



Texas Law Enforcement Best Practices Recognition Program

April 2012

Texas Police Chiefs Association

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Recognition Committee

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Executive Director

James McLaughlin

Program Coordinator

Marlin Price,
817.676.3023

Designer

Lucky 13 Designs,
512.913.4956

<http://rp.TPCAF.org>

Recognition Program Training Conference Announced

The Recognition Program has developed a mid-year training conference for chiefs and program managers who are currently seeking initial Recognition, looking ahead to re-Recognition, or simply interested in finding out about the program. The conference will be held this July 18, 19 and 20 at the Historic Menger Hotel in downtown San Antonio – right next to the Alamo. The program will start at 1 P.M. on Wednesday with the basic chief’s familiarization and program manager training programs. These are the programs



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First Quarter sees Record Number of Agencies Recognized

The first quarter of 2012 has set a new record in the number of agencies Recognized for meeting the Best Practices. Fourteen agencies completed their on-site final reviews and were recognized by the Committee. Due to space limitations, only eight are described in this edition. The others will be featured in our July Newsletter.

Alvin Independent School District Police Department



Alvin Independent School District is a progressive school district encompassing 255 square miles in nine municipalities. The boundaries include the larger cities of Alvin,

Manvel and Pearland; as well six additional smaller cities and communities, and un-incorporated areas of Brazoria County. Today, Alvin ISD has two high schools, five junior high schools, 13 elementary schools, the ASSETS Academy and over 18,000 students.

The Alvin ISD Police Department was established in the fall of 1993 with four police officers and a police chief. Chief Eugene Lewis, Jr. now leads a staff of 19 full-time sworn officers and four dispatchers. The department currently operates with a \$1.3 million budget with officers available 24 hours a day, seven days a week.

Eugene Lewis is a 36 year law enforcement veteran with 25 years as a police chief. Chief Lewis became the Chief of the Alvin ISD Police Department in July 2003. Chief Lewis began his law enforcement career with the Galveston Police Department serving 11 years



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before being appointed chief of police at the Galveston Independent School District. He served 15 years as the Galveston ISD Police Chief. He holds a Master Peace Officer certification and a degree in Criminal Justice Administration.

Alamo Heights Police Department



The city of Alamo Heights, known as “the city of beauty and charm,” was founded in 1922 when the residents petitioned Bexar County for a city government. Two annexations, one in 1928 and another in 1944 brought Alamo Heights to its current geographical footprint of 2.1 square miles. The most recent data

places the city’s population at 7,477 and it is 4.5 miles from downtown San Antonio.

Today the Alamo Heights Police Department consists of 22 full-time sworn officers and nine communications operators that service the 2.1 square mile jurisdiction. Services provided by the department include: uniformed patrol service, criminal investigations, traffic accident investigation and enforcement, bicycle patrol and community education programs, and animal control operations.

Richard L. Pruitt, Sr. began his law enforcement career in January 1973 as a cadet in the Bexar County Sheriff’s Department. In April 1977, he accepted a position with the Windcrest Police Department. During his 27 year tenure with the Windcrest Police Department he worked in all levels of the department and was promoted to chief of police in October 2000. In June 2004, he retired from the city of Windcrest to accept the position of assistant chief of police for



the Alamo Heights Police Department. In February 2007, he was promoted to chief of police. Chief Pruitt is a graduate of the Bill Blackwood Law Enforcement Management Institute Leadership Command College.

Baytown Police Department

Baytown is approximately 30 miles east of Houston. The city began as “the tri-cities” of Pelly, Baytown, and Goose Creek, with the reputation of one of the toughest seaports in the world. The city of Baytown incorporated in 1948 with 7,500 citizens. Baytown has a mayor/



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BRINKLEY SARGENT ARCHITECTS

PROUD SUPPORTERS OF TPCA FOR TWENTY YEARS

Needs Assessments	DALLAS 972-960-9970
Programming and Budget Analysis	
Security / Technology Integration	AUSTIN 512-610-4700
EOC / 911 / Fusion Center Design	
Complete Architectural Design	www.brinkleysargent.com
Interior Design / Furniture Procurement	
Sustainable / LEED™ Design	info@brinkleysargent.com



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council – city manager government and the police chief is appointed by, and reports to, the city manager.

