



Texas Law Enforcement Best Practices Recognition Program

January 2011

Texas Police Chiefs Association

Volume 3 Number 1

Recognition Committee

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The Recognition Program has become the New Standard for Professional Law Enforcement in Texas!

Since its development and introduction in 2007, the Recognition Program has been overwhelmingly accepted by Texas law enforcement agencies. It has far outstripped other similar programs and continues to develop and expand its influence around the state. As of January 1, 2011, only four years into the program, we have 37 agencies that have been Recognized. We have 36 in the process and have provided training to over a hundred others around the state. In one city, the selection of a new chief was required to be assisted by chiefs of Recognized agencies. This indicates acceptance and recognition by city managers as to the value of the program.

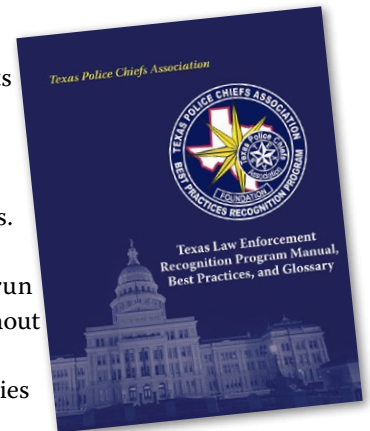
The benefits of the program are improved operations, professional credibility and risk management. Agencies achieving Recognized status all report that they made

numerous
improvements

in operations
by complying
with the
Best Practices.

Many times agencies are run for years without critically reviewing policies and thinking about new ways of doing things. The internal review process of the program requires agencies review their policies and procedures and ensure they meet the Best Practices of Texas Law Enforcement. This often leads to significant improvements.

see **NEW STANDARD** Page 2



Three agencies Achieve Recognized status in Fourth Quarter

Three Texas agencies have received Recognized status during the fourth quarter. Conroe, Fair Oaks Ranch and Benbrook have all met the requirements for Texas Best Practices.

Conroe Police Department

The city of Conroe, county seat of Montgomery County, currently has a population of approximately 54,000 and is located about 40 miles north of downtown Houston. In 1904 Conroe became an incorporated city. The city continues to be a hub of activity for the fast growing Montgomery County as the Houston metropolitan area races northward.

The Conroe Police Department is a state civil service agency under Chapter 143 and currently has a sworn force of 111 full-time officers and nine reserve officers. The jurisdiction covers 52.7 square miles.

Additionally there are 39 full-time civilian positions, as well as part-time employees and volunteers. The Conroe Police Department, with a budget for fiscal year 2010/2011 of almost \$14 million, ad-



Chief Philip Dupuis

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The program also provides professional credibility, both as an agency and for employees as members of a Recognized agency. The program seal or car decal indicates to everyone that you are as good as the best in Texas! Many times a chief knows his organization and his officers are good at what they do, but proving it to a group of independent and trained assessors, brings a new level of credibility to the agency and the chief. City managers, city councils and even the community understands the value of an independent review of operations.

One of the other great benefits of the program is risk management. Law enforcement agencies are often the subject of complaints and lawsuits for everything from excessive force to illegal arrests. The Best Practices requirements for training in these critical areas can have a lasting effect of reducing these risks. A new partnership planned with the Texas Municipal League Risk Pool will also bring added value and expertise to our risk management training.

New program enhancements such as the paperless file system and a complete Sample Policy Manual, not to mention example policies from other agencies and the User's Group make attaining Recognized status easier than ever. So that begs the question – why delay? This program is the New Standard for Professional Law Enforcement in Texas. Can your agency afford to wait? ★

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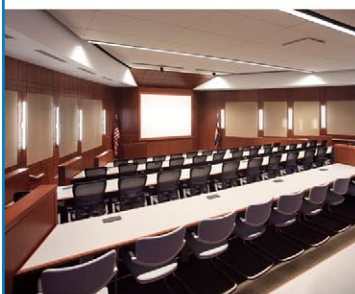
dresses crime and service issues while offering diverse career opportunities through a variety of assignments. In 2010 the department received a training academy license from TCLEOSE and launched its inaugural cadet class in June.

Chief Philip Dupuis started his career with the Conroe Police Department as a patrolman in 1984. During his tenure, Chief Dupuis has served the citizens of Conroe in numerous capacities; a patrolman, motor officer, narcotics detective, and field-training officer. Chief Dupuis was promoted to deputy chief of police. In 2003 and upon the retirement of Chief Ray in 2009, he was promoted to chief of police. Chief Dupuis holds a Master Peace Officer certificate. He is a graduate of both the FBI National Academy and the Law Enforcement Management Institute of Texas. The Chief is active in many professional and community associations; including the IACP, TPCA, FBI LEEDA, Leadership Montgomery County and the Conroe Noon Lions.



