



Crowley Police Department 2014 Annual Report



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Our Mission:

To keep you safe, and to improve quality of life in partnership with the community.

Our Vision:

To be respected and trusted by all segments of the community so that we can be a positive driving force in making the City of Crowley the most livable community in North Texas.

Our Core Values (HIHR):

Honesty:

All employees will speak the truth and act righteous at all times.

Integrity:

The Crowley Police Department is built upon a foundation of ethical and professional conduct. We are committed to the highest level of moral principles and ethics.

Honor:

Our honesty, fairness, and integrity shall make us worthy of distinction and respect.

Respect:

We understand our role as community caretakers, and temper our application of the law with compassion and empathy. We are committed to equal application of the law to offenders and members of the public as well as the equal application of rules and regulations to all members of the department.

Luis E. Soler – Chief of Police

It is my pleasure to present to our City Council, City Administration, our staff, and most importantly, to the citizens of Crowley, the 2014 Annual Report of the Crowley Police Department. This is the first report of its kind that our organization has published and it is my intent to make this a yearly publication as we strive to continue to grow as a progressive law enforcement agency.



This annual report not only showcases and explains how our organization works and serves the community, but it also serves as an informational and educational tool that incorporates relevant statistics as well as information on how our officers and employees respond to the needs of our citizens and visitors. In the report you will find charts, graphs, and ratios for your review, however, this report cannot quantify all of the efforts and compassion our members continue to demonstrate on a regular basis while selflessly serving our community.

Over the past year, I have received numerous notes, emails and phone calls from people in our community who have shared stories of how our staff members have gone above and beyond their duties. Examples of such selfless behavior include the purchase of a bicycle, a meal, or a hotel room, giving a student a ride home from school on an icy day, or shoveling snow so that traffic is not impeded. These are heartwarming stories that re-affirm my belief that the Crowley Police Department is a professional, model agency which makes community relations its top priority, and values building trust amongst those we serve through fair and impartial policing.

As the City of Crowley continues to grow, our organization will be faced with new and varied challenges. The Crowley Police Department is blessed to have employees of the highest caliber and dedication, so I rest assured we will be able to face those challenges and opportunities with success.

Lastly, I wish to convey my appreciation to the Crowley City Council and the citizens of the City of Crowley for entrusting me to lead and serve this department and this community. To serve in this profession in the capacity of Chief of Police is both a privilege and an honor. As always, either myself or my staff are available to answer any questions or take any comments, compliments, or complaints. Great customer service is a top priority for us, so please do not hesitate to contact us if needed.

Stay safe.

Respectfully,

Luis Soler



The Mike Carpenter Building

In the early morning hours of February 13, 1979, Crowley police officer Mike Carpenter, 25, stopped a vehicle in the 600 block of Meadowcrest Street. The vehicle matched the description of one stolen in Fort Worth the day before, and Carpenter was advised to detain the two men in the truck.

Carpenter told the two suspects, Jimmy Lloyd Mead, 37, a federal parolee, and Don Cagle, 21, a former mental hospital patient and known drug abuser, to wait in his patrol unit until he received further instruction from the dispatcher.

The two men were able to wrestle his firearm away from Carpenter, 6 ft tall and 200+ lbs. Mead shot Carpenter with his own service revolver, hitting him in the right side of his chest. Carpenter was listed as dead-on-arrival at Huguley Hospital. He is the only Crowley police officer to die in the line of duty.

The two suspects fled the scene and eluded a massive manhunt. Over 100 officers from the area participated in the manhunt, but the two suspects hid in an abandoned cellar near Risinger Road and IH-35. They then kidnapped a Fort Worth man, driving his car to Kilgore, Texas. Soon after releasing the hostage, the suspects crossed the Louisiana state line, arriving at Cagle's former girlfriend's house. Her mother notified Louisiana police, and the pair were apprehended.

Mead was convicted of capital murder and given life in prison. Cagle was released a few years later.

More than 250 officers from throughout the State of Texas attended Carpenter's funeral. Fort Worth Police gave a 21-gun salute, and condolences cards and telegrams were received from law enforcement agencies across the country.

