

TEXAS POLICE CHIEFS ASSOCIATION – LECOP RECIPIENTS



Law Enforcement Command Officer Program (LECOP) – Awardee #1



Commander Gary Hiatt – Waco Police Department

Award Date: October 26, 2021

Commander Hiatt began his career with the Waco Police Department in 2008 after serving in the U.S. Army. He rose through the ranks and was promoted to the rank of Commander in May, 2021 and assigned to Patrol Operations. Commander Hiatt credits much of his success as a leader to the TPCA Law Enforcement Officer Program and its' instructors.

Law Enforcement Command Officer Program (LECOP) – Awardee #2



Assistant Director Justin Scott – TX Comptroller of Public Accounts, CID

Award Date: November 15, 2021

A.D. Scott is a 28 year LE veteran with over 18 years with the Comptroller's CID. He served as Sgt. Investigator, Regional Commander and Captain of Field Operations before being promoted to Deputy Chief/Assistant Director of CID in July, 2021. He holds a BBA from Abilene Christian Univ. and an MS in Criminal Justice from UT-Permian Basin. He previously served as a Sergeant with the Odessa Police Dept. A.D. Scott made the following comments: *"The LECOP series is the best training I have attended in my 28-year career and I am honored to be a recipient of the LECOP award. The instructors went above and beyond in preparation and delivery of the training and the networking opportunities with other leaders was fantastic".*

Law Enforcement Command Officer Program (LECOP) – Awardee #3



Commander Anthony (Tony) Lourence – Killeen Police Department

Award Date: December 14, 2021

Commander Lourence started with the Killeen PD in 1998 after service in the United States Marine Corps. He is currently the Commander of the Criminal Investigations Division, having served as a Patrol Watch Commander, Training/Academy Coordinator, Field Training Sergeant, Personnel Hiring and Recruiting, Academy Instructor, Detective, Crisis Negotiator, Honor Guard and FTO. Cmdr. Lourence says, *"I am honored to have had the opportunity to complete the TPCA-LECOP. The knowledge, training and experience I have gained from this program, the instructors, and the students that attended the program courses has undoubtedly contributed to me becoming a better Texas LE professional to better serve the public and my Department. Thank you TPCA".*

Law Enforcement Command Officer Program (LECOP) – Awardee #4



Commander Pedro Soto – Waco Police Department

Award Date: December 28, 2021

Commander Soto has served 21 years with the Waco PD. He is the Commander over the Professional Development and Recruiting Division. He has served as a Patrol Commander and as a Sgt. in Family Violence, Field Training and Patrol. He was also a SWAT Operator and Academy Instructor. Commander Soto holds a BBA from UT-Arlington and a Masters degree in CJ from Tarleton State Univ. Commander Soto states, *"The training I received from the TPCA Instructors, along with the engaging discussions, have been invaluable to my development as a Law Enforcement Leader. I attribute my growth and development as a professional to the LECOP program and I am excited to be a recipient of this award"*

Law Enforcement Command Officer Program (LECOP) – Awardee #5



Lieutenant Matt Kerr – Palestine Police Department

Award Date: February 10, 2022

Lt. Kerr began his career with the Palestine Police Department in 2007 after serving in the U.S. Navy. He has served as a Patrolman, FTO, Rangemaster, Corporal, K9 Handler, Narcotics Investigator, Patrol Shift Sgt. and Support Services/Special Operations Commander. He is currently assigned as Patrol Commander. Lt. Kerr stated, *"The knowledge, training and networking I have been exposed to with the TPCA-LECOP program has made me a more versatile police administrator. LECOP has played an instrumental role in my professional development, making me a better leader for the men and women I serve".*

Law Enforcement Command Officer Program (LECOP) – Awardee #6



Commander Antonia McDaniel – Killeen Police Department

Award Date: March 15, 2022

Cmdr. McDaniel is a 20-year veteran of the Killeen Police Department. He is currently the Patrol Division Cmdr. Including Traffic and K9 Operations, Violent Crime Action Team, Jail Operations and Communications. Cmdr. McDaniel has served in various roles including FTO, Patrol Sgt., Lt of Special Operations and Interim Animal Control Manager. He states, *"The LECOP Program is the gold standard for Texas LE leadership training. It has afforded me the opportunity to meet some outstanding LE leaders from all over the State. The instructors are the absolute best in the business! LECOP has given me the tools to provide quality leadership. Thank you TPCA".*

Law Enforcement Command Officer Program (LECOP) – Awardee #7



Lieutenant Juan De La Cruz – Killeen Police Department

Award Date: March 15, 2022

Lt. De La Cruz has served the City of Killeen as a Police Officer since 2008, after serving 5 years in the U.S. Army. After serving on Patrol, Lt. De La Cruz volunteered to become a Training Officer and was also selected to the Crisis Negotiations Team. He was promoted to Sgt. in 2017 and to Lt. in 2020. He currently serves as a Watch Commander on the Night Shift. He comments, *"I am honored to have had the privilege of attending the TPCA classes. The first class I attended (DEVLDLDR) helped set the groundwork in my journey to become a better leader for my Department. I am truly grateful for the knowledge passed on to me by of the TPCA Instructors".*

Law Enforcement Command Officer Program (LECOP) – Awardee #8

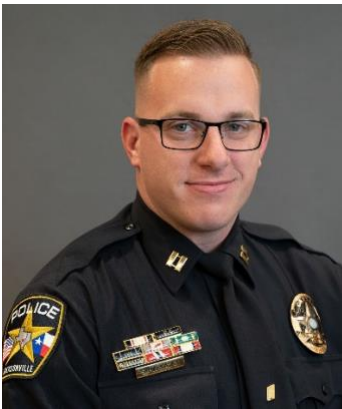


Sergeant Louis Griffin Jr. – Killeen Police Department

Award Date: May 3, 2022

Sgt. Griffin began his LE career in 1979 and has been with the Killeen Police Dept. since 2004. He has served as Deputy Sheriff, Criminal Investigator, Dive Team and Special Response Team member. With KPD, he has been a Patrol Officer, Field Training Instructor, Negotiator and Academy Instructor. As a Patrol Sgt., he believes leadership starts with 1st Line Supervisors. Sgt. Griffin remarks, *"I was excited about LECOP because I believed it would bring high-quality professional standards for Command Staffs throughout Texas. Thank you to TPCA for the great training and outstanding knowledge shared by all the retired Police Chiefs/Instructors"*.