Conroe Police Department

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Fair Oaks Ranch Police Department

The city of Fair Oaks Ranch is located northwest of San Antonio off Interstate 10. The city evolved from several parcels of land acquired by oilman Ralph Fair, Sr. during the 1930s. Mr. Fair established a registered Hereford cattle and racehorse operation. In 1975, after the death of Mr. and Mrs. Fair, the family decided to develop a portion of the ranch as a residential community. In 1985 the Fair Oaks Ranch Homeowners Association considered incorporation as a Class A General Law Municipality, and ultimately, the city incorporated in



1988, with an approximate population of 1,500. Today the city is home to over 6,000 residents proud to call Fair Oaks Ranch their home.

The Fair Oaks Ranch Police Department was established by the City Council in November 1992. Initially the department



Chief Scott Rubin

consisted of the chief of police and four patrol officers. Today the department consists of 15 full-time police officers, a civilian Code enforcement/animal control officer and part-time police officers. The police department's main functions are patrol, investigative and code enforcement. The current operating budget is approximately \$1.26 million.

Chief Scott Rubin was raised in Arizona and enlisted in the United States

Navy in 1984. After spending 19 years in various assignments, Chief Rubin was assigned to the Joint Law Enforcement Training Center at Lackland Air Force Base Texas and was promoted to chief petty officer and served as the navy division officer. In 1995, while stationed at Lackland, Chief Rubin attended the Regional Police Academy and served as a police officer for the city of Fair Oaks Ranch. In 1997 he left active duty and began his full-time career with Fair Oaks Ranch, being appointed as chief of police in 1998. Chief Rubin continued his naval service as a reservist, retiring as the command master chief for a Maritime Expeditionary Security Division in 2009. Chief Rubin is a veteran of Desert Storm and Operation Iraqi Freedom. He holds a master peace officer license, and is a graduate of Wayland Baptist University, the Bill Blackwood Law Enforcement Management Institute, the FBI Command College and the U.S. Navy Senior Enlisted Academy.

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You Know the Right Things to Do!

Recently, I was asked as the new recognition chair to write a "rousing" article for the newsletter aimed at encouraging participation. The request that it be rousing was made "tongue in cheek" but we all know what the requester meant. I have considered what I might say to those agencies that have yet to strive for recognition that would persuade, motivate or otherwise manipulate them to apply. The fact is I should not have to encourage agencies to participate in recognition. They should respond without encouragement from me or anyone else because it is the right thing to do.

I have been in this business for over 40 years and am amazed at how my perspective on things has changed with each progressive rank. The most difficult change to make, the one that seems to be hardest to embrace, is the one

that confronts all police chiefs. It is the realization that it is not about me, my career or my law enforcement agenda. It is about my department and what is best for it. That realization is so difficult because what is best is not always what we want to do. If you as a chief reading this article can honestly state that recognition would not be good for your department then disregard all I have said and go to the next article.

In all candor, that is what I thought for some time. I come from a strong policy development background with the Houston Police Department and even served as their accreditation manager for some time. As such, I felt I needed no policy development direction. I volunteered for the Recognition Committee because I thought recognition would be good for other departments and I wanted to help them. I reasoned,

however, that if I was to be of assistance to other agencies, I should achieve recognition in my own agency. That is when I learned how far I had missed the policy development mark and what had to be done to come into compliance.

It was an arduous two year process fraught with many difficulties. But then, doing the right thing is usually difficult; but I can state with all honesty that recognition has raised the bar in my agency. If you do not think your department needs recognition you probably are now where I was then. If on the other hand, you know recognition would benefit your department, I encourage you to do the right thing. After all, we are police chiefs and doing the right thing, even when it's difficult, is what we do. ★

*Article by Chief Dave Barber,
Recognition Committee Chair*

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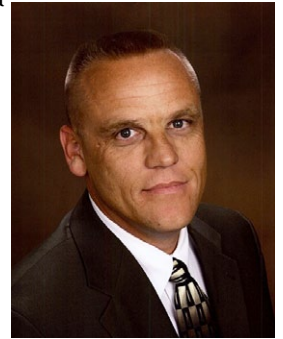
Benbrook Police Department

Benbrook is located in southwest Tarrant County, adjacent to Fort Worth. The city retains its small town appeal, while planning for sustainable growth. Anglos originally settled the Benbrook area, as part of the Peters' Colony established by the Republic of Texas in the 1850s. A branch of the Old Chisholm Trail apparently passed through the area and a gang known as the "Bold Banditti" (including Sam Bass) was responsible for many crimes in the area. Benbrook attained home rule status in 1983, and has grown to over 24,000 residents and more than 400 businesses. It is currently in the midst of another growth period and in the past year has seen the opening of a new middle school, welcomed several major retailers and became home to many family-oriented restaurants.