In 1987, The Texas State Senate passed a resolution in memory of James Michael Carpenter, a copy of which hangs in the Crowley Police Department lobby. His name is included in the American Police Hall of Fame in Miami, Florida, and in 1995, his name was included on the Texas State Peace Officers Memorial in Austin. Carpenter continues to be honored as one who gave his life protecting the citizens of Crowley.



Kit A. Long—Assistant Chief of Police

The Assistant Chief of Police is the second in command for the Crowley Police Department, and serves as Acting Police Chief when the Chief of Police is not available.

Assistant Chief Long maintains regular contact with the command staff, and reports directly to the Chief of Police. Chief Long assists with the planning, directing, and coordinating of activities in the Police Department, and works to resolve problems when required.

Chief Long represents the Crowley Police Department while attending City functions and local conferences, either with the Chief of Police or in his absence.



Chief Long has a working knowledge of theories, principles, and practices of effective police administration, with special reference to department policies, and the laws and court decisions affecting police departments in Texas and across the United States. Chief Long works to maintain effective and open professional relationships with staff members, our City officials, various community organizations and the general public.

The Community Policing Bureau and the Support Services Bureau are each supervised by a Lieutenant, both of whom report directly to Chief Long. Regularly scheduled meetings keep lines of communication open, and allow for discussion and resolution as situations arise.



I am very proud of the Crowley Police Department, and am pleased with the direction we are headed and improvements we continue to make. Our officers are of the highest caliber, and we'll continue to focus on education and training for our troops.

As we move forward this year, adding qualified officers of sound character is at the top of our list. Our community policing is making a difference in our City, as evidenced by the drop in residential and business burglaries between 2013 and 2014.

We appreciate the trust that the citizens of Crowley have placed with us, and will continue to work to improve that confidence with care.

Respectfully,

Kit Long
Assistant Chief





Crowley City Council (l-r): Councilman Jerry Beck, Councilman John Shotwell, Councilman James Dornan, Mayor Billy Davis, Councilman Jim Hirth, Councilwoman Tina Pace and Councilwoman Christina Gilbreath



Councilmembers Tina Pace and Jim Hirth and Mayor Billy Davis



*Dr. Dan Powell,
Superintendent CISD*



*Lt. John Wenman, Retired
December 2014*



*Members of the Crowley Police
Department attending Council meetings*



Crowley Star

*Follow
us!*



Support Services Bureau

Lieutenant Robert Gray oversees the Support Services Bureau, and reports to Assistant Chief Long.

The following divisions and functions fall under the direct supervision of Lt. Gray:

- **Community Services Division:** the Criminal Investigations Unit, the Office of Community Outreach, Jail Operations, the Office of Public Information, Fleet Maintenance, the Training Division, Recruiting, Citizens on Patrol
- **Support Services Division:** Communications (Dispatch Command Center), Property and Evidence, Code Compliance, Records, Interns
- **Professional Standards:** Internal Affairs and Commendations, Information Technology, Building Maintenance



Lieutenant Robert Gray

Community Policing Bureau



Lieutenant Michael Roach

Lieutenant Michael Roach oversees the Community Policing Bureau, and reports to Assistant Chief Long.