Law Enforcement Command Officer Program (LECOP) – Awardee #9



Captain Steven Markasky – Jacksonville Police Department

Award Date: May 18, 2022

Capt. Markasky began his career with the Jacksonville Police Dept. in 2012. He rose through the ranks to Operations Captain, which includes Patrol, Traffic, SWAT and K9 operations. He is also the Department's Program Manager for the TPCAF Accreditation Program. Capt. Markasky says, *"The Developing Leaders class had an instant impact on my career and I was able to greatly benefit from what I continued to learn in the LECOP program. I am thankful for the instructors and fellow students, which allowed me to network with current and future leaders of Texas Law Enforcement"*.

Law Enforcement Command Officer Program (LECOP) – Awardee #10



Corporal Jeremy B. Creech – Galveston County Sheriff's Office

Award Date: June 28, 2022

Corporal Jeremy B. Creech began his career working for the Galveston County Sheriff's Office in 1998. Corporal Creech has served in the Corrections Division as a Deputy and held the rank of Sergeant. He is currently assigned to the Patrol Division as a Corporal on the day shift. Corporal Creech has spent much of his career working DWI Enforcement and Crash Investigations. He serves in additional assignments as the Crash Team supervisor and the STEP Coordinator, managing the STEP budgets for the various grants. Cpl. Creech first attended the Developing Leaders Course and found immediate leadership tools to apply. He was determined to continue through the LECOP course work to better himself as a leader for the folks he supervises.

Law Enforcement Command Officer Program (LECOP) – Awardee #11

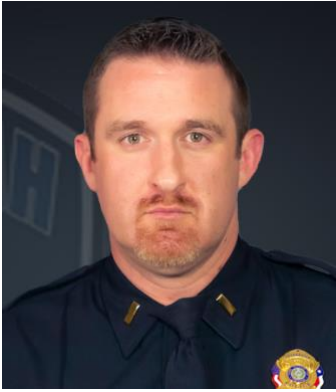


Detective Sergeant R. Joel Gordon – Shenandoah Police Department

Award Date: July 12, 2022

Sergeant Gordon is a 28-year Law Enforcement veteran with 16 years service with the Shenandoah PD. He worked 12 years with the Montgomery County Sheriff's Office. He holds a bachelor's degree in Criminal Justice and has served in the jail, on patrol, as the Crime Stoppers Coordinator, Patrol Supervisor and CID Supervisor. He stated, *"I have attended a lot of leadership training in the past but the LECOP program is completely different in that there is a constant emphasis on leadership, you also learn about technical issues related to every aspect of LE. From managing patrol to CID and from special operations to administrative functions, it is all covered. You see the links and the big picture becomes clearer"*.

Law Enforcement Command Officer Program (LECOP) – Awardee #12



Lieutenant Jake Reuvers – Shenandoah Police Department

Award Date: July 12, 2022

Lt. Reuvers began his career in 2010 and has served with Shenandoah since 2012. As the agency's second-in-command, he leads the Patrol Division, K-9 Program and is the TPCAF Accreditation Program Manager. He holds a Master of Science Degree in CJ Leadership from SHSU. He said, "TPCA's LECOP is an excellent initiative for current and future police leaders to obtain relevant skills and knowledge, grow and reinforce important leadership tenets, and network with cohorts striving toward a common goal".

Law Enforcement Command Officer Program (LECOP) – Awardee #13



Lieutenant Timothy Manges – Killeen Police Department

Award Date: July 25, 2022

Lt. Manges began his career with Killeen PD in 2006 after serving 10 years in the US Army. He is currently the Watch Commander for Night Shift B. He was previously assigned as a Patrol Officer, Narcotics Detective, Patrol Sgt. and Homicide Unit Sgt. He also has served as an FTO and as a SWAT member. He commented, "The training I received through LECOP was the best training in leadership out there and the instructors are top notch. I look forward to using what I have learned to make my little piece of KPD a better place".

Law Enforcement Command Officer Program (LECOP) – Awardee #14



Lieutenant Jeffrey Corbitt – Killeen Police Department

Award Date: July 25, 2022

Lt. Corbitt started with the KPD in 2009. He is currently a Patrol Watch Commander and Mobile Field Force Commander. He previously served as a Patrol Sgt., Field Training Coordinator and FTO. He commented, "It was luck that early as a young Sergeant I was able to attend the Developing Leaders for TX LE class in 2016. That course was the foundation of my leadership training. When I found out that TPCA had developed LECOP I could not wait to expand my knowledge. Thank you to TPCA and their instructors for providing this training."

Law Enforcement Command Officer Program (LECOP) – Awardee #15



Commander Robert J. Rush III – Killeen Police Department

Award Date: August 11, 2022

Cmdr. Rush started with KPD in 2003 after serving in the US Army. He has a BA in CJ Leadership from the American Military University and a MS in CJ Management from Sam Houston State Univ. He is a graduate of the LEMIT Leadership and Command College. He served as a patrol officer, FTO and crisis negotiator and has supervised a variety of units throughout the Department, currently commanding the Training Division. He considers personal growth essential to leaders. He stated, "I am grateful for the many opportunities in my career. I hope to keep serving others and help them realize their potential. I am grateful for the instructors and mentors at TPCA. Their experience and support via the LECOP program (and beyond) have meant the world to so many of us".

Law Enforcement Command Officer Program (LECOP) – Awardee #16



Lieutenant Chester "Chet" Vronka – Pflugerville Police Department

Award Date: August 11, 2022

Lt. Vronka began his career in 1993 with the Sunset Valley PD after serving in the US Army. He started with PPD as a School Resource Officer over 21 years ago. He has worked in every Division of the Dept. and one of his passions is the Crisis Intervention Team, which he was instrumental in starting in 2015. He is currently assigned as a day shift Watch Commander. He comments that he has attended a variety of leadership courses and has learned various principles. He further says, *"The LECOP program teaches leadership principles, in addition to the processes to implement these principles"*.