In 1948 the Baytown Police Department consisted of eight officers with two radio cars. Today the Baytown Police Department serves over 80,000 citizens with an authorized strength of 149 officers and 52 non-sworn support personnel, providing services to an area covering over 34 square miles. The police department’s current annual operation budget is \$23 million and it is comprised of four bureaus: administration, support, patrol, and community services. The department supports a regional bomb squad, SWAT team, K-9 units, CMVE unit, and several other specialty units to better serve Baytown and the surrounding area.

Keith Dougherty was officially appointed as the chief of police for the Baytown Police Department in May 2008. He began his law enforcement career with the St. Louis Police Department in 1979, arriving as a new officer in Baytown in 1982. He received the Baytown Chamber of Commerce’s “Officer of the Year” award in 1997. Chief Dougherty has served with distinction as the chairman of the Lee College Criminal Justice Advisory Committee and as president of the Houston Area Chiefs of Police Association. Chief Dougherty is a graduate of the 226th session of the FBI National Academy and holds Bachelor of Arts in Criminal Justice and Psychology from Carthage College in Kenosha, Wisconsin. In the spring of 2012 Chief Dougherty will complete a master’s degree in Criminal Justice from the American Military University.



Royse City Police Department

In 1885, Garrett Burgess Griffin Royse settled the farming community of Royse City. Mr. Royse led the effort to

get the MK&T Railroad routed through town and called the railway station “Royse City”. With the development of Interstate 30, Royse City and much of Rockwall County has experienced phenomenal growth in recent years. Royse City has grown to a current population of about 10,000 and is approximately 16 square miles.



The Royse City Police Department is comprised of 16 full-time officers, three reserve officers and three civilian employees under the direction of Chief Carl L. Alsabrook. The department is a community-oriented department, relying on the collaborative relationship with local businesses and citizens for success. The Royse City Police Department is a people-oriented agency dedicated to the community and the highest standards of law enforcement ethics and conduct.

Carl Alsabrook began his law enforcement career in 1986 with the Rockwall County Sheriff’s Department. In January 1990 he began his career with the Rockwall Police Department where he was promoted to sergeant and lieutenant before retiring to take the Royse City chief position in mid-2010. He holds a Bachelor of Arts (1994) and Masters of Public Affairs (1999) from the University of Texas at Dallas. Additionally, he is a graduate of the Bill Blackwood Law Enforcement Management Institute of Texas “Leadership Command College.”



Bee Cave Police Department

The city of Bee Cave did not exist until 1987, but the idea of an area where people could live without the influence



of “big city” government has been the area’s “calling card” for over 140 years. As early as the 1850s, Dietrich Bohls moved from Austin to his new home at the confluence of Barton Creek and Little Barton Creek. The population of Austin had reached 900 people, and Mr. Bohls was looking for a place to raise his family away from the confines of the big city and its influence. The area derived its name from the colonies of Mexican honeybees that made the area their home. Today, the city of Bee Cave has an estimated population of 3,925 and approximately 2,500 incorporated acres.

The Bee Cave Police Department officially began 24/7 coverage on October 1, 2005. The department began with only six officers and has grown to an authorized staff of 15, and is located in a modern 5,000 square foot building. The current staff is comprised of 14 sworn positions and one non-sworn position.

Russell R. “Rusty” Pancoast began his law enforcement career in 1974, and was appointed as chief of police for the Bee Cave Police Department in January 2008. He holds both a Bachelor of Science in criminal justice and a Master of Science in security administration from Southwest University. He has also attended several critical incident and executive and professional development training sessions. He holds a Master Peace Officer certification, Instructor Certificate and other law enforcement certifications. He is a member of the Texas Police Chief’s Association and Capital Area Law Enforcement Executives Association. He has also served as a past chapter chair and regional vice president of



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the American Society for Industrial Security.

Abilene Police Department



Today, more than 117,000 people call Abilene home, and the city represents an eclectic mix of old west heritage, contemporary culture and traditional values. The 1881 expansion of the Texas & Pacific Railroad to the area created the historic establishment of Abilene. In January 1883, local residents voted to incorporate. That fall, Abilene became the county seat of Taylor County. Abilene’s strong relationship with the U.S. military was solidified in 1956 when the city fathers dedicated Abilene Air Force Base, later renamed to Dyess Air Force Base.