The Benbrook Police Department is organized into three divisions: field operations, administration and services. The current budget authorizes a full-time staff of 41 sworn peace



officers and 10 civilian personnel. Additional staffing includes three part-time peace officers and one part-time civilian employee. In calendar year 2009, the patrol section responded to over 14,100 calls for service and logged over 320,000 miles while maintaining a 2.29 minute average response time. Despite the growth, the city has seen a reduction in police response times, due to the creation of an additional patrol district and the implementation of in-car mobile communications and report-generating technology.



Chief James Mills

Police Chief James Mills is the only officer in the department's history to have held every department rank prior to his appointment as chief. He holds a bachelor's degree in Criminal Justice from Midwestern State University. Chief Mills started his law enforcement career in Benbrook in 1992, working patrol for four years before being assigned to the Tarrant County narcotics task force, where he worked as both an investigator and later as field supervisor. During his tenure, Chief Mills implemented the agency's first K-9 unit and was a member of the SWAT team. He served at a command level in both the field operations and services divisions prior to his appointment to chief in 2007. ★



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Texas City becomes First re-Recognized Agency

Texas City has become the Recognition Program's first re-Recognized agency. Texas City was the Program's first "Test City" where the Programs standards were first tested to ensure they were "appropriate and attainable." Texas City was awarded Recognized status in early 2007. Recognized status is awarded for four years and is maintained by the agency submitting both annual reports and copies of continuing proofs of compliance. In the fourth year, an agency is required to prove they are continuing to meet the best practices. Texas City completed their re-Recognition final review on November 3 and was awarded Re-Recognized status on December 16, 2010.

Texas City is located nine miles northwest of Galveston and 30 miles southeast of Houston off Interstate 45. The Texas City Police Department is a full service municipal police department of approximately 127 employees. The department is well equipped with laptops for each officer, a take home car program and an exceptional police facility built in 1998. The department does operate a jail facility located within the police building. The department is a LGC 143 Civil Service agency with collective bargaining.

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Chief Robert Burby began his law enforcement career in 1994, with his retirement from the U.S. Air Force as a master sergeant (E-7), after serving for 20 years.



Chief Robert Burby

He began his law enforcement career with the Seguin Police Department as a patrolman. In 1995, he relocated to the U.S. territory of Guam as an officer with the Department of Defense Police and rose to the rank of lieutenant in 1997. In 1998, he returned to the continental United States, and accepted a patrol position with the police department in Marietta, Georgia, specializing in juvenile and gang investigations.



In 2004, Chief Burby was selected as chief of police for Texas City after serving as chief in Holly Springs, Mississippi. He was instrumental in leading the Texas City Police Department to be honored as the first Texas Recognized police department by The Texas Police Chiefs Association Foundation in March 2007. Chief Burby is a graduate of the FBI National Academy Session 229, a master peace officer and an active member of the IACP, NOBLE and TPCA regional director for Region 14. Chief Burby currently holds an Associate in Administrative Management, an Associate in Law Enforcement, a Bachelor in Public Administration and a Master Degree in Public Administration and Criminal Justice. ★

New Recognition Committee Chair and New Members

Chief Dave Barber of Hedwig Village has been appointed the new chair for the Recognition Committee. The bylaws for the Recognition Committee require staggered three year terms for the nine-member committee, with members being appointed for a maximum of two three-year terms. The chair of the committee is limited to two consecutive years. Mark Hafner of the Keller Police Department has served as committee chair for the past two years and has done an outstanding job. He has been re-appointed to the committee and has been appointed the vice-chair position this year. Dave Barber, chief of police in Hedwig Village has been appointed chair.

Rotating off the committee this year was Chief Tim Vasquez of San Angelo. His service to the committee is greatly appreciated. Taking his place on the committee is Chief Scott Rubin of the Fair Oaks Ranch Police Department. Chief Rubin served in the Navy for over 25 years. He retired as the command master chief for a Maritime Expeditionary Security Division.

