



# Texas Law Enforcement Best Practices Recognition Program

October 2013

Texas Police Chiefs Association

Volume 5 Number 4

## Recognition Committee

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Fair Oaks Ranch, Texas

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## Four Agencies Recognized and Three Re-Recognized in Third Quarter

Four new agencies; Rosenberg, Crowley, Harlingen, and Fredericksburg were Recognized in the third quarter. Bridgeport and Addison won Re-Recognition. There are now a total of 85 Recognized Agencies in Texas and 30 others are in the process of proving compliance with the Best Practices.

### Rosenberg Police Department

Rosenberg is within the limits of the Mexican land grant to Stephen F. Austin, and was an unnamed shipping point on the Brazos River in the 1830s and later became a junction of the Santa Fe, Southern Pacific & Southern Pacific's Victoria Division Railroads. By the turn of the century, there were people of German, Czech, Polish and Mexican ancestry. By 1980, there were 17,995 people and by the 2010 census, there were 30,618. Rosenberg continues to experience tremendous growth, with newly annexed land and major commercial and residential development. Rosenberg has trans-

formed from a small rural town into a modern City, covering 39 square miles.

The Rosenberg Police Department consists of 81 sworn personnel and 20 non-sworn personnel. The Agency has an operating Budget of \$7.2 Million. The Chief of Police, Assistant Chief of Police, and four Lieutenants comprise the Administration of the Rosenberg Police Department. The Department is comprised of four (4) primary divisions including: Patrol, Criminal Investigations, Professional Standards, and Operations.



Chief Robert Garcia

Chief Robert Garcia joined the Rosenberg Police Department as a dispatcher in 1980 and soon was promoted to Patrol Officer. He worked in the Patrol Division and then the Criminal Investigation Division as a Detective. In 1986 he was promoted to Captain, and in 1988 he was appointed Chief of Police.

In 1997 he was awarded his Bachelor of Science Degree in Business Management from LeTourneau University in Longview. In 2003, in conjunction with his service of Police Chief, he was appointed to the position of Assistant City Manager for Public Safety and currently still holds that title. He has also served as President of the Harris County Area Chiefs' of Police Association. Chief Garcia attended the 152<sup>nd</sup> session of the FBI National Academy.



Rosenberg Police Department

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## Crowley Police Department

Crowley is located two miles west of Interstate 35 and approximately 15 miles south of downtown Fort Worth. In 1848, pioneers began breaking ground in an area around Deer Creek near what would become Crowley. Crowley became an incorporated town in April of 1951. Law enforcement began in Crowley in 1961, and the 1970 population was 2,583. The 1980's and 90's saw continued growth. The current population is approximately 15,000.

The Crowley Police Department hired its first Police Officer in 1961, and became an individual department of the City in 1971 with the appointment of the first Police Chief. The original police department had one

patrol car and one radio, and a small office in City Hall. Through the years, the



Crowley Police Department

police department acquired a small building and installed one jail cell. With growth and development, the police department eventually moved to a new facility with five jail cells, a dispatch center, three sally port bays and office space. A new police facility was completed in March 2008. It is 22,000 square feet and has jail space for 24 detainees. As of July 2013, there are 48 authorized members of the Police Department.

Chief Luis Soler joined the Crowley Police Department in 2012 when he was appointed as the Lieutenant over the Department's Operations Section. He was named Chief of Police in 2013. Prior

to coming to the Crowley Police Department, Chief Soler served for almost 15 years with the Austin Texas Police Department. A native of Puerto Rico, Chief Soler has vast experience working in diverse communities, and has a strong conviction towards the community policing philosophy. Chief Soler holds a Bachelor's degree in Business Administration from Cornell University, and is currently finishing his Master's Degree in Law Enforcement Management. He is a graduate of a number of leadership and police executive schools, including the 10<sup>th</sup> Session of the Texas FBINAA Command College, the West Point Leadership Academy, the 2010 session of the Southern Police Institute's (SPI) Chief Executive Leadership Program, and several others.