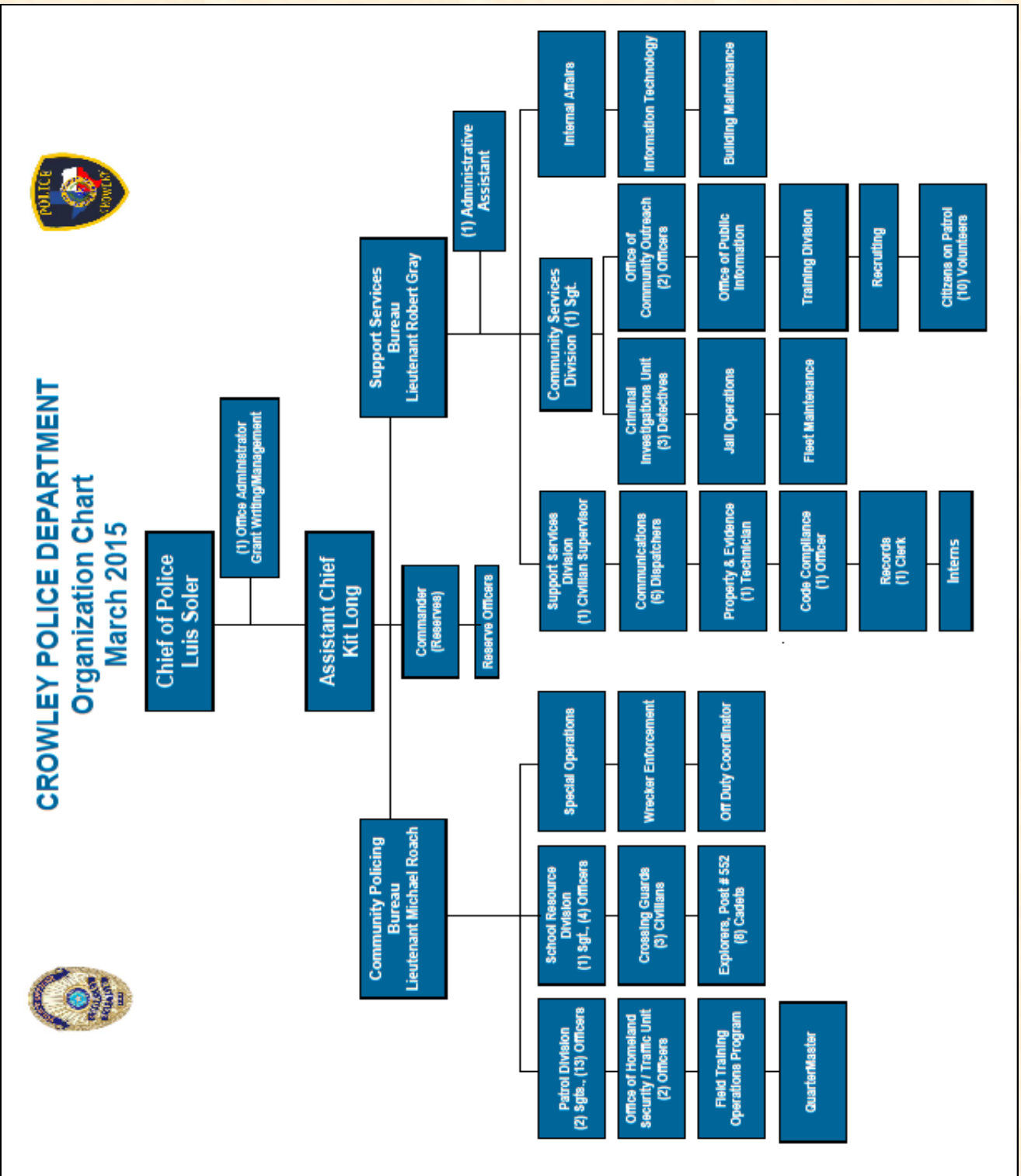
The following divisions and functions fall under the direct supervision of Lt. Roach:

- **Uniformed Services:** Patrol Unit, the Office of Homeland Security, Traffic Unit, Field Training Operations Program, QuarterMaster
- **School Resource Division:** School Resource Officers, Crossing Guards, Explorers Post #552
- **Special Operations:** Event Officer Staffing, Wrecker Enforcement, Off-Duty Coordinator, Bike Patrol, ATV Patrol, Honor Guard

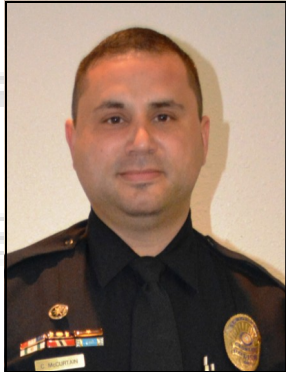
Serve...Lead...Succeed...
Crowley Police Department

Organization

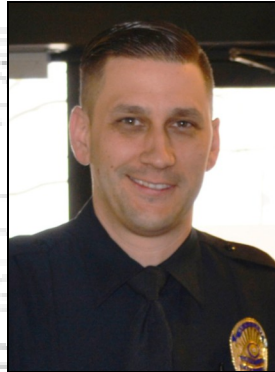
Organization Chart



Supervisors



*Sgt. Cory McCurtain
Day Shift—Patrol*



*Sgt. Chris LaChance
Night Shift—Patrol*



*Sgt. Michael Tate
Community Services*



*Sgt. Sherman Neal
School Resource Unit*



*Ms. Nikki Campbell
Support Services Supervisor*

Police Department Demographics 2014

Sworn Employee Gender:

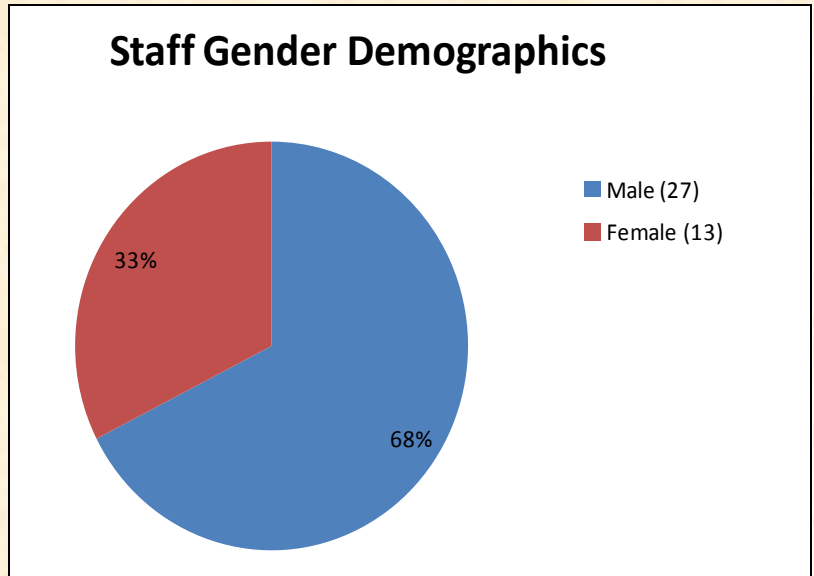
24 Male
4 Female

Civilian Employee Gender:

3 Male
9 Female

Volunteers Gender:

5 Male
6 Female



Age Demographics

Sworn Employee Age:

4 Between the age of 20-29
13 Between the age of 30-39
6 Between the age of 40-49
5 Over 50

Age Demographics

Non-Sworn Employee Age:

1 Between the age of 20-29
0 Between the age of 30-39
4 Between the age of 40-49
7 Over 50

Age Demographics

Volunteer Age:

0 Between the age of 20-29
2 Between the age of 30-39
2 Between the age of 40-49
7 Over 50

Education Demographics

Sworn Employee Education:

14 have undocumented or no college
5 have some college
7 have Associate Degrees
2 have Bachelor Degrees
0 has Master Degree

Education Demographics

Non-Sworn Employee Education:

9 have undocumented or no college
1 has some college
1 have Associate Degrees
1 has Bachelor Degree
0 has Master Degree

Personnel

Authorized Personnel	Office of the Chief of Police	Patrol	Criminal Investigations	School Resource Unit	Support Services	Total
Police Chief	1					1
Assistant Police Chief	1					1
Lieutenants	2					2
Sergeants		2	1	1		4
Officers		13	3	4	4	23
Total Sworn Positions	4	15	4	5	4	32
Support Services Supervisor	1				0	1
Property & Evidence					1	1
Dispatchers					6	6
Code Compliance Officer					1	1
Records Clerk					1	1
Administration	1				1	2
Volunteers					11	11
Total Civilian Positions	2	0	0	0	24	22
TOTAL EMPLOYEES	6	15	4	5	24	54

*“I am society’s first line of defense.
 I am the thin blue line.
 I am an American Police Officer.”*

Facility

The Crowley Police Department facility was completed in March 2008, and is located in the Mike Carpenter Building at 617 Business FM 1187 West, Crowley, Texas. Located adjacent to the municipal complex on South Oak Street, the Police Department complements the Crowley Recreation Center, Crowley Skate Park, the Crowley Public Library, Veteran’s Memorial and Fire Station No. 2.

The building is 22,000 square feet, and accommodates office space, workout facilities, break-room, locker rooms, briefing room, training room/Emergency Operations Center and Property & Evidence. There are also nine (9) jail cells with a total capacity of 26 detainees. There is guest parking in the front of the building, with employee parking and a gated secured parking lot to the back of the facility.