The Abilene Police Department was created in 1883, and now has an authorized staffing of 184 sworn positions and 62 civilian positions. The Abilene Police Department service area is approximately 110 square miles. The department consists of several components including: police administration, training, patrol, traffic, criminal investigations, communications, records, youth, responsive intelligence division and special operations.



Police Chief Stan Standridge has been with the Abilene Police Department since 1995. He was appointed chief on July 9, 2009. During his time with the department, Chief Standridge has served as patrol officer,

sergeant, lieutenant, and assistant chief. He spent a decade on the SWAT Team, served as a field training officer, and served more than five years as a part-time Internal Affairs investigator. He teaches classes on several topics including: professionalism and ethics, active shooter, racial profiling and understanding Islam. Chief Standridge is a Master Peace Officer who holds a Bachelor of Applied Arts and Sciences from Midwestern State University, summa cum laude. He is a graduate of the 226th Session of the FBI National Academy and the Leadership Command College of Sam Houston State University, class 59.

Liberty Police Department



Liberty is the county seat of Liberty County and one of the oldest towns in Texas. Liberty is known as “the first city on the Trinity” established in 1837. Liberty is situated on Highway 90 midway between Houston and Beaumont. Easy access to these metropolitan areas, a low cost of living, high quality of life, and a rich heritage make Liberty a great place to put down roots. Liberty has grown to a population of 8,000 residents during the evening and a daytime population of 20,000. The City is approximately 34 square miles and operates under a council/manager form of government.

The Liberty Police Department has grown over the years to a force of 20 sworn officers, two animal control officers, and seven tele-communicators with a communications supervisor and an administrative assistant. The Liberty Police Department is “committed to excellence” and works continually

toward the department’s vision of a safe and proud community where people live peacefully and free from fear. The current operating budget is approximately \$1.5 million.

Billy Tidwell began his law enforcement career as a patrol officer for the city of Liberty in 1981. He has served as a patrol officer, investigator, trainer, and assistant chief. He was appointed chief in 1990 where he served until he retired in 2001. After retiring from the department he provided management and law enforcement training and consulting services for a number of departments and agencies, and was a preferred trainer for Fred Pryor Seminars. In 2009 he was again appointed as the chief of the Liberty Police Department with a mandate to improve the department’s hiring and training standards and to develop a policing philosophy more consistent with community expectations. The Best Practices process has been instrumental in the efforts to achieve the departments new vision and mission.



Bexar County Hospital District Police Department



Bexar County was created in December, 1836, and encompassed almost the entire western portion of Texas, including the disputed areas of western New Mexico northward to Wyoming. After statehood, 128 counties were carved out of its area. San Antonio de Bexar was the first civil government established in the Spanish province of Texas in 1731.

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The Bexar County Hospital District (University Health System) was established in 1955, and was the primary teaching facility for the University of Texas Health Science Center. It was established as a separate political subdivision of the State of Texas. The Bexar County Hospital District Board of Managers is appointed by the Commissioners Court, which also sets and approves tax rates and capital and operations budget.

The BCHD Police Department was established March 15, 1994. Currently, BCHD Police Department is authorized 30 police officers, 30 civilians (security

officers and support staff) and serves a very diverse community of 1.7 million citizens in the county, which has a total area of 1,257 square miles. The police department provides all aspects of a full service modern police agency and is divided into two operational bureaus; each led by a bureau commander.

Chief A. J. Sandoval has 30 plus years of experience in both law enforcement and corporate environment. In the three years as chief of police for



BCHD Police Department, he has been able to actively integrate the police department's missions and goals with those of the University Health System's public safety vision. Prior to his current position, he served as chief of police for Our Lady of the Lake University Police Department, and chief of police for the Robstown Police Department. He has a Bachelor of Science in Criminal Justice, a graduate of both the FBI Command College and the Texas Police Chiefs Leadership Program at Sam Houston State University. ★

New Policy will require Agencies to Plan Ahead for On-site Dates

This past year has seen unbelievable success for the Recognition Program but it has not come without costs. The annual deadline for completing submissions of proofs of compliance in order to be recognized at the Annual Conference caused a significant difficulty in the scheduling of on-site final reviews. The Recognition Program staff and volunteer team leaders/assessors were stretched to the limit trying to provide every agency the opportunity to make the deadline while still maintaining the integrity of the standards. In doing so, the program went far beyond what our capabilities will be in future years.