Law Enforcement Command Officer Program (LECOP) – Awardee #17



Chief of Police William Ray Lacy – Shavano Park Police Department (retired)

Award Date: August 11, 2022

Chief Lacy began his LE career in 1981, retiring as Chief of the Shavano Park PD in 2020. He has since served as an Interim Chief of Police and as an Assessor for the TPCAF Law Enforcement Best Practices Accreditation Program. He remarked, *"I believe that continual development is vital for our profession. The TPCAF training classes, the LECOP Program and the Accreditation Program help individual officers and agencies meet the needs of our 21st Century law enforcement profession. I am thankful for the instructors and my fellow students which allowed sharing of ideas and networking. The LECOP Program is an outstanding tool."*

Law Enforcement Command Officer Program (LECOP) – Awardee #18



Sergeant Tiffany Vanzant – Weatherford Police Department

Award Date: September 7, 2022

Sgt. Vanzant began her career with the Arlington PD in 2011 and began at the Weatherford PD in 2016. Promoted to Sgt. in 2019, she worked in patrol, street crimes, community services, and recruiting. She holds a Master's Degree in Public Administration from Tarleton State Univ. She stated, *"I was initially drawn to the LECOP Program because it was practical for a working mom, and I quickly realized what a great program they've created. The Organizational Leadership, Courage & Character course was a personal favorite that I think is needed for all new leaders. The instructors share a vast and diverse collection of experiences and create an atmosphere for learning that translates into day-to-day scenarios that supervisors may face. Thank you!"*

Law Enforcement Command Officer Program (LECOP) – Awardee #19



Sergeant Johnny Qualls – Weatherford Police Department

Award Date: September 15, 2022

Sgt. Qualls has served in law enforcement 15 years and with the Weatherford PD since 2013. First a Patrol Deputy and Investigator for the Parker County Sheriff's Office, he has served as a Patrol Officer, FTO, Patrol Supervisor, and FTO Coordinator with the WPD. He says, *"The LECOP Program exposed me to leadership principles from experts in various stages over several months. This gives participants the opportunity to compartmentalize what they have learned and come home to apply it incrementally. I'm honored and privileged to have met, learned from and be mentioned among the men and women dedicated to developing and leading our profession."*

Law Enforcement Command Officer Program (LECOP) – Awardee #20



Sergeant Harry Mongillo – Killeen Police Department

Award Date: September 16, 2022

Sgt. Mongillo began his LE career in 2005, shortly after leaving the United States Army. With the Killeen PD since 2007, he served as a patrol officer, FTO and is currently a Sergeant assigned to the Patrol Division. Sgt. Mongillo said, *"The TPCA's LECOP has strengthened my foundation as a leader. Seeking knowledge is important because once you stop, failure is bound to happen. Thank you to the TPCA instructors for sharing their knowledge with me."*

Law Enforcement Command Officer Program (LECOP) - Awardee #21



Sergeant Chris Eaton – Waco Police Department

Award Date: September 21, 2022

Sgt. Eaton is an 18-year LE veteran. As a Sgt., he has managed Patrol, Crime Scene Inv. and Computer Forensics. He was instrumental in the NIBIN firearm forensics program at Waco PD as well as investigating child abuse cases for 3 ½ years. He trains police in the investigation of sexual assault and family violence with trauma informed care. He is a Drug Recognition Expert, K9 Handler and FTO. Previously a LE Officer in Arkansas, he was recognized there by Gov. Mike Beebe and the DEA for his contributions to the "Arkansas Drug Takeback" Program. He states, *"I encourage everyone in my agency to attend the Developing Leaders for TX LE class. It fundamentally changed the way I work and is some of the best training I have ever received."*

Law Enforcement Command Officer Program (LECOP) – Awardee #22



Sergeant Chris Stickles – Killeen Police Department

Award Date: September 22, 2022

Sgt. Stickles began his career in 2001 after serving in the U.S. Army 173rd Airborne Division, joining the Killeen PD in 2012. He has worked as a patrol officer, Community Oriented Policing Officer, Drug Recognition Expert and narcotics agent. He has enjoyed instructing other officers as an FTO, SFST Instructor, and EVOC Instructor. Sgt. Stickles remarks, *"I began my LECOP training with the Developing Leaders class, which I believe was the foundation for my leadership growth. All the training I received from the LECOP classes and instructors have led me to becoming a well training professional leader to represent the City of Killeen and Texas Law Enforcement"*.

Law Enforcement Command Officer Program (LECOP) – Awardee #23



Sergeant Sean Doherty – Killeen Police Department

Award Date: October 10, 2022

Sgt. Doherty began his career in 2013 after obtaining his Bachelor of Science degree in Criminal Justice from Texas State University. Since joining the Killeen Police Department in 2013, he has served as a patrol officer, FTO and is currently assigned as a Sgt. in the Patrol Division. Sgt. Doherty comments, *"The LECOP program has been highly beneficial to me in developing my leadership skills. It has set a solid foundation to continue to build upon as I continue my LE career, and specifically in a leadership capacity. Thank you to all the instructors and staff from TPCA for this opportunity and the knowledge and experiences that were passed down"*.

Law Enforcement Command Officer Program (LECOP) – Awardee #24



Captain Jeffery Evans – Hitchcock Police Department

Award Date: October 10, 2022

Capt. J.P. Evans began his LE career after serving an enlistment in the United States Marine Corps. He has served as a Patrol officer, SRO, Community Outreach Liaison, Patrol Sgt., Support Lt., and now as a Captain overseeing daily operations of the PD. Capt. Evans reflected on his LECOP experiences, *"I have completed several leadership courses in my career and was very impressed by the curriculum and instructors of the "Developing Leaders for Texas Law Enforcement" class. The concepts presented throughout the LECOP program set the foundation for growth and success serving in the LE profession. Thank you to all who shared in my learning process and for focusing on the concept, Leadership Matters"*

Law Enforcement Command Officer Program (LECOP) – Awardee #25



Sergeant Angela Mathews – Killeen Police Department

Award Date: October 21, 2022

Sgt. Mathews began her career with the Killeen PD in 2006, serving as a public service officer, patrol officer and detective in the special victims unit. She promoted to Sgt. in 2020 where she worked on patrol and currently supervises the community engagement unit. She administers the Department's fitness and peer support programs. She holds a bachelor's degree from Texas A&M Central Texas and is pursuing a masters degree from SHSU. She states, *"When I first heard of the LECOP Program I was excited about it from the first course. The Developing Leaders class changed a lot in my life and it helped in my leadership and mentor role for those coming after me. I'm thankful for TPCA and the instructors in all the courses."*

Law Enforcement Command Officer Program (LECOP) – Awardee #26



Sergeant Kerryann Harris – Killeen Police Department

Award Date: October 21, 2022

Sgt. Harris started her career with the Killeen Police Department in 2008 after serving in the U.S. Army. She has served as a patrol officer, FTO, recruiter, Patrol Sergeant and is currently assigned to the Special Victim Unit in CID. Sgt. Harris says, *"The LECOP Program has been tremendously beneficial in helping me recognize my true leadership abilities. The program has given me tools to use when leading the officers and civilian staff that works in my unit."*

