TCOLE CONFERENCE CONTINUED

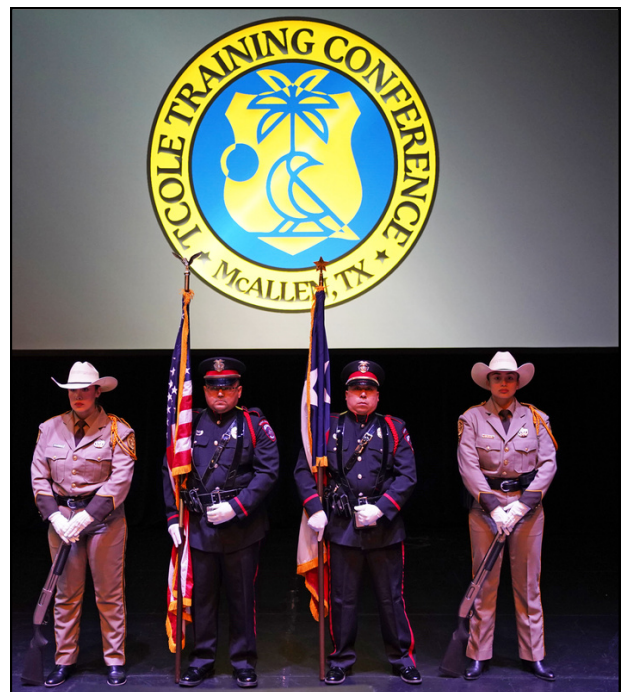
The importance of that mission was reinforced at this year's conference, and we were honored to welcome various law enforcement professionals from across Texas.

"This is a chance to share information, best practices, and contacts," said Executive Director Greg Stevens during the opening ceremony. "That's what this conference is all about. Each of you brings something unique to the table that others can learn from. Thank you for being here and thank you for everything you do on a daily basis."

Attendees were offered a fantastic slate of presentations over the three-day conference ranging from the topic of background investigations, mental health programs, legislative updates and even the implementation of our high school law enforcement career pipeline. Our staff presentations can be viewed on our [TCOLE Conference Agenda](#) page.

The success of this year's conference wouldn't be possible without the efforts of our training coordinators, agency staff, sponsors (see page 3), exhibitors, presenters and stakeholders. Thank you to the City of McAllen and the McAllen Convention Center for the warm welcome and hospitality.

As we are moving forward on several projects, we thank you for your support for the last 60 years in advancing the law enforcement profession in the Lone Star State. The anniversary marks an important transition into several new initiatives which can be read about in the subsequent pages.



TCOLE CONFERENCE SPONSORS



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Combined Law Enforcement Associations of Texas (CLEAT)



Texas Municipal Police Association (TMPA)



TCOLE TRAINING REQUIREMENTS

LICENSED PEACE OFFICER

4-year Training Cycle: (9/1/25–8/31/29):

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)
- De-escalation Techniques (#1849)
- Special Investigative Topics (#3232)

2-year Training Unit: (9/1/25–8/31/27):

- Legislative Update course (#3189)
- 16 hours of ALERRT Training*
- Protecting Your TCOLE License (#7006)

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.

TCOLE TRAINING REQUIREMENTS

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.

SHERIFFS

- Peace Officer Requirements:
 - Sheriffs must complete the same training requirements as all other peace officers for each unit and cycle. Elected or appointed sheriffs must complete an ALERRT Command and Control training course once every two-year unit. TCOLE RULE §218.3 (b)(1)

ALERRT TRAINING

The passage of Senate Bill 1852 requires all peace officers to complete 16 hours of ALERRT training by **August 31, 2027** and every two-year unit going forward. Additionally, all peace officers must 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.

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

Unappointed licensees must complete their training through a contract training provider.

