



Texas Law Enforcement Best Practices Recognition Program

October 2014

Texas Police Chiefs Association

Volume 6 Number 4

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Six More Agencies Achieve Recognized Status

Selma Police Department

Selma is one of the many settlements, founded in 1847, by immigrants from a number of countries, along the Cibolo Creek. Selma, which covers approximately five square miles, is in three counties (Guadalupe, Bexar and Comal) and today has a population of approximately 8,000. With its prime location just outside Loop 1604 along Interstate 35 and proximity to Randolph A.F.B., Selma has seen a heavy flow of commercial development including the Forum Shopping Center, an array of retail and restaurant establishments that is one of the largest outdoor shopping centers in Texas.

Chief Syd Hall has worked for the Selma Police Department since 1984 and has been Chief for the past 16 years. Chief Hall attended the University of Texas at San Antonio and is a graduate of San Antonio College. A member of several professional



Chief Syd Hall

and fraternal organizations, Chief Hall most recently served as Chairman of the Alamo Area Police Chiefs Association. He has attended numerous law enforcement executive and administrative level training courses including the FBI Command Col-

lege and is currently training for his private pilot certification. He currently serves on the board as president of a local charitable organization and devotes countless hours to various charitable causes.



Selma Police Department

Conroe ISD

Since 1989, the Conroe ISD has employed its own commissioned police force. Its Police Department is allocated 56 full-time officers, 4 part-time officers, 12 prevention control (civilian parking lot monitors), 4 full-time civilian dispatchers, 1 technology programmer, 1 secretary and 47 crossing guards. Police officers perform the duties of School Resource Officers (SROs) throughout all campuses. Officers are assigned to junior and high school campuses, elementary campus patrol (mobile and bicycle patrol), canine drug detection, explosive detection canine and special

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Investigations. Prevention Control personnel monitor the parking lots at each of the five high school campuses.

William J. Harness has served as Chief of Police of the Conroe ISD Police Department since May 1996. Chief Harness served in the United States Army, 1965-1968, serving a tour in Vietnam. In 1994, he retired from the Houston Police Department after twenty years of service and served two years as a Captain with the Houston ISD Police Department. Chief Harness is one of the founders and past presidents of the Texas School District Police Chiefs Association. He is a member of the National Association of School Safety and Law Enforcement Officers, the International Association of Chiefs of Police, the Texas Police Chiefs Association and the Association of Texas Professional Educators. He currently serves as president on the executive board of the Dispute Resolution Center of Montgomery County.



Chief William Harness



Conroe Police Department

El Campo

The City of El Campo is located at the crossroads of US 59 and SH 71. The city covers approximately 8.7

square miles and is home to 11,602 residents. The local economy is a mix of agriculture, oil and gas production. El Campo was established in 1882 as a railroad camp called Prairie Switch. Local cowboys called it the Pearl of the Prairie while the Mexican cowboys called it El Campo. By 1889 a general store opened followed by a Post Office in 1890. The city incorporated in 1905 establishing the El Campo Police Department in 1946.

Chief Terry Stanphill began his law enforcement career with the El Campo Police Department in 1982 and has been credited with implementing



Chief Terry Stanphill

many new projects and programs within the department over his career. Chief Stanphill was ECPD's first K9 officer and narcotics investigator supervising the Wharton County DA's Narcotics Task Force. Chief Stanphill was appointed as Chief of Police in August of 2010 and Director of Public Safety over EMS and as liaison to the El Campo VFD in



El Campo Police Department

2011. Chief Stanphill also serves El Campo as Assistant City Manager. Chief Stanphill is a graduate of the 186th Session of the FBINA and possesses a Master Peace Officer Certificate.

UT Southwestern PD

The UT Southwestern PD is one of

the 14 component institutional police departments within the UT system. UT Southwestern faculty and residents provide care to over 100,000 hospitalized patients each year and 2 million outpatient visits. The UT Southwestern PD is composed of 40 licensed officers, 13 communications officers, 61 public safety officers (non-licensed) and 11 civilian support staff positions. The daytime population swells to 78,000 including 11,800 faculty and staff and 4,200 students. In

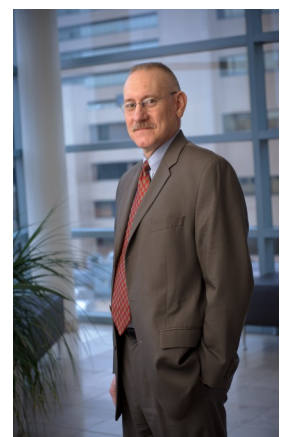


UT Southwestern Patrol

2012 police handled 99,638 total calls for service.

Chief Thomas Bickers came to the UT Southwestern PD from Rice University where he was Assistant Chief of Police. Appointed as Chief of Police for UT Southwestern PD in 2005, Chief Bickers has a total of 36 years of policing experience with an extensive background in university policing. Chief Bickers is an accredited special agent with the US Army's Criminal Investigations Division, having served two combat tours, while receiving two Bronze Stars, Combat Action Badge and the Secretary of Defense Identification Badge. Chief Bickers holds the rank of Master Sergeant (E8) in the US Army Reserves with over twenty years of service.