Law Enforcement Command Officer Program (LECOP) – Awardee #27



Commander Scott Holt – Waco Police Department

Award Date: October 26, 2022

Cmdr. Scott is a 28 year veteran of the Waco PD and currently is assigned to the Patrol Command responsible for Platoon 1B, Traffic Enforcement, Digital Media and as the Field Training Coordinator. He holds a Bachelor of Science degree in CJ from Texas A&M – Commerce and is working toward a Master's Degree in C.J. He comments, *"It is a great honor and privilege to have successfully completed the LECOP Program. As expected, the Texas Police Chiefs Association delivered a professional and diverse 10 class series with the overall motto of Leadership Matters".*

Law Enforcement Command Officer Program (LECOP) – Awardee #28



Lieutenant Jeremy Johnson – Aubrey Police Department

Award Date: November 6, 2022

Lt. Johnson began his career in 1994, serving almost 9 years in corrections. He became a police officer in 2003, serving in the patrol and traffic divisions as an FTO, Patrol Sergeant and a Field Training Program Coordinator. Lt. Johnson currently serves as the Operations Commander, overseeing the daily operations of the Patrol and Criminal Investigation Divisions. He states, *"I first heard about LECOP while attending Developing Leaders for Texas Law Enforcement. This class set the standard and provided me with the training, knowledge and experience to be a leader and mentor in my Department. I am honored to have completed this program and I am grateful to have had the opportunity to receive knowledge passed on by the TPCA Instructors"*.

Law Enforcement Command Officer Program (LECOP) – Awardee #29



Lieutenant Stanley Maresch – Ballinger Police Department

Award Date: November 18, 2022

Lt. Maresch is a 13-year veteran of the Ballinger Police Department. He graduated from the Sul Ross University Police Academy in 2009 and served as Chief of Police from 2017 to 2021. He currently is assigned as the Lieutenant over Patrol and is assigned to Criminal Investigations for the Ballinger Police Department. He says, *"I was given a great opportunity to compete the LECOP. Achieving this is an honor and I proud to represent the Ballinger PD and the Texas Police Chiefs Association."*

Law Enforcement Command Officer Program (LECOP) – Awardee #30



Lieutenant Thomas Smith – Killeen Police Department

Award Date: November 18, 2022

Lt. Smith has served with the KPD since 1995. He has been an Officer and Sergeant in Patrol, a Detective in CID, and a Crisis Negotiator. As a Lt., he has served as a Patrol Watch Cmdr., CID Operations Officer, Training Coordinator, Tactical Response Unit Cmdr., and Mobile Field Force Cmdr. He holds a BA from Texas Tech and a MPSA from Texas A&M. He retired from the US Army Reserve/National Guard as a Lt. Colonel in 2021, after 4 combat tours overseas and 4 stateside mobilizations. He is a graduate of the FBI-NA and the US Army Command and General Staff College. He stated, *"The LECOP program presented courses that are immediately applicable to police supervisors. The instructors bring a wealth of experience and lessons learned, benefitting a new general of law enforcement leaders"*.

Law Enforcement Command Officer Program (LECOP) – Awardee #31



Lieutenant Trae Portwood – Kilgore Police Department

Award Date: December 8, 2022

Lt. Portwood is a 33 year LE veteran who has served with the Kilgore Police Department, Smith Co. S.O., Angleton PD, Longview PD and the TX Attorney General's Office. He has spent most of his career in investigations. He was promoted to Detective Sergeant in 2014 and promoted to Lt. in 2019. He currently supervises all uniformed personnel including Patrol and School Resource Officers. He comments that he began talking some of the TPCA courses prior to LECOP being developed. He continued that he, *"has found the training provided by TPCA to be extremely beneficial in his transition from staff to command"*.

Law Enforcement Command Officer Program (LECOP) – Awardee #32



Commander Ronnie Supak Jr. – Killeen Police Department

Award Date: December 12, 2022

Cmdr. Supak has served with KPD since 1997. He holds a BS in Criminal Justice from SHSU. He has served on patrol and in CID with Youth Services and Organized Crime. As a Sgt., he served in both Patrol and CID. As a Lt., he supervised CID Special Operations, Tactical Response Unit and Internal Affairs. As a Cmdr., he has overseen the Administrative, Support Services and Patrol Divisions, where he currently serves. He stated, *"The LECOP program builds a solid foundation for supervisory staff. I, as many others, thank the instructors for their commitment and effort to the betterment of law enforcement as a profession."*

Law Enforcement Command Officer Program (LECOP) – Awardee #33



Lieutenant Scott Smith – Marshall Police Department

Award Date: December 16, 2022

Lt. Smith began his career with the Marshall Police Department in 2005, serving first as a reserve officer for 9 months. He has worked as an FTO, SWAT officer, Patrol Sgt., FTO Sgt., shift commander, and a member of the FBI Task Force. He is now commands CID and a multi-jurisdictional task force focusing on narcotics and violent crime. He comments, *"Having attended several leadership courses, LECOP is the only one that provides training related to various functions within an agency. LECOP changed my leadership approach and is the best training I have received in my career. I am honored to be a LECOP recipient"*.

Law Enforcement Command Officer Program (LECOP) – Awardee #34



Captain Dusty Stavino – West University Place Police Department

Award Date: February 22, 2023

Capt. Stavino began his career with the WUPPD in 2008. He rose through the ranks and was promoted to Capt. In February of 2023. He currently serves over Patrol Operations, having previously served as Support Services Lt., Patrol Sgt., TPCA Accreditation Program Manager, Detective and FTO. He credits much of his success to the LECOP Program and its instructors. He states, *"TPCA-LECOP was a great experience which has changed the way I see the profession. The leadership training was top notch, and the instructors exemplify the concept of LEAD BY EXAMPLE. They have walked the walk and still have devotion and passion for the profession. Thank you all"*.

Law Enforcement Command Officer Program (LECOP) – Awardee #35



Lieutenant Joey Chitwood – Kilgore Police Department

Award Date: February 23, 2023

Lt. Chitwood began with the Kilgore PD on September 11, 2006. He has served as a patrol officer, SRO, SWAT Operator, narcotics investigator, and DEA Task Force Officer. He was promoted to Sgt. in CID in 2019 and currently serves as the Lt. over CID, DEA-TFO, TAG, victim services, hiring/recruiting and Internal Affairs. He also serves as the NE Texas Regional SWAT Team Commander. He states, *"The LECOP program is outstanding. It has taught more about becoming a leader and developing the ones around me. The three-week Developing Leaders course is a must for everyone in law enforcement."*

Law Enforcement Command Officer Program (LECOP) – Awardee #36



Sergeant Chasity Porter – Dickinson Police Department

Award Date: March 10, 2023

Sgt. Porter joined the Dickinson Police Department in 2019 where she has served as a patrol officer, FTO and Mental Health Officer. She is a public service veteran with over 20 years of total experience in the fields of EMS, Fire and Law Enforcement. She commented, *"I have attended many leadership and management trainings in multiple disciplines over the course of my career. LECOP is the only one that addressed the specific needs of different functions within an organization while focusing on the importance of leadership. I am proud to be a graduate of the LECOP program and look forward to utilizing the skills I have learned"*.