Guests are greeted in the Main Lobby, open Monday through Friday, 8am to 5pm, or in the Jail Lobby, which is manned by the Communications Center staff continuously for 24 hours, seven days a week.

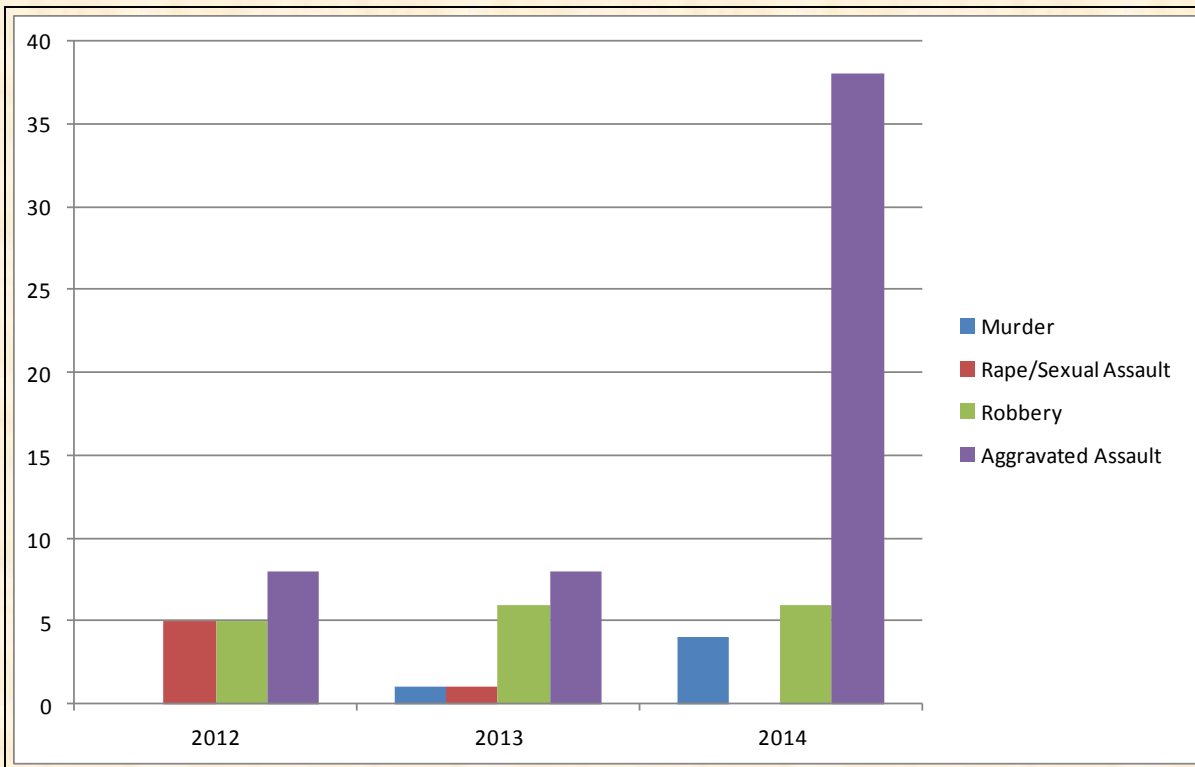


Statistical Review

Crime Trends, Activities

Violent Crime Offenses; Crimes Against Persons

Murder, Rape/Sexual Assault, Robbery, Aggravated Assault



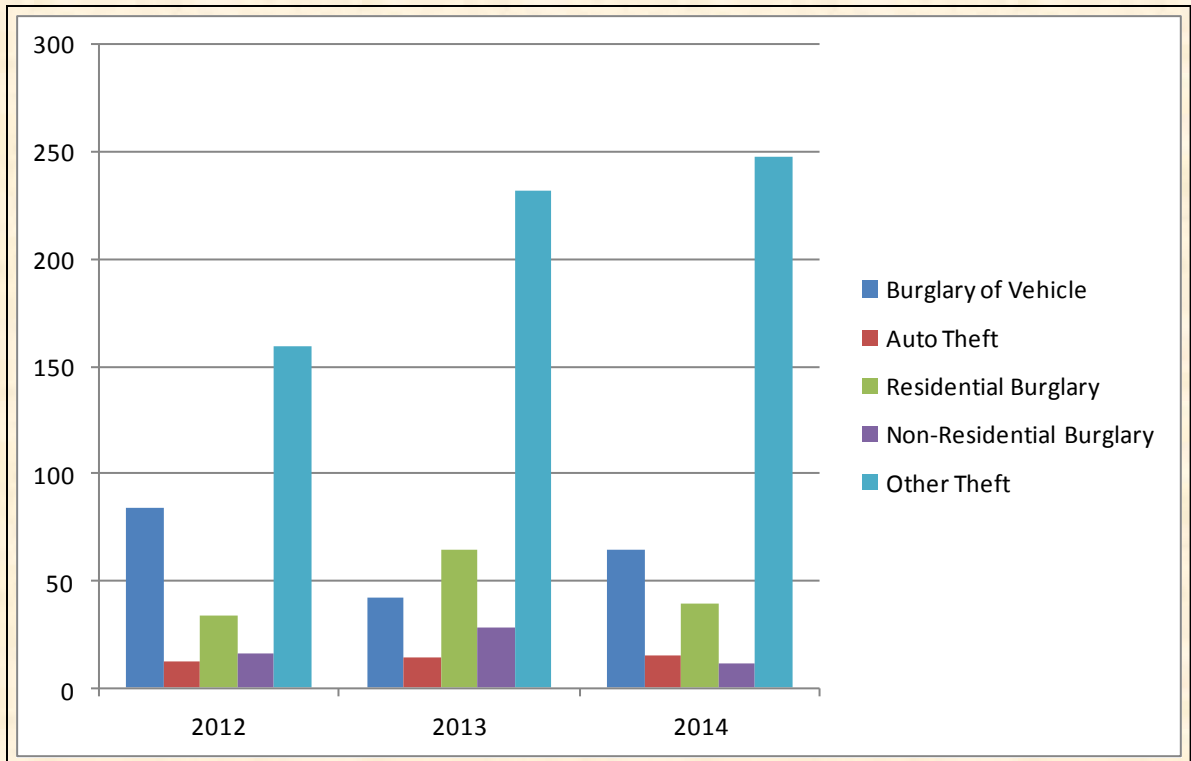
	Murder	Rape/Sexual Assault	Robbery	Aggravated Assault
2012	0	5	5	8
2013	1	1	6	8
2014	4	0	6	38

Statistical Review

Crime Trends, Activities

Crimes Against Property

Burglary of Vehicle, Residential Burglary, Non-Residential Burglary



	Burglary of Vehicle	Auto Theft	Residential Burglary	Non-Residential Burglary	Other Theft (shoplifting, etc.)
2012	84	12	34	16	159
2013	42	14	64	28	232
2014	64	15	39	11	248