First, agencies should understand that there will always be a deadline date (usually around the first of March) beyond which agencies will not be Recognized at the upcoming Annual Conference. This deadline is to allow staff to

prepare for the Recognition Awards Ceremony which is conducted each year at our conference.

Beginning in the middle of 2012 there will be a fixed number of available on-site dates for both initial and re-Recognition each year. Dates available for on-sites will be preset by our team leaders and our field compliance manager based on their availability. These dates will be identified in advance throughout the year to allow better management of the on-site process. There will clearly be fewer preset dates than we were able to accommodate in January and February of this year.

Available dates will be posted on the Recognition Program website and agencies must complete their electronic submissions before requesting a date. With so many agencies entering the program, and those already recognized

seeking re-Recognition, it is imperative that agencies not wait to the last minute (or the Annual Conference deadline) to complete the program. Chances of scheduling an on-site will be evenly spread throughout the year. Our assessors and team leaders can only commit to being away from their agency a certain number of days and we have to be respectful of their time.

The bottom line is you can no longer plan on finishing the program and getting an on-site at the last minute before the conference. There may not be on-site dates left at that point. Chiefs should consult with their program managers and attempt to complete the program in the most expedient manner giving plenty of time for on-site scheduling. If you have any questions about this policy or the impact on you agency, please contact the program coordinator. ★

Three Agencies Complete Re-Recognition in First Quarter

Longview, Texarkana and San Angelo completed their re-Recognition process during the first quarter of 2012. Longview and Texarkana both used the new optional re-Recognition process which simplified the process considerably.

Longview Police Department



Longview, the county seat of Gregg County, is about 125 miles east of Dallas and is the largest city in Gregg County. The town of Longview was founded in the early 1870s and currently has a population of 75,609.

Since original Recognition, the Longview Police Department has had several changes, especially in the last year. Chief J.B. McCaleb retired in January of 2011 and Assistant Chief Don Dingler was promoted to chief the next day. Chief Dingler began his career with the Longview Police Department in 1973 and prior to his appointment to chief of police he served as the commander of the Field Operations Bureau, which included patrol, traffic, school resource and the special investigations/apprehension sections. The current operating budget is just over \$17 million. The Longview Police Department has 175 sworn personnel; including the warrant officers and 62 non-sworn personnel.

Chief Dingler is a Longview native and graduated from Longview High School. He received his Bachelor of Science in Criminal Justice from the University of Texas at Tyler and also graduated from both the FBI National



Academy and the Bill Blackwood Law Enforcement Management Institute of Texas.

Texarkana Police Department

The city of Texarkana is located in northeast Texas, in Bowie County. The city is surrounded by smaller Texas towns to its west, with its sister city of Texarkana, Arkansas to the east. The population is just over 37,000 while the surrounding area (including both Texarkana, Texas and Texarkana, Arkansas) boasts an overall population of 136,027. Construction was recently completed on a five year redesign of the seven miles of I-30 corridor that runs through Texarkana. Since completion, the traffic congestion that plagued the city for years has almost been eliminated.



The department is currently staffed with 95 sworn positions and 12 non-sworn. Since the department's Recognition Award in 2008, there have been several significant improvements to departmental operations. The changes were made to streamline services and increase efforts to better serve the citizens of Texarkana.

The current chief of police for the Texarkana Police Department is Daniel L. Shiner. He is the former chief of police for the city of Santa Maria, California where he spent 31 years between 1967 and 1998. He was appointed Santa Maria's chief of police in 1992, a position he held until his retirement in 1998.

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that are required prior to formal entry into the Recognition Program. Newly assigned program managers, program managers who need a refresher class or agencies that have not had this training should attend these sessions. Experienced chiefs and program managers may decide to get into town later in the afternoon to be ready for Thursday's training which begins at 8:30 A.M.