Law Enforcement Command Officer Program (LECOP) – Awardee #37



Sergeant Joshua Gray – Tx Comptroller of Public Accounts, CID

Award Date: March 13, 2023

Sgt. Gray is an 18-year veteran of law enforcement serving with the Comptroller CID since 2018. He is an Investigator and Sgt. in the NE Region. Previously he served 13 years with the Smith County Sheriff's Office. He holds a MPSA from Texas A&M and a MS in CJ from Lamar University. He said, *"The LECOP instructors bring years of professionalism and knowledge to the program that benefits supervisors and leaders at all levels. The lessons and discussions have been invaluable. I am excited and honored to receive this award"*.

Law Enforcement Command Officer Program (LECOP) – Awardee #38



Lieutenant Joe Belmares – Montgomery Police Department

Award Date: March 16, 2023

Lt. Belmares began his law enforcement career in 1994 and has served the Montgomery PD since 2011. He was previously with the Harris County Constable Pct. 4 as a patrol Cpl. for 9 yrs. He has been a patrol officer, FTO, Patrol Sgt. and currently oversees PD Operations. He stated, *"TPCA's LECOP is ideal training for those seeking self-development. The training emphasized building a foundation to cultivate leaders and how to maintain a healthy culture within an agency. Thanks to the instructors and those working behind the scenes."*

Law Enforcement Command Officer Program (LECOP) – Awardee #39



Chief Deputy Kirk Bonsal – Harris County Constable Pct. 3

Award Date: April 3, 2023

Chief Bonsal has over 35 years' experience, beginning his career in 1988 with the Pasadena PD attaining the rank of Lt. In Feb. 2017, he accepted the role of Capt., Professional Standards with Pct. 3. In Dec. 2017, he was promoted to Chief Deputy overseeing the operations of over 200 employees. He holds a master's degree from Sam Houston State University. He serves on the TPCA Executive Board as the Chair of the County Law Enforcement Liaison Committee and has also been his Department's Program Manager for the TPCA Best Practices Accreditation Program.

Law Enforcement Command Officer Program (LECOP) – Awardee #40



Captain Richard Johnson – Palestine Police Department

Award Date: April 10, 2023

Capt. Johnson began his law enforcement career in 2004 with the Palestine PD. He has served as a Patrol Officer, FTO, Patrol Sgt., Instructor in defensive tactics, less than lethal options, ALERRT and firearms. He developed and commands the tactical team and he has commanded Patrol, CID and served as Interim Chief. He currently oversees CID and Support Svcs. He said, *“I attended DEVLDR in 2014 and found it very beneficial. In 2021, Matt Kerr (LECOP #5) showed me the program. The value of these classes has been immeasurable. I have encouraged my staff I am privileged to supervise to seek LECOP. Each class taught new ways to improve”.*

Law Enforcement Command Officer Program (LECOP) – Awardee #41



Lieutenant Stuart Arnold – Tx Comptroller of Public Accounts, CID

Award Date: April 11, 2023

Lt. Arnold is a 34-year LE veteran, formerly serving in local, State and Federal positions, including TABC Agent, Deputy U.S. Marshal and Federal Air Marshal. He came to the Comptroller’s Office in 2007 and currently oversees the NE Region of Texas. He holds a BS in CJ from Texas State Univ. and has completed the FBI-LEEDA Trilogy. He serves as a USMS Special Deputy and a Homeland Security TFO. He stated, *“The training and knowledge I have gained from the LECOP program, and all experienced instructors has without any doubt made me a better professional law enforcement commander”.*

Law Enforcement Command Officer Program (LECOP) – Awardee #42



Captain Lee Stephenson – Port of Galveston Police Department

Award Date: April 12, 2023

Capt. Stephenson has over 35 years in LE. He retired from the Texas City PD after 20 yrs. service. In 2021, he began his work at the Port where he oversees the daily operations of the Patrol, Marine and Communications Divisions. He has served in narcotics, auto crimes and as an FTO, Sexual Assault Inv. as well as with Crimestoppers. He also completed the FBI-LEEDA Trilogy. He commented, *“It was an honor to participate in this new leadership program and be taught many valuable leadership principles and a broad array of skills. The course work, experiences of the instructors have prepared me to be successful as a LE leader”.*

Law Enforcement Command Officer Program (LECOP) – Awardee #43



Sergeant Max Cox – Blinn College Police Department

Award Date: April 13, 2023

Sgt. Cox is a Master Peace Officer with 44 years experience. He holds a Bachelor’s Degree from SHSU. He is a licensed instructor and firearms instructor. Sgt. Cox retired from Harris County, served with the Texas Dept. of Insurance as a Criminal Fraud Investigator, retiring again after 10 yrs service. In 2015, he accepted a position with the Blinn College PD. He said, *“The LECOP Program is one of the finest and most professional training programs I have attended. The instructors were very professional. I have had the privilege of meeting and connecting with many outstanding officers throughout Texas during this training”.*

Law Enforcement Command Officer Program (LECOP) – Awardee #44



Sergeant James W. Tryon Jr. – Deer Park Police Department

Award Date: April 27, 2023

Sgt. Tryon began his career with the Deer Park PD in 2000 after graduating from Sam Houston State University. He has served as a Patrolman, Detective, FTO Supervisor and CID Sergeant. He commented, *“The instructors, who were previous Chiefs of Police, were very knowledgeable and transparent. They provided detailed pertinent classroom instruction. I will be able to use the information acquired during the LECOP training throughout my career”*.

Law Enforcement Command Officer Program (LECOP) – Awardee #45



Sergeant Steven Eilert – Brenham Police Department

Award Date: April 28, 2023

Sgt. Eilert began his career with the Brenham PD in 2010. He has served in the Patrol and Investigations Divisions, currently in the Administrative Division in various roles. He currently serves as TPCA Accreditation Manager, Training Coordinator, Crash Reconstructionist and ERT member. He states, *“I have attended a multitude of training programs, however, the LECOP program has been one of the most beneficial and the instructors were phenomenal. LECOP will provide you all the tools needed to become a more successful and well-rounded leader not only in law enforcement but in life”*.