TCOLE CALENDAR OF EVENTS

COMMISSION MEETINGS:

December 10 & 11, 2025 @ 9:30 a.m.
Nacogdoches, Texas

February 12, 2026 (Workshop Feb. 11)
Austin, Texas

April 16, 2026
San Antonio, Texas

June 25, 2026
Austin, Texas

September 3, 2026
Austin, Texas

November 19, 2026
Austin, Texas

**All commission meeting's can be viewed live on
TCOLE's [YouTube page](#). You can read more
about the TCOLE Commission on our [website](#).**

SPECIAL EVENTS:

Texas Peace Officers' Memorial
201 E 14th Street, Austin, Texas
April 26, 2026

Law Enforcement Achievement Awards
Austin, Texas
June 26, 2026

HOUSE BILL 4264 UPDATE

TCOLE has received many questions regarding [House Bill 4264](#) by Rep. Cole Hefner and Sen. Juan “Chuy” Hinojosa. This bill would allow the Governor’s Criminal Justice Division to establish a grant program for peace officers obtaining their Master Peace Officer proficiency certificate on or after September 1, 2025.

The goal, stated by the author of the bill, is to reward career law enforcement officers for their service to help retain experienced officers and enhance the longevity of officers’ careers.

While the bill did pass and become enacted in the Texas Government Code, a separate action by the Legislature is required to provide funding toward the effort. As there was not specific funding provided for this purpose, no grants are available at this time.

Should the Legislature provide funding in a future legislative session, TCOLE will make that information available.

To read more about TCOLE-related bills, see the [June 2025 Edition](#) of The Briefing.



AWARDS & RECOGNITION

PEACE OFFICERS' MEMORIAL NOMINATIONS

If your agency has lost an officer or jailer in the line of duty, please be sure to send in nominations for the 2026 Peace Officers' Memorial Monument. We want to honor any fallen officers and make sure they receive the recognition they deserve.

Please be aware that inclusions on the Peace Officers' Memorial Monument for medical deaths, including those related to COVID-19-related, are based on determination for benefits eligibility by the Employees' Retirement System of Texas.

The nomination form can be found on the TCOLE website at <http://www.tcole.texas.gov/content/texas-peace-officers-memorial>.



GET FORM

LAW ENFORCEMENT ACHIEVEMENT AWARD NOMINATIONS

Each year TCOLE hosts an annual achievement awards ceremony to recognize peace officers, jailers, and telecommunicators that have gone above and beyond in their service to their community. We know there are many worthy candidates out there. The awards are issued in the categories of valor, public service, and professional achievement.

Nominations may be submitted at any time throughout the year. Nominations received after January 15th will be submitted for the following year.

For the award nomination form, and additional information, please visit:

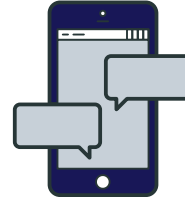
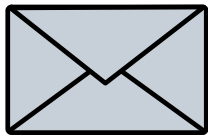
<http://www.tcole.texas.gov/content/state-texas-achievement-awards>



GET FORM

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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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[YOUTUBE](https://www.youtube.com/channel/UC...)



[@TCOLE](https://twitter.com/@TCOLE)

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



PUBLIC RECORDS REQUEST PORTAL

The Texas Commission on Law Enforcement is excited to introduce our new Public Records Request Portal through GovQA — a modernized platform designed to streamline how we receive, process, and respond to public records requests.

Through the [Public Information Portal](#), you can:

- Submit new requests and receive responsive records.
- Track the status of your request(s).
- Access past and pending requests all in one place.

If you are submitting a public information request, please create a login in the link above as requests will no longer be processed through email.



**GETTING STARTED IN
GOVQA**

TCOLE ADVISORY COMMITTEES

TCOLE is establishing two topic-specific advisory committees to harness the subject matter expertise of our licensed community to tackle issues that are relevant to the law enforcement profession. In addition to what's below, more information on these committees will be available soon on our [website](#).