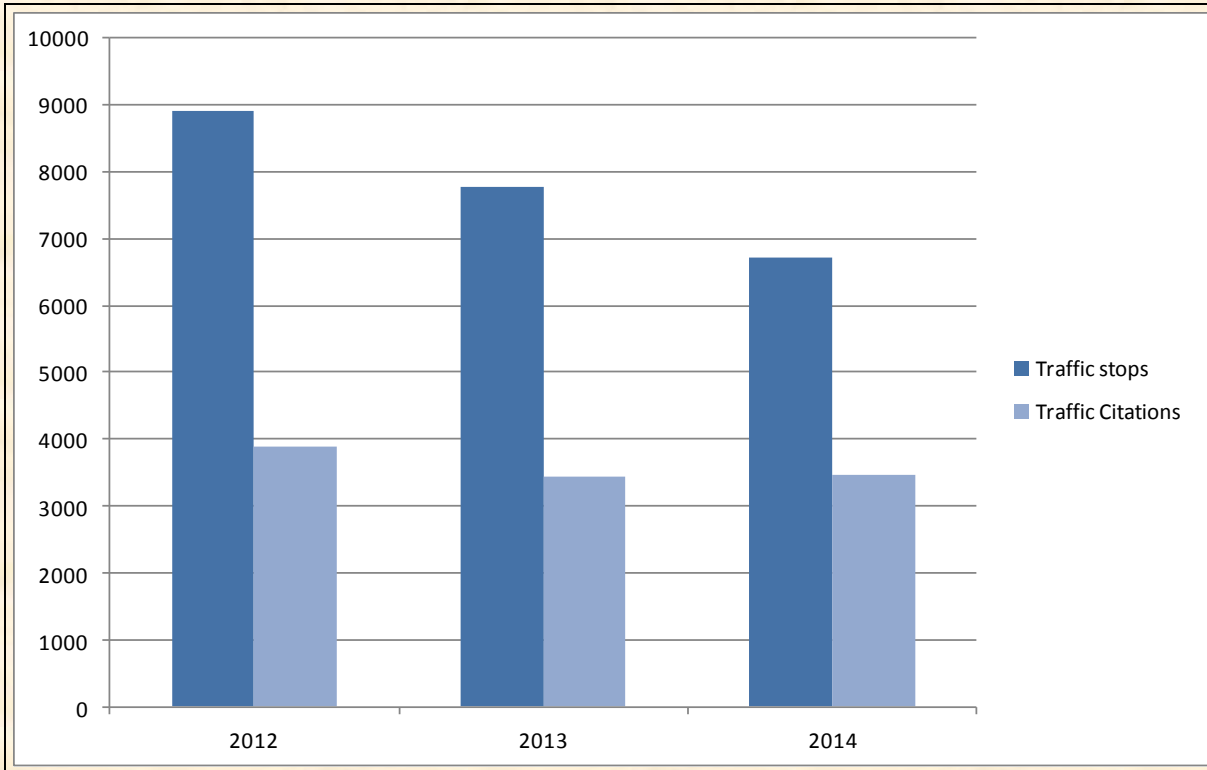
Statistical Review

Crime Trends, Activities

Traffic Enforcement



Traffic Enforcement—Stops, Citations



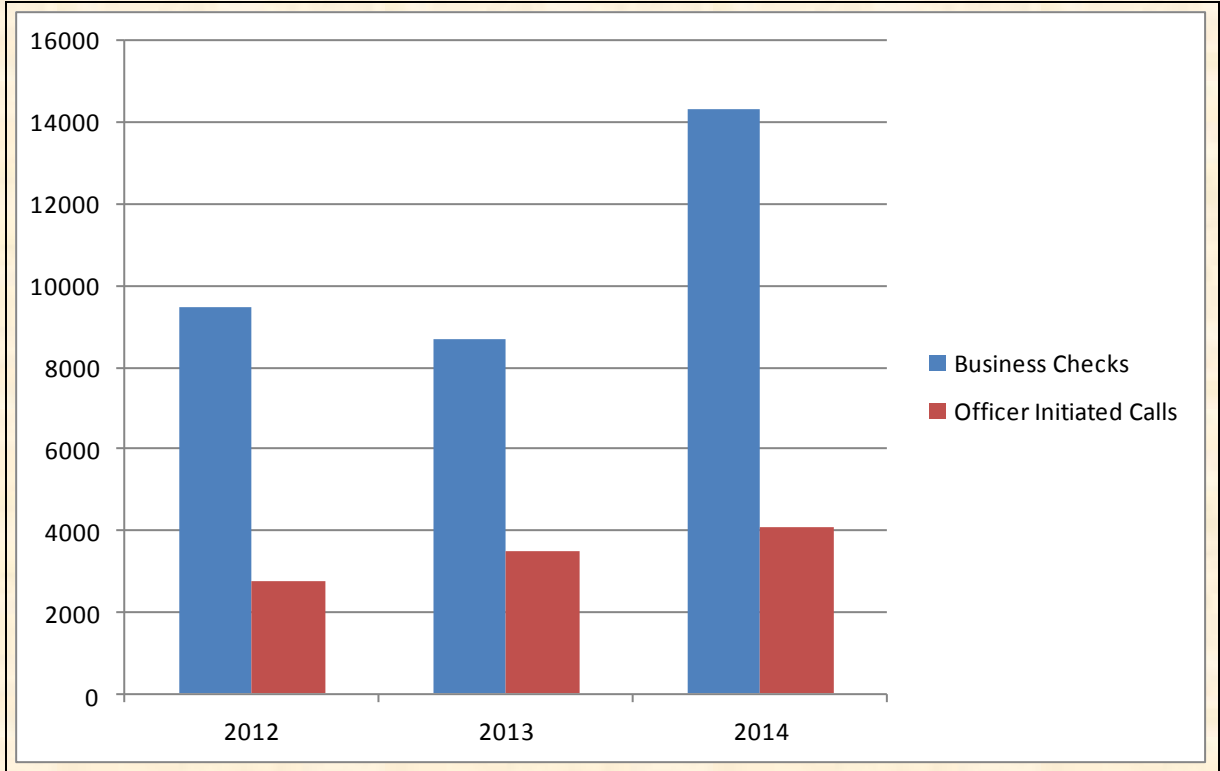
	Traffic stops	Traffic Citations
2012	8913	3900
2013	7771	3430
2014	6717	3465