Law Enforcement Command Officer Program (LECOP) – Awardee #46



Assistant Chief Dwain Jones – Hutto Police Department

Award Date: May 5, 2023

Asst. Chief Jones is a lifetime Austin area resident and began his LE career in 1994. He joined the Hutto PD in 1999 as a patrol officer and was promoted to Lt. in 2002. He has served as interim police chief on four occasions with the Hutto PD. During his career with Hutto, he has led every division and unit in the Department. He comments, *“The LECOP program is real world training that officers can put into practice immediately and be successful”*.

Law Enforcement Command Officer Program (LECOP) – Awardee #47



Lieutenant Shawn Gilcrease – Alvin Police Department

Award Date: May 19, 2023

Lt. Gilcrease started with the City of Alvin in 1995 as a Paramedic. He transferred to the PD as a Patrol Officer in 2000. He has served as Bike Patrol Coordinator, Cpl., Detective, and Sergeant. He currently serves in the Patrol Division as a Patrol Lt. He is Advanced SWAT certified and is the Medic Cmdr. for the SWAT team. He says, *“This program is very important to not only first-time supervisors but to veteran supervisors as well. The classes taught provide a new insight or a refresher to nearly every aspect of a police department”*.

Law Enforcement Command Officer Program (LECOP) – Awardee #48



Sergeant Brant Allman – Killeen Police Department

Award Date: July 7, 2023

Sgt. Allman started with KPD in 2009 after serving in the US Army Infantry. He has a BS in Criminal Justice from Tarleton State Univ. He was promoted in 2021, having served as an FTO. He is currently the Crisis Negotiations Team Leader and a Patrol watch Sergeant. Sgt. Allman believes, *“The LECOP Program should be a requirement for all newly promoted supervisors in law enforcement. This program teaches you how to successfully lead your department and serve your community”*.

Law Enforcement Command Officer Program (LECOP) – Awardee #49



Sergeant Yolanda Marshall – Blinn College Police Department

Award Date: July 18, 2023

Sgt. Marshall began her career in 2012 with the Washington County Sheriff’s Office as a Medical Professional in the Jail Division. In 2015 she was selected as a Deputy Sheriff in the Patrol Division. In 2018, she accepted a patrol officer position with the Blinn College PD and was then promoted to Sgt. She is pursuing a bachelor’s degree in CJ Admin. from Tarleton State Univ. and has helped develop a Domestic Violence High Risk Task Force in the Brazos and Washington Co. area. She says, *“I am excited about the knowledge I have received from the LECOP program, knowing how much it has made me better as an individual and how it will help me be a better leader for my team and department.”*

Law Enforcement Command Officer Program (LECOP) – Awardee #50



Chief of Police Kelly Butler – Wortham Police Department

Award Date: August 7, 2023

A 3rd generation Texan who grew up in Wortham, Chief Butler holds a bachelor’s degree in LE. He has 26 years’ service with the Limestone County SO and the Wortham PD, serving as a supervisor in both Departments over most LE and Administrative functions. He was hired as Chief in Wortham in 2012. He said, *“I would like to thank the instructors as well as the Texas Police Chiefs Associations for developing the LECOP training. This training will be invaluable to upcoming officers who are looking to move into leadership roles. It will retain the integrity and professionalism of the LE profession in the State of Texas.”*

Law Enforcement Command Officer Program (LECOP) – Awardee #51

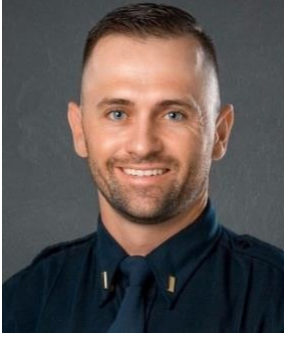


Chief of Police Pete Bacon – Webster Police Department

Award Date: August 14, 2023

Chief Bacon is a 30 year LE veteran and former U.S. Marine. He began his career in 1993 and joined the Webster PD in 1999. He holds a bachelor’s degree in CJ Admin. and is a Certified Public Manager through the Univ. of Houston Hobby School of Public Affairs. He comments, *“The LECOP Program is a terrific professional development pathway for Texas LE leaders of all ranks and levels of responsibility. We are implementing LECOP into future promotional requirements so as Chief I believed it was important to complete it as well. It was a very worthwhile endeavor”*.

Law Enforcement Command Officer Program (LECOP) – Awardee #52



Lieutenant Patrick Wiginton – Granbury Police Department

Award Date: August 17, 2023

Lt. Wiginton began his career with Granbury PD in 2008. He has served as a Patrol Officer, Sergeant, SWAT Operator, SWAT Cmdr. and he is currently a Patrol Lieutenant. He holds a bachelor's degree from Tarleton State Univ. and a Master Peace Officer Certificate. He is 10-year veteran of the US Army Reserves, firearms and ALERRT instructor. He says, *"The LECOP Program is an exceptional leadership program designed to build a foundation for both new and veteran LE leaders. The instruction from experienced Texas LE leaders is priceless and the resources each instructor provides to take back to your agency are equally beneficial"*.

Law Enforcement Command Officer Program (LECOP) – Awardee #53



Corporal Arturo Espinosa – Galveston County Sheriff's Office

Award Date: August 25, 2023

Cpl. Espinosa started with the Galveston Co. SO in 2005 working in Corrections. In 2008, he graduated from the Galveston County LE Academy and served with the Bayou Vista and Santa Fe Police Departments. He was promoted to Sgt. in 2015 with the Santa Fe PD and then in 2017 returned to the GCSO in Patrol. He promoted to Cpl. in 2019 and currently serves as a Patrol supervisor on Day Shift. He is a graduate of the TEEX – Major Crimes Investigator Program, FBI LEEDA Trilogy and Managing and Conducting Internal Affairs Investigations Program. He is currently a member of the Crisis Negotiations Team, a Mental Health Officer and Instructor.

Law Enforcement Command Officer Program (LECOP) – Awardee #54



Sergeant Mario Montalvo – Killeen Police Department

Award Date: September 6, 2023

Sgt. Montalvo began with the Killeen Police Dept. on January 3rd, 2011. In his 12 years' service, he worked 10 years as a patrol officer and was selected as a Crisis Negotiator and a Field Training Officer. He promoted to Sgt. in 2021. He stated: *"The LECOP courses were foundation to my role in leadership. The program has allowed me to understand the role of a leader and how to be effective as a leader with those I serve. Thank you for the opportunity"*.