Motor Vehicle Stop Data

This committee will recommend improvements for the reporting of motor vehicle stop data, also known as racial profiling reports. The goal is to establish better quality data standards to produce more usable data for analysis.

REMINDER

Reporting for the 2025 annual racial profiling report will open Jan. 1, 2026 and will be available until March 1, 2026 for motor vehicle stops conducted in 2025.

All agencies are REQUIRED to submit both the TCOLE fill form report and the Comparative Analysis report, unless filing EXEMPT.

Reports can be filed online through [TCLEDDS](#).

Law Enforcement Polygraph Certifications

This committee will help establish rules and standards, as required by [Senate Bill 2180](#), for becoming a certified polygraph examiner for pre-employment screening and criminal investigations.

RULE UPDATES

NEWLY ADOPTED RULES

Adopted September 4, 2025

§211.1 - Definitions relating to pay status categories for licensee appointments

§211.29 - Responsibilities of Agency Chief Administrators

§215.8 - Minimum Standards for Appointment as a Training Coordinator over a Basic Licensing Course

§215.9 - Requiring a training coordinator to report separation from a basic licensing course

§223.19 - License Revocation

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

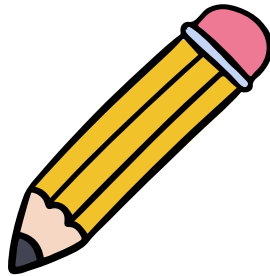
Personnel Files
Agency Adoption Date - June 1, 2025

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 **Legislative Update course (#3189)** is designed to cover important changes to statutes passed in the 89th Legislative Session.

The **Protecting Your TCOLE License course (#7006)*** is designated by TCOLE as a requirement for the new 2-year training unit and provides an essential overview of the TCOLE rules, responsibilities, and licensure requirements for all license holders. It introduces TCOLE's structure, regulatory authority, and available resources, while covering critical topics such as license statuses, continuing education mandates, and appointment standards.

The **Navigating Your Role as a Training Coordinator (#7007)*** is currently in the development phase and is tailored specifically for appointed Training Coordinators. The primary goal is to educate training coordinators on the rules, responsibilities, and requirements that govern their activities.

***Both courses are TCOLE delivery only and are only available on MyTCOLE 3.0.**

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 3189 – 4 CEUs
- Cardiac Emergency Communication – 4 CEUs

**COURSE CURRICULUM
MATERIALS AND UPDATES**

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
- My Information**
3. Scroll down to the Personal Tab
 4. Update your information
 5. Click the Save Changes button

The screenshot shows the 'My Information' form with the 'Personal' tab selected. The form contains various fields for personal information, including contact details, physical attributes, and identification numbers. A 'Save Changes' button is located at the bottom right of the form.

Personal	Education	Courses	Exams	Awards	Service
High School: Yes G.E.D.: No Citizen: Yes Gender: Male Race: MultiCultural *Telephone: 512-936-7700 *City: Austin *Height (ft): 5 *Primary Email: Email@tcole.texas.gov *State: TX *Height (in): 9 *Alternate Email: fake-email@email.net *Zip: 78723 *Weight: 150 *Address 1: 123 ABC Street *Driver's License #: 55555 *Hair Color: Black Address 2: *Driver's License State: GA *Eye Color: Blue Save Changes					

TCOLE STAFF UPDATES



Jonathan Stevenson recently joined our Special Services Division as an Administrative Assistant IV. He retired after 22 years in the U.S. Army, where he led operations, logistics, HR, and administrative functions across complex, high-stakes environments. His background includes executive scheduling, compliance auditing, personnel management, and operational support for large teams. Jonathan holds a Bachelor of Professional Studies in Business and Management and an Associate of Science in Administrative and Management Studies from Excelsior University. He is committed to bringing reliability, structure, and quiet professionalism to every team he supports. When he's not working, Jonathan enjoys hiking and exploring parks across the state.