Statistical Review

Crime Trends, Activities

Officer Activity

Business/Park/Neighborhood Checks, Officer Initiated Calls

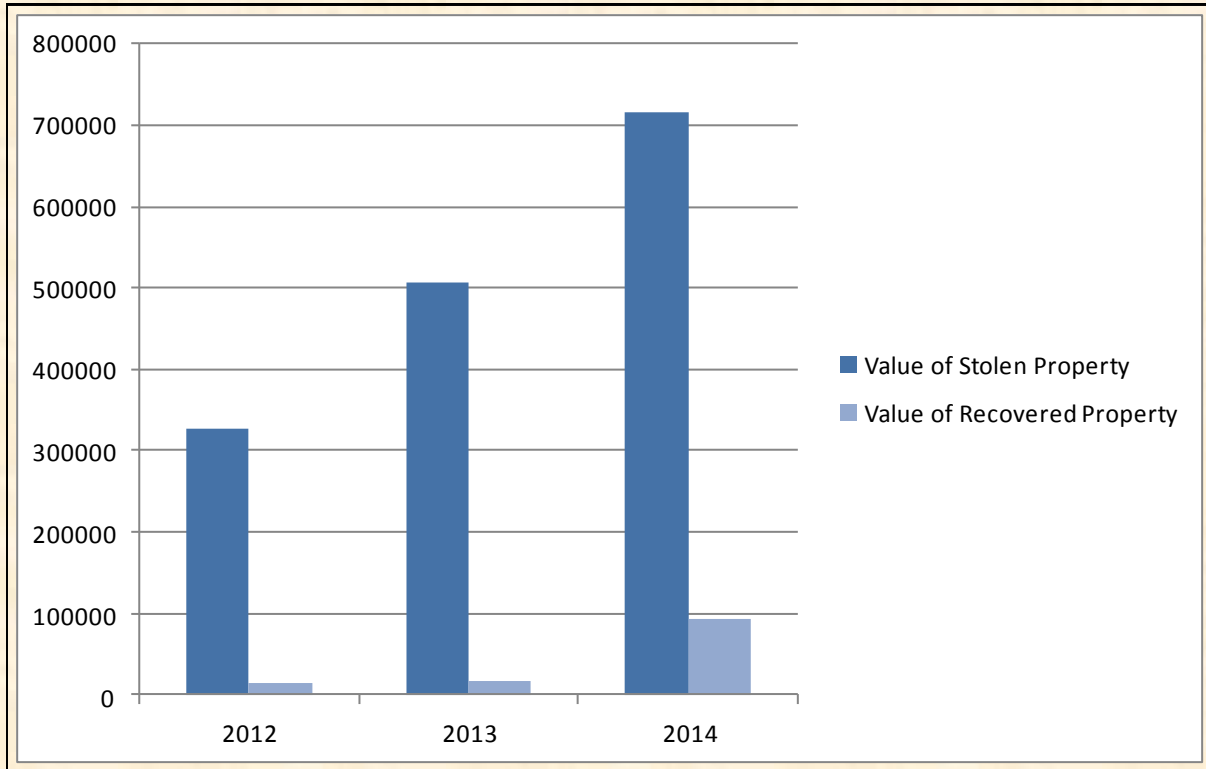


	Business Checks	Officer Initiated Calls
2012	9448	2749
2013	8676	3482
2014	14300	4087

Statistical Review

Crime Trends, Activities

Value of Stolen/Recovered Property