Law Enforcement Command Officer Program (LECOP) – Awardee #55



Chief Rod Carroll – Vidor Police Department

Award Date: September 20, 2023

Chief Carroll has 35 years in law enforcement. He began his career with the College Station PD in 1988, also working with the Jefferson County SO for 16 years until he became Chief of Police in Vidor in 2017. He holds master's degrees in CJ (SHSU) and Public Admin. (Lamar Univ.) He has served as Paramedic and SWAT operator and is also a Certified Public Accountant. He commented, *"The LECOP program fills a void in LE leadership training that is needed in these turbulent times. Agencies are well served to take advantage of training and mentoring our future leaders through the LECOP Program"*.

Law Enforcement Command Officer Program (LECOP) – Awardee #56



Lieutenant Brian Massey – Pampa Police Department

Award Date: October 9, 2023

Lt. Massey began his career in law enforcement in 2006 and became a Pampa Police Officer in 2013. He has served in Patrol, Investigations and Administration. He currently serves as the Admin/Support Services Division Cmdr. He is the TPCA Accreditation Program Manager and Training Coordinator. He states, *“The LECOP training program has been instrumental in further preparing and equipping me in this journey called leadership. Covering many topics we experience in LE, this program is without a doubt helping to improve our profession, our agencies, and each of those complete it”.*

Law Enforcement Command Officer Program (LECOP) – Awardee #57



Lieutenant Jermaine Jenkins – Montgomery County Sheriff's Office

Award Date: October 19, 2023

Lt. Jenkins began his LE career with the Montgomery County SO in 2001. He holds a master's degree in CJ Leadership and Management from SHSU. He has served as a Patrol Deputy, FTO, FTO Coordinator, Hostage Negotiator, Patrol Cpl., Sgt., and IA Sgt. He has also worked as the LT. over Homicide/Violent Crimes Unit as is currently assigned as the Patrol East Division District Cmdr. He said, *“The knowledge and skills highlighted in the LECOP instruction provides the necessary tools that current and future LE leaders need for continued success. The instructors' many years of first-hand experience as Chiefs makes the training material easily understood”.*

Law Enforcement Command Officer Program (LECOP) - Awardee #58



Chief Kenneth Price – Parker Police Department

Award Date: October 20, 2023

Chief Price is a 33-year veteran of LE who has served as an Officer, Sgt., Inv., Capt., and Asst. Chief. He has been with Parker PD for the last 18 years and Chief for approximately 1 year. He is a Master Peace Officer, TCOLE Instructor, Firearms and Taser Instructor. He states, *“Throughout my career, I have attended many leadership training events, none of which relates more closely to the job than the LECOP Program. I would like to express my gratitude to the TPCA, it's staff and instructors for providing one of the most advanced and organized leadership programs available. This training will be an invaluable asset and industry leader for years to come”.*

Law Enforcement Command Officer Program (LECOP) – Awardee #59



Lieutenant Justin Lewis – Sanger Police Department

Award Date: November 6, 2023

Lt. Lewis began his career in 2001 as a communications/detention officer with the Navarro County S.O, then promoting to Patrol Deputy. He has worked in patrol, CID, and administration as a supervisor. He came to the Sanger PD in 2022 and is currently the Lt. over Professional Standards and CID. He is also the Department's Training Coordinator. He commented, *“I have attended numerous leadership and management courses. The instruction and information provided in LECOP is the first that takes leadership theory and applies it to a real world LE setting. This is paramount to molding future leaders in this ever-changing environment.”*

Law Enforcement Command Officer Program (LECOP) – Awardee #60



Sergeant Stephen W. Goodson – Kilgore Police Department

Award Date: November 6, 2023

Sgt. Goodson started with the Kilgore PD in 2008 as a Patrolman. He was promoted to Patrol Cpl. in 2010. He is a TCOLE Instructor, teaching firearms, less-lethal platforms, and defensive tactics. Assigned to CID in 2015 as a Detective, he has 3 degrees including a bachelor's degree, also attaining his Master Peace Officer certificate. He was promoted to Sergeant in 2021 and currently supervises CID. He stated, *"I found these classes to be very well taught and the wisdom/life experiences of the instructors were second to none. I would HIGHLY recommend this training to anyone in law enforcement"*.

Law Enforcement Command Officer Program (LECOP) – Awardee #61



Lieutenant Paul "Mitch" Autrey – Kilgore Police Department

Award Date: November 6, 2023

Lt. Autrey is a US Marine Corp veteran and has 23 years in LE. He began with the Rusk Co. S.O. in 1997 as a jailer, graduating from the Police Academy in 2000. He served as a Sgt. Investigator specializing in crimes against children and SWAT officer there. He came to the Kilgore PD in 2008, serving as a patrol officer, Cpl., Sgt., and Lt. He oversees training, fleet management, quartermaster, and the municipal jail. Lt. Autrey holds a Master Peace Officer Certificate and has completed the FBI-LEEDA Trilogy.

Law Enforcement Command Officer Program (LECOP) – Awardee #62



Assistant Chief Johnathan Gage – Kilgore Police Department

Award Date: November 10, 2023

A.C. Gage began his career in 1998. He served as an Enforcement Agent with the Texas Alcoholic Beverage Commission prior to coming to the Kilgore PD. He holds a bachelor's degree in CJ Administration and is a Master Peace Officer. He also serves as an assessor for the TPCA Accreditation Program. He said, *"A sincere thank you to all the chiefs who shared their experiences and knowledge throughout the LECOP sequence. This program provides valuable command insight for current LE leaders, as well as crucial development for future leaders"*.

Law Enforcement Command Officer Program (LECOP) – Awardee #63



Captain Manuel Johnson – Texas City Police Department

Award Date: December 2, 2023

Captain Johnson joined the Texas City PD in 2006 and is currently assigned as the Patrol Commander. He served in patrol and narcotics & vice unit prior to promotion. He has supervised patrol, narcotics, crime scene, traffic, CVE, and K-9. He states, *"LECOP training is a phenomenal professional development resource for leaders in all ranks and responsibilities in law enforcement. The instructors' experience-based knowledge and compassion for the profession is truly inspirational"*.

Law Enforcement Command Officer Program (LECOP) – Awardee #64



Sergeant Shaina Berry – Webster Police Department

Award Date: December 4, 2023

Sgt. Berry began her LE career in 2010 and has been with the Webster PD since 2017. She has served as a patrol officer, field training officer, Cpl., FTO Coordinator and is currently assigned as a Sgt. in the Special Operations Division. She commented, *"The LECOP program has been a great overview of all the divisions that make a police dept. work efficiently. The Developing Leaders course has been the best leadership course I have ever taken and has left a lasting impression on who I am as a person and a supervisor"*.