Training on Thursday and Friday is divided into two tracts; one for agencies seeking initial Recognition and the other for agencies looking to stay recognized and plan for their re-Recognition process. Lunch is provided on Thursday as well as a light breakfast on Thursday and Friday. A networking hour Thursday evening will allow information sharing and developing valuable contacts with other Recognized agencies. Friday's classes end at noon. Hotel rates are good for the weekend after the conference if you want to treat your family to beautiful downtown San Antonio.

There are a limited number of hotel rooms available at the reduced rate of \$85 per night plus tax. (The hotel has valet parking only at \$25 per night) Make your reservations early with the hotel to ensure the lower rate (210)223-4361. Advise them you are attending the TPCA Recognition Program Conference. While attendance at the conference does not require you to stay at the hotel, it is a great opportunity to be in the heart of downtown. Pre-registration for the Conference is \$165. Registration forms for the Conference will be available on the Recognition Program website under the downloads section after the TPCA Annual Conference. You may also register online at the TPCA website after the 2012 Annual Conference. ★

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After his retirement in 1998 he accepted a position as chief of police for the city of Lancaster, where he served until 2007 when he was appointed chief of police in Texarkana. Chief Shiner Holds a Bachelor of Science in Business Administration and a master's degree in Public Administration. He also serves as a member of the Recognition Committee.



hard hit by the drought. Water resources are scarce and this is putting a strain on city services as well as the community. Wildfires in 2011 impacted the community stressing municipal resources even though no homes or buildings within the city we destroyed by the fires.

San Angelo is organized under a manager-council form of government. San Angelo adopted civil service status for the police department in 1947 and continues to operate under civil service rules to this day. San Angelo Police Department has an authorized strength of 159 in 2010. As of 2011 the authorized strength increased to 165 officers with 12 part-time officers augmenting the full time staff.

San Angelo Police Department



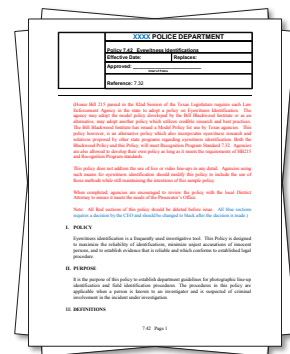
San Angelo continues slow but steady growth with a population in 2000 of 86,609 increasing to 93,200 in 2010. The metropolitan area population is 111,823 placing the bulk of the population within the San Angelo municipal boundaries. Significantly, Goodfellow Air Force Base has survived defense reductions and remains a solid and stable entity in San Angelo as the single largest employer. As with many municipalities in Texas, San Angelo has been

Chief Tim Vasquez began his career with the San Angelo Police Department at the age of 19 as a dispatcher. Chief Vasquez was elected chief of police in June of 2004, and re-elected in 2008 with plans to seek re-election again in 2012. Chief Vasquez received a Bachelor of Science in Organizational Leadership, graduating magna cum laude from Mountain State University. Chief Vasquez also holds a Master Peace Officers license, and has over 2600 TCLEOSE hours. Chief Vasquez graduated from the FBI LEEDS (Law Enforcement Executive Development Series) Session 59. ★



Eyewitness Identification Policy Completed

The TPCA version of the Eyewitness Identification Policy has been completed and the Best Practices version of the Policy has been posted in the download section of the website for immediate download. As you are aware, the legislature requires all law enforcement agencies to have a policy on Eyewitness Identification. The legislature charged LEMIT with developing a model policy which was completed in December. The LEMIT policy is an excellent guideline and was used by the TPCA in development of the current TPCA version of the policy. The TPCA version was written at the direction of the membership in order to create a version consistent with the style and format used in the current Sample Policy Manual.



The file is titled "7.42 Eyewitness Identification" and is located on the Recognition Program Website under Downloads, and under Sample policies at the very bottom of the page. It is also in Word format to allow easy editing for departments. It will be incorporated into the Complete Sample Policy Manual in the July edition. ★

Training to be Scheduled

The current Recognition Program Training schedule will be completed at the Annual Conference on April 5. We anticipate scheduling training again during late spring and summer around Texas.

If your agency is in need of training, or would be able to host training, please contact the program coordinator at marlinrprice@sbcglobal.net with that request so that we can plan training for these months. ★

Program Status

Recognized Agencies	66
Agencies in Process	38