Chris Smyth joined our Enforcement Team as an Investigator. He started his career with the Austin Police Department, fulfilling roles as a patrol officer, detective, sergeant and SWAT team member, among others, until his retirement in 2017. Following retirement, Chris joined the Texas Attorney General's Office – Law Enforcement Division where he conducted investigations across the state and later transitioned into the Professional Standards Unit.

After being promoted to lieutenant, Chris was ultimately promoted to captain over the Professional Standards Unit for the Medicaid Fraud Control Unit (MFCU). Most recently, Chris entered the private sector with Sigma Tactical Wellness, facilitating cardiac metabolic screenings for first responders nationwide. Outside of work, Chris enjoys traveling with his family.



Brandy Wright joined our Finance Division as an HR Specialist. She has over two decades experience in public administration working for the State of Texas. She began her career with the Department of Public Safety where she served in the Crime Records Service as a Data Entry Technician, Quality Assurance Specialist, and Program Supervisor. She continued her career with the Texas Commission on Environmental Quality where she served in the Enforcement Division as a Program Specialist. She graduated from Concordia University with a Bachelor of Arts in Business Administration, Human Resources Concentration.



Raquel Rodriguez joined our Government and External Relations Division as a Records Analyst. She began her career with the Texas Department of Criminal Justice as a clerk and left the agency as a program supervisor issuing parole certificates. When she's not working, Raquel often volunteers at Dell Children's Hospital, aiming to return the favor to an organization that's helped her.

TCOLE STAFF UPDATES



Sean Johnson joined our Enforcement Division as a Captain of Field Services. He has 30 years of law enforcement experience and recently retired from the Round Rock Police Department. He fulfilled several roles with the department such as Patrol Officer, Field Training Officer, Detective, Community Services Sergeant, Training Sergeant and TCOLE Training Coordinator, among others. Outside of work, Sean officiates football games and enjoys traveling.



Jennifer Martinez joined our Credentialing Division as a License and Permit Specialist. She was a 911 dispatcher with the Austin Police Department for over 10 years and has also worked for various companies gaining valuable customer service and clerical administrative skills. Jennifer has participated in folklorico dancing since the age of five and enjoys reading, writing and live music.



Andrew Portillo joined our Government and External Relations Division as a Records Analyst. He comes to TCOLE after previously working for a records management company that specialized in secure document storage and confidential paper shredding, fulfilling the roles of records manager and director of operations. In his free time, Andrew enjoys playing disc golf, softball and playing guitar.



Congratulations to Darla Dixon of our Enforcement Division on serving 20 years with the agency. Thank you for all that you do!



TCOLE INTERNSHIP PROGRAM

Over the summer, we opened our inaugural internship program intended for students and recent graduates interested in law enforcement careers. We'd like to extend our gratitude to Graciela DeLeon, Amy Sanchez and Andrea Rodriguez for all their hard work in making the program a success and their work advancing our mission as an agency. Andrea has also joined our Credentialing Division as a License and Permit Specialist.

TCOLE JOB FAIR



Thank you to everyone who attended TCOLE's Job Fair last month to learn more about the available opportunities in our agency. We have several open positions which can be applied for by clicking the button below.

Visit our [YouTube page](#) to watch the Presentation and Q&A portion.

APPLY TODAY



A LIFETIME OF SERVICE

After serving the citizens of Texas for more than 51 years, Sergeant Investigator Jim Clifton is retiring this month. His law enforcement career started in 1965 with the Tarrant County Sheriff's Office, and throughout the years, Jim has worn many different hats... and badges! We wish him the best that life has to offer and hope that those of you who have worked with him during the 25 years he spent at TCOLE, will take the time to text, email or call him to congratulate him.



COMMISSION MEMBERS

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Presiding Officer

Assistant Chief Jason D. Hester
Assistant Presiding Officer

Constable Justin West
Secretary

Janna Atkins
Justin Berry
Patricia Burruss
Sheriff Mike Griffis
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Cade Andrews

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