Law Enforcement Command Officer Program (LECOP) – Awardee #65



Sergeant Richard Jarvis – Memorial Villages Police Department

Award Date: December 5, 2023

Sgt. Jarvis began his LE career in 2007 and has been with the Memorial Villages PD since 2016. He has served as a patrol officer, TCOLE instructor, FTO, firearms instructor and is currently assigned as a patrol Supervisor. He is a U.S. Marine Corps veteran and a former Paramedic. He commented, *"The LECOP program has given me a better insight not only as a leader in my position but also on other divisions within the department. LECOP is great for officers of all ranks to learn leadership and improve our teams. My favorite was the "Developing Leaders" class."*

Law Enforcement Command Officer Program (LECOP) – Awardee #66

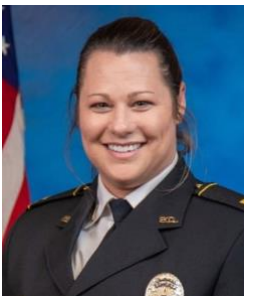


Assistant Chief Manny Casas – Schertz Police Department

Award Date: December 6, 2023

Assistant Chief Casas is a proud U.S. Army veteran and the U.S. Air Force Reserves. He has served the Schertz PD for more than 20 years. He advanced through the ranks from patrol officer to his current rank, as he now oversees the Operational Support Bureau and the budget. He is a graduate of the FBI-NA, the Law Enforcement Management Institute of Texas, the FBI-LEEDS Trilogy and is a Certified Public Manager. He holds a Doctorate in Education, two Master's degrees in Business Administration & Education, and a Bachelor's degree in Management.

Law Enforcement Command Officer Program (LECOP) – Awardee #67



Lieutenant Kelly Kallies – Schertz Police Department

Award Date: December 6, 2023

Lt. Kallies began her career with the Schertz PD in 2007 as a patrol officer. In 2008, she was assigned to CID and completed the Criminal Investigator Certification at AACOG. She promoted to Cpl. in 2011 serving as a supervisor of CID and the Evidence Technicians, attaining the Advanced Certification through TAPEIT. In 2016 she pioneered SPD's Polygraph Unit, being the first State Board Certified Examiner for the PD. Lt. Kallies is a Master Peace Officer with a Bachelor's degree in CJ and a Master's Degree in Management and Leadership from Tarleton State Univ.

Law Enforcement Command Officer Program (LECOP) – Awardee #68



Sergeant Zachary Bias – Killeen Police Department

Award Date: December 11, 2023

Sgt. Bias began his career at the Killeen PD in 2015 after serving in the U.S. Marine Corps. He holds a BS in Criminal Justice from Texas A&M-Central Texas. He has served in patrol as an FTO and supervisor, a member of the Bicycle Unit and is currently the Property Crimes Sgt. in the Special Investigations Division. He says, *"Leadership is the foundation of any successful organization. LECOP provides a foundation for lifelong leadership studies I can build on and share with others. I appreciate the dedication of the instructors and the knowledge shared by those I met."*

Law Enforcement Command Officer Program (LECOP) – Awardee #69



Captain Joe Roy Williams – Stafford Police Department

Award Date: December 13, 2023

Capt. Williams began his career with the Stafford PD in 2006. He rose through the ranks and was promoted to Captain in 2023, assigned to Support Services. He commented, *"I am honored to have had the opportunity to complete the TPCA-LECOP. The knowledge, training and experience I have gained from the instructors and the students that attended has undoubtedly contributing to me becoming a better Texas LE professional to better serve the public and my Department. Thank you TPCA"*.

Law Enforcement Command Officer Program (LECOP) – Awardee #70



Commander Vrail George, Jr. – Waco Police Department

Award Date: February 6, 2024

Commander George is a 19-year veteran of the Waco Police Department. He also served four years in the United States Marine Corps and holds a Bachelor's Degree in Criminal Justice Administration. He currently leads the Special Victims Division and SWAT/Negotiators team. He states, *"I've truly enjoyed TPCA's Law Enforcement Command Officer Program (LECOP). It is a program that educates leaders in all specifications found within a law enforcement agency. But the most important part of the program is that each class/specification is centered around LEADERSHIP. I strongly recommend anyone interested in leading people to complete the LECOP program"*.

Law Enforcement Command Officer Program (LECOP) – Awardee #71



Lieutenant Karen Kramer – Bellaire Police Department

Award Date: February 8, 2024

Lt. Kramer has served with the Bellaire Police Department for 15 years, currently overseeing the Office of Professional Standards. She holds a Bachelor's Degree from Sam Houston State University and a Masters Certificate from the University of Virginia. She has completed the FBI National Academy and FBI – LEEDA. She says, *"LECOP offers a unique exposure to most assignments within a police agency, allowing attendees to get a "big picture" view of all areas within the department. It forces attendees to expose themselves to areas they may not view as "their area" in order to gain perspective on how the different assignments overlap and affect one another."*

Law Enforcement Command Officer Program (LECOP) – Awardee #72



Sergeant Terry Wu – Hedwig Village Police Department

Award Date: February 8, 2024

Sergeant Wu began his law enforcement career in 2006 with the Houston Police Department. In 2013, Sergeant Wu joined the Hedwig Village Police Department where he has served as an Officer, Detective, and Patrol Sergeant. Sergeant Wu is also an FTO, TCOLE Instructor, and Firearms Instructor. Sergeant Wu said, *"I completed the TPCA Developing Leaders for Texas Law Enforcement course in 2017, and it gave me great insight into leadership philosophy. I am so glad that it has evolved into a comprehensive series of courses that delves into leadership matters across all aspects of a police organization."*

Law Enforcement Command Officer Program (LECOP) – Awardee #73



Lieutenant Andrew Gilbertson – League City Police Department

Award Date: March 8, 2024

Lieutenant Gilbertson has served the League City Police Department since 2011, earning his bachelor's degree from the Florida Institute of Technology, and a master's degree from the University of Cincinnati Ohio. He holds a Master Peace Officer license, Advanced Instructor and Mental Health Officer Certifications. He has served for 20 years in the Army Reserve, currently Chief Warrant Officer Aviator. When asked about LECOP, he shared, *"The program has given me a comprehensive understanding of areas within the department that I haven't had the chance to work in before. The courses prioritize leadership and personal development, which have helped me grow as an individual and as a member of the department."*