Chief Luis Soler

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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](http://www.brinkleysargent.com)

Interior Design / Furniture Procurement

Sustainable / LEED™ Design

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## Harlingen Police Department

Harlingen rests in the heart of the Rio Grande Valley of South Texas, about 30 miles from the coast of the Gulf of Mexico. The city covers more than 40 square miles and is the second largest city in Cameron County and the sixth largest in the Rio Grande Valley. According to the 2010 census, Harlingen's population was



Harlingen Police Department

64,849. Harlingen is home to three public high schools, a few private religious schools and the Marine Military Academy: a nationally recognized - private all male college preparatory school. Texas State Technical College, a two-year technical school, has made Harlingen its home base since 1967.

The Harlingen Police Department is a civil service and collective bargaining department with 134 police officers and 53 non-sworn personnel. The department's Mission Statement is '... to provide services with integrity and dedication, to preserve life, to enforce the law, and to work in partnership with the community to enhance the quality of life in the City of Harlingen.' The Harlingen Police Department embraces the community policing philosophy and serves the community with an overall Fiscal -Year 2012-13 budget of \$13,057,133.

Tom Whitten currently serves as the Chief of Police for the City of Harlingen Police Department and he

was hired July 25, 2011. Chief Whitten previously served with the El Paso Police Department since his commission in 1990 and held the positions of: Patrol Officer, Detective, Sergeant, Lieutenant, Deputy Chief and Assistant Chief. Chief Whitten holds a Master of Science degree in Criminal Justice Administration from Sul Ross State University in Texas, as well as a Bachelor of Science degree in Criminal Justice from Park University in Missouri.



Chief Tom Whitten

He has held Police Chief positions in both Iowa and New Mexico before deciding to return to his home state of Texas.

## Fredericksburg Police Department

Fredericksburg was founded in 1846 by John O. Meusebach and was named after Prince Frederick of Prussia. During Fredericksburg's settlement, Meusebach brokered a treaty with the Penateka Comanche so that the German Settlers of Fredericksburg and the Comanche could share the land. This treaty is one of the few treaties with the Native American tribes that was never broken. Fredericksburg is also the home of Fleet Admiral Chester Nimitz, a key figure in the success of the



Fredericksburg Police Department

United States in the Pacific during World War II and a signer of Japan's formal surrender. With a population of just over 10,000 people, modern day Fredericksburg still embraces the small town lifestyle that has given Fredericksburg so much rich history.

A City Marshal provided Fredericksburg's law enforcement services until 1965 when the Office of the City Marshall was abolished, and the Office of the Chief of Police was created. Currently, the Fredericksburg Police Department employs 35 sworn and non-sworn personnel and continues to grow. The Fredericksburg Police Department operates on a budget of approximately \$3.8 million.

The Agency's process to become recognized through the Texas Police Chiefs Association began under the command of the previous Chief, Paul Oestreich, who saw the benefit of the Recognition Program. After serving in the Fredericksburg Police Department for 40 years Chief Oestreich passed away due to illness before the Department reached recognized status. Chief Steven Wetz was appointed and continued with the Recognition Program.

Chief Steve Wetz began his career in law enforcement with the Fredericksburg Police Department in 1984 as a Patrolman and was appointed to Chief of Police in May of 2013. Since joining the Department, Chief Wetz has received his bachelor's degree from Midwestern State University.



Chief Steve Wetz

He spent 2 years with the DEA Task Force and then another year with 216<sup>th</sup> Drug Task Force. Shortly after returning from the Task Force, Chief Wetz was promoted to the rank of Sergeant and then again to the rank of Patrol Lieutenant where he remained until his appointment as Chief of Police.

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## Three Agencies Win Re-Recognition

### Bridgeport Police Department

Bridgeport is located approximately 45 minutes northwest of Fort Worth, Texas and currently has a population of 6,045. The City encompasses approximately 7 square miles and continues to grow. The economy of Bridgeport is based in the oil and gas industry as well as the production of aggregate materials. The City Administrator, with the consent of the City Council, appoints the Chief of Police.