Chief Michael Gentry of the Harker Heights Police Department replaces

former Chief Ron Everett of New Braunfels. Chief Gentry has been in the law enforcement since 1978 and has been a chief of police since 1991.

After working almost 10 years as a patrol officer, tactical officer, investigator and supervisor, he became a program manager for the Law Enforcement Training Division at Texas A & M University where he was responsible for the presentation of various tactical and special operations training programs. Chief Gentry presents leadership, management and supervision training for the Penn State University Justice and Safety Institute, Bill Blackwood Law Enforcement Management Institute of Texas, Texas A & M University, United States Marshals Training Academy and the International Association of Chiefs of Police.

We are proud to have these distinguished chiefs serving on the Recognition Committee. ★



Chief Dave Barber

Hey, Where's My ".1" ???

The Recognition Program will eliminate the ".1" extension from the standards effective January 2012. Don't worry though, you don't have to change anything that you already have prepared. They can continue to be used interchangeably for as long as you like.

When the program first began, it was believed that there might be changes which necessitated adding additional sections to existing standards. This has turned out not to be the case and the ".1" designation was unneeded. The ".1" des-

ignation has been removed from most all of the Program documents except the standard sample policies on the website. They will be removed over the next year.

Agencies may continue to use the old standard numbers as long as they like, although many will choose to remove the ".1" designation whenever they rewrite a policy. Elimination of the designation will simplify the program a little more as time progresses. ★

New Program Documents and Manuals Posted

A major revision of program materials was completed and posted on the program Website on January 1, 2011. Revisions include a revised Best Practices Manual, revised Program Manual, revised document submission forms and a number of other revised items. The revisions reflect both new standards and new operational processes such as the new paperless file system. All items have also been revised to reflect the new numbering system.

Program managers are encouraged to download the revised Best Practices Manual as a number of standards have been reworded and additions made to the discussion sections of many standards. Many of the best practices have been clarified for better understanding of what is required. Agencies that have

already submitted proofs and had them accepted do not have to modify or change anything in their prior documents. Agencies may use either the old or revised standard statement in their submission until January 1, 2012 when the new standard wording will be required.

Changes to the Best Practices Manual include the addition of the new Best Practice 4.10, a new optional method of property room inventory and a standardized minimal level of training for each standard requiring training. Over the next year, program staff will be developing sample training programs for those standards requiring training and will be available in a similar manner as the Sample Policy Manual. ★

New Standard on Employee Safety and Accident Prevention Introduced

The Texas Police Chiefs Association has recently made a significant move to address officer safety issues. A new Officer Safety Committee has been formed and Chief David Flory of Bedford has been appointed chair. In a move to support this initiative, the Recognition Committee has added a best practice that they have been studying for several years. Standard 4.10 is entitled Employee Safety and Accident Prevention. The new standard reads:

The agency has a written directive regarding employee safety to include accident and injury investigation and prevention. The directive includes:

- a. A requirement for the reporting, investigation, and review of all employee involved vehicle accidents and personal injuries occurring on-duty or in city vehicles,

- b. An annual review of all accidents and injuries by cause with recommendations for reduction, and
- c. A departmental safety training program for all employees.

The new standard is required for all agencies entering the program after January 1, 2011, and for any agency that has their final review after January 1, 2012.

Currently Recognized agencies are encouraged to develop policies and programs which meet the standard as soon as possible, however, they are not required to comply until their next Recognition final review. The Sample Policy Manual has a sample directive which addresses this standard and is available for all program members. ★

Training Scheduled

Chief and Program Manager Training is scheduled as follows:

Crowley, Texas

- January 26, 2011
- 1 p.m. - 4 p.m.
- Crowley Police Department
- 617 Business FM 1187 West

Galveston, Texas

- February 10, 2011
- 1 p.m. - 4 p.m.
- Galveston County Sheriff's Office
- 601 54th Street

Brenham, Texas

- February 22, 2011
- 1 p.m. - 4 p.m.
- Brenham Police Department
- 1800 Longwood Drive

Austin, Texas

- April 18 - 22, 2011
- Time to be determined
- Texas Police Chiefs Association Annual Conference

RSVP for any of above to
marlinrprice@sbcglobal.net

Chiefs interested in joining the Recognition Program should identify a program manager and both should attend the Chief and Program Manager Training. Chief Familiarization Training and Program Manager Training is required prior to entry in to the Recognition Program.

Program Status

Recognized Agencies	37
Agencies in Process	36