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Chief Thomas Bickers

continued RECOG from page 2**Weimar PD**

Weimar, Texas, was founded in 1873 due to the San Antonio railway being constructed through the area. It was incorporated in 1875 and has continued reasonable growth since then. The current population within the city limits is around 2,200. Weimar is located on US 90 and Interstate 10, approximately 87 miles west of Houston in the far western part of Colorado County. It is a community made up of predominantly German and Czech descendants with strong religious and



Weimar Police Department

family values. Weimar is described as “a small community where ideas begin that set trends for other small cities.”

Bill Livingston has been the Chief of Police for the city of Weimar Police Department for over twenty years. He obtained his Bachelor's Degree from Texas A&M University and his Masters in Criminal Justice from Sam Houston State University. Presently, he teaches at Sam Houston State University in their undergraduate pro-

gram. Chief Livingston is also a board member of the Leadership Command College Alumni Association. He graduated from that program a number of years ago, and served recently as the Alumni Association President.



Chief Bill Livingston

Rowlett PD

The City of Rowlett is 20 minutes from downtown Dallas north of IH-30 and is surrounded by more than 30 miles of shoreline on Lake Ray Hubbard. The city encompasses 20.68 miles and is home to over 57,000 residents. Rowlett is ranked in the Top 25 ‘Best Places To Live’ by Money Magazine and was designated the ‘#1 Small City in America to Move to’ by Movoto. The City of Rowlett oper-



Rowlett Police Department

ates under a Council-Manager form of government and has a mayor and six council members. The motto of the City of Rowlett is ‘On the Water, and On the Move!’

Chief Mike Brodnax was hired as Chief of Police of the Rowlett Police



Chief Mike Brodnax

Department in April of 2012 as a 34-year veteran with the City of DeSoto, Texas Police Department. Chief Brodnax holds an Associate Degree in Criminal Justice from Abilene Christian University of Dallas, a Bachelor of Applied Science Degree in Criminal Justice from Dallas Baptist University, and a Master of Arts in Organizational Management from Dallas Baptist University. He is a graduate of the Management College at Southwestern Law Enforcement Institute, the Advanced Management College at Southwestern Law Enforcement Institute, the Best Southwest Leadership Series and the 212th class of the FBI National Academy.

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TPCAF RECOGNITION PROGRAM OBSERVES MILESTONES

The Best Practices Program for the Texas Police Chiefs Association just observed two enormous milestones. First – the program welcomed its 100th agency, and the second – Chief Marlin Price has officially retired.

Marlin Price is the epitome of a ‘best practice’ and I am absolutely humbled to follow in his footsteps. My gratitude toward the Recognition Committee and to Executive Director James McLaughlin is great. Chief Price has asked me to “take the program to the next level” and I readily admit that I’m still trying to climb up to the level he created.

The professionalism of policing in Texas is important to all of us, and the Texas Recognition Program absolutely instills professionalism throughout an entire organization. The fact that a chief of police will voluntarily submit an agency to a set of contemporary, rigorous standards does not go unnoticed by those who make up that agency. The chief has made a choice to raise the bar and the folks doing the heavy lifting are the members of that police department.

The program has 106 recognized agencies now, and I feel that 200 is a very attainable goal. The promotion of this program comes directly from you and your participation is paramount to our continued success. Thank you for being a part of the Recognition Program and for encouraging other agencies to get involved.

Part of my responsibilities are to travel the state and provide regional training for program managers and chiefs. I’ve recently discovered that many of you have regional meetings (some formal, some more relaxed) and I am more than willing to come to you to conduct a training session and answer your questions about the Recognition Program.

A special thanks again to Chief Marlin Price. He is almost singlehandedly responsible for creating the ‘machine’ that keeps the program moving. Chief Price, Monty Stanley, Richard Reff, Tom Shehan and the amazing staff at the TPCA office have created the new gold standard for Texas law enforcement. Thank you for participating and supporting the TPCA Best Practices Program.

Now – who wants to be number 107? Get involved. Call me if you have any questions. Let’s get your agency recognized! Thank you.

Max Westbrook • TPCAF/ Recognition Program Director • 512-751-2213



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Military Surplus Equipment

New York Times reporter, Adam Nagourney, filed a report on September 14 of this year, concerning the use of the military surplus vehicles by local police agencies. The story centered on the decision of the Davis, California City Council to instruct Chief Landy Black to 'get rid' of an armored personnel carrier that the Davis Police Department had been recently awarded because the vehicle looked too overbearing and did not reflect the image the council wanted from its police department.

This particular vehicle is, in fact, intimidating. It's supposed to be. It's referred to as an MRAP and is undoubtedly able to withstand ferocious attacks from well-armed enemies while keeping its precious human cargo relatively safe. The vehicle has inches thick armored plating and a large turret that can house a .50 caliber machine gun. Its angular shape is designed to deflect large caliber weapons and the suspension can easily traverse the roughest terrain.

Consider for a moment the intense phone calls council members may receive when one of these vehicles is put into service during a period of civil unrest. I'm certain that chiefs and council members receive complaints that their city has been 'militarized' and that the use of these vehicles provides a platform for rhetoric that harkens back

to the social upheavals of the 1960s.

Then – consider the reasons the vehicles are there. Used correctly, they protect the public and the men and women of our law enforcement community without causing harm to a department's public image. The allocation of surplus military equipment by local law enforcement is literally a life-saving program. How is it possible to argue that innocent lives should not be saved because an armored vehicle appears to be too intimidating?

The answer is to carefully identify what uses can be made of this equipment. If your agency has military surplus gear (vehicles, helmets, .37mm gas guns – anything) I believe that you should have a well-vetted policy that clearly explains when that equipment will be used. The policy should also call for an internal approval process that defines the circumstances for its use and identifies the police administrators who call for its use. Police departments may also want to consider the tactical decisions of staging equipment in anticipation of its use versus its actual use.

We all remember the tragic day of August 1, 1966, when 16 people were killed and 32 others wounded on the University of Texas campus. My father stood in the doorway of his classroom and pleaded with curious students not to leave the safety of Parlin Hall. I feel certain that the victims who pretended to be dead so they would not be shot again and the officers trying to make their way to the base of the tower would have given almost anything to have a military surplus vehicle on the scene.

Taking cost effective, armored equipment away from those sworn to respond to these incidents is akin to not wearing your bullet proof vest when you answer a 911 call. That's simply not a sound decision. While it might be difficult to engage in thoughtful dialog with all the stakeholders and determine acceptable perimeters for the use of

this equipment – that is what will work most effectively in the long run. A question for your consideration might be, "Should I take proactive measures to ensure that my community and my city council understand the equipment we have and why we have it?"

In short – it's reasonable for the public to expect an explanation for the deployment of military equipment and the police should be able to provide a post incident press release that is based on the use of sound judgment and a contemporary policy.

Ironically, the story that Mr. Nagourney filed was on the same page in the newspaper as a heartbreaking news release about two Pennsylvania State Troopers who were brutally shot by a sniper at their station. One trooper died and the other is left fighting for his life while the cowardly suspect roams free.

If you were the responding officer and you were approaching the house where this coward was thought to be held – would you want to be in an MRAP?

I would.

Please consider reviewing your policies concerning the use of all special use equipment. If you need any assistance or would like an outside opinion, the Texas Police Chiefs Association Recognition Program is available to assist.

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Program Status

Recognized Agencies	106
Agencies in Process	26

What is the Law Enforcement Agency Best Practices Recognition Program?

The Law Enforcement Recognition Program is a voluntary process where police agencies in Texas prove their compliance with 166 Texas Law Enforcement Best Practices. These Best Practices were carefully developed by Texas Law Enforcement professionals to assist agencies in the efficient and effective delivery of service, the reduction of risk and the protection of individual's rights. While similar in nature to the national accreditation program, the Best Practices Recognition Program is easier to administer, lower in cost and is designed specifically for Texas Law Enforcement. The Texas Legislature demands a great deal of professional law enforcement in Texas and the Best Practices were specifically designed to aid Texas agencies in meeting those demands and providing the best quality of service to the people of our State. Since its inception in 2006, 106 Texas Law Enforcement Agencies have been Recognized and many more are currently in the process to become Recognized Agencies.

Thank you for attending and supporting the TPCA mid-year conference in San Marcos, Texas. TPCA is growing each year and the mid-year conference is taking on a larger role for our members. We are in the very early planning stages of the 2015 mid-year conference and are always looking to fill the training needs of our members. Please contact Max Westbrook if you have any thoughts or suggestions about the conference.



TPCAF Recognition Program Booth at TML

The Texas Municipal League Annual Conference wrapped up on October 3, 2014 in Houston, Texas and the Texas Police Chief Association manned a vendor booth to promote the Recognition Program, chief selection committee options and available manpower studies conducted by TPCA. Monty Stanley and Max Westbrook made contact with approximately 55 agencies that showed interest in the Best Practices Recognition Program and other services provided by TPCA. Visitors to the booth included city council members, chiefs, city managers and city attorneys.



Chief Stan Standridge (Abilene); Chief Steve Dye (Grand Prairie);

Chief Mike Alexander (Palestine) and Max Westbrook provided an overview of officer-involved shootings, community policing, leadership and the Recognition Program in one of the breakout sessions at the TML Conference. The well-attended session was moderated by Executive Director James McLaughlin. Thank you to TML for their support during the conference, and a special thanks to those agencies that are learning more about the Recognition Program and considering getting involved.



Pictured are (l-r) Max Westbrook, Chief Stan Standridge, Chief Mike Alexander and Chief Steve Dye

The Recognition Program has a limited number of dates available to schedule your onsite or your re-recognition. Program staffers are often very busy from October through March because so many agencies want to get their onsite dates scheduled before the April TPCA Conference. If your agency is ready for your initial onsite or your re-recognition please do not delay getting your preferred date scheduled with program staff. If you have any questions about this process don't hesitate to call Max Westbrook at 512-751-2213 or RPDDirector@tpca.org.