Bridgeport Police Department

The Bridgeport Police Department began in the early 1950's under the direction of Chief W.O. Nix and was patrolled by the Chief and one officer. The department today consists of 26 total employees with 15 sworn and 11 non-sworn employees. The Department continues to pride itself on being a community-based law enforcement agency that works in partnership with citizens to create a better quality of life for the community. The Department won their initial Recognition in December 2009.

Randy Singleton was hired as the Bridgeport Police Chief in 2002. In 2008, Chief Singleton served a one-year term as Interim City Administrator for Bridgeport. Currently in conjunction with his Chief duties, he also serves as the City's Emergency Management Coordinator.



Chief Randy Singleton

Chief Singleton began his law enforcement career with the City of Bridgeport in 1975 and worked the majority of his career with the Hurst Police Department rising to Assistant Chief prior to his retirement to take the Bridgeport position. Chief Singleton has completed two years of College studies at the North Central Texas College and is a 1989 graduate of the Institute for Law Enforcement Administration.

### Missouri City Police Department

The settlement known as Missouri City, located in Fort Bend County, was officially registered in Texas in 1894. By the 1950s, the town began to take shape as a notable "bedroom community" suburb of Houston. After fear and rumor of possible annexation of the unincorporated town by Houston, the community was incorporated on March 13, 1956. Since the last on site, the Congressional Quarterly



Missouri City Police Department

named Missouri City as one of the top 10 safest cities in Texas, and also among the top 100 safest cities in the nation in 2009 and 2010.

Since 2009, the Missouri City Police Department has been awarded several grants for personnel and equipment. Additional grant funded personnel positions include 3 additional officers in the Burglary and Theft Sections, a C.O.P.S. grant for another 3 officers, a Crime Victim Liaison Officer and 2 part time civilians, and a Narcotics K-9. An MCPD building remodel has also occurred to more efficiently use the space. A new Records Management System allows for updated information storage and retrieval in an almost paperless system. Current authorized positions include 99 sworn and 27 non-sworn, which includes a newly authorized motorcycle unit.



Chief Joel Fitzgerald

Joel Fitzgerald has served as the City of Missouri City's Chief of Police since April 2009.

He possesses over 22 years of law enforcement experience having worked 18 years with the City of Philadelphia Police Department. In Missouri City, he facilitated innovative and holistic approaches to community-oriented and collaborative problem solving strategies through improved employee service orientation and high performance management. Chief Fitzgerald is a 2010 winner of the NAACP President's Award for his community policing work, and has been honored for exceptional service as Chief of Police in Missouri City, TX, by the Texas State House of Representatives. A proponent of higher education, he holds a Ph.D. in Business Administration, an M.B.A., a B.A., and is a graduate of numerous executive management programs.

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## Addison Police Department

Township of Addison is located in an area once called Peters Colony. It was settled as early as 1846, when Preston Witt built a house on White Rock Creek. The area was not known as Addison until 1902. Addison was named after Addison



Addison Police Department

Robertson, who served as the community's second postmaster from 1908, to 1916. The City of Addison was incorporated on June 15, 1953, under an alderman form of government. The name again was changed to the Town of Addison in 1982 and it became a Home Rule city with a Council/Manager form of government.

During the past four years the Addison Police Department has transitioned from a manual property room inventory system to a bar code tracking system that has streamlined the inventory process. The periodic property room audits that used to take days now takes hours. Additionally, the department has converted from a manual fingerprint card system to the Live Scan system. The Addison Police Department also joined the recently created North Texas Metro Swat Team con-

sisting of Carrollton PD, Coppell PD, and Addison PD.

In 2006, Ron Davis became Chief of Police for the Township of Addison. Chief Davis began his career with the Dallas Police Department in 1978, and rose to the rank of Lieu-



Chief Ron Davis

tenant prior to joining the Addison Police Department in 1990, as a Captain. Chief Davis has completed his Bachelor of Science in Business from Amber University; a Master's in Police Administration from the University of North Texas, and has completed post graduate studies with the University Texas at Arlington.

## New Standards Approved by the Recognition Committee

The Recognition Committee has approved one modification to an existing standard and one new standard for 2014. Standard 2.06 has been modified to add the requirement that an internal investigation log be maintained. This log should record formal complaints by noting date of the Complaint, the Complaint's name, the employee involved, a description of the complaint, the date the investigation was concluded, and the results including any disciplinary measures.

The Committee also approved the addition of 7.34 entitled Critical Incidents In Progress (Active Shooter). This standard requires all Recognized agencies to have a written directive that instructs officers how to respond to these types incidents and requires training. The training must at least cover the policy and department expectations of officers during these incidents. New agencies entering the Program after January 1, 2014, must comply with these standards during their initial Recognition. For Recognized Agencies and agencies already in the Program prior to January 1, 2014, and having their On-Site prior to the end of 2014, these standards are optional; but will be required for all agencies at any Initial or Re-Recognition On-site after January 1, 2015. The new standards will be published in the new Standards Manual on January 1, 2014.

## Reminder!

### New Requirement for All Recognized Agencies

Recognized Agencies must comply with new Standard 1.13 Continuing Compliance with Best Practices before the end of this year. The Standard requires agencies to appoint a specific person within the agency to ensure all continuing program requirements are met, and to have a system in place to ensure continuing compliance. The system can be manual or automated such as using Outlook Task Manager to assign and record completion of periodic requirements. Only 31 of the 81 Recognized Agencies have complied thus far. Proof of policy and the system in use should be emailed to the Program Coordinator [marlinrprice@verizon.net](mailto:marlinrprice@verizon.net) before the end of the year.



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### Program Status

Recognized Agencies	85
Agencies in Process	30

### 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, 85 Texas Law Enforcement Agencies have been Recognized and many more are currently in the process to become Recognized Agencies.

### New Training Website Launched

The Recognition Program requires all new agencies entering the Program obtain basic Program training before application. This training is provided at the Annual Conference and in regional training programs periodically around the state. Because of the difficulty of many smaller and remote agencies attending this training, the Recognition Program has designed and published a new website where all the required training can be done on-line. The website, [www.texasrecognition.org](http://www.texasrecognition.org) is operational and can also be used by new Program Managers as well as veterans in preparing Annual Reports and preparing for Re-Recognition.

### Recognition Program Squad Car Decals now Available from TPCA

The TPCA has printed a stock of eight inch "Recognized Law Enforcement Agency" vinyl squad car decals with the Recognition Program logo for sale to Recognized agencies. These squad car decals are a great way to publicize your agency's Recognized status to your community. The decals can also be used on entry ways and other locations to show your department status. The decals come in the traditional dark blue on white background and a gold on black background. They are available from the TPCA office by phone or online at [www.texaspolicechiefs.org/catalog](http://www.texaspolicechiefs.org/catalog) for \$6.00 each. Profits made from the sale of the decals go to the TPCA Foundation.



### SABA Medical Kits now Available

The Recognition Program now requires SABA training for all sworn personnel and requires basic SABA medical kits be provided to Emergency Response Team (SWAT) members. The TPCA has entered into an agreement with PerSys Medical to provide discounted SABA kits to member agencies. PerSys Medical provides both basic level and advanced level medical kits as well as detailed SABA training. PerSys Medical has also agreed to donate \$1 per kit and \$1 per training attendee to

the TPCA Foundation. The Order Form for the kits and training is located on the TPCA website under SABA Kits. SABA training that meets Recognition Program requirements is also available for download (lesson plan and Power Point) from the Recognition Program website under Downloads/Sample policies/Sample Training and is located in file 3.06. For more information go to [www.texaspolicechiefs.org/saba-kits-0](http://www.texaspolicechiefs.org/saba-kits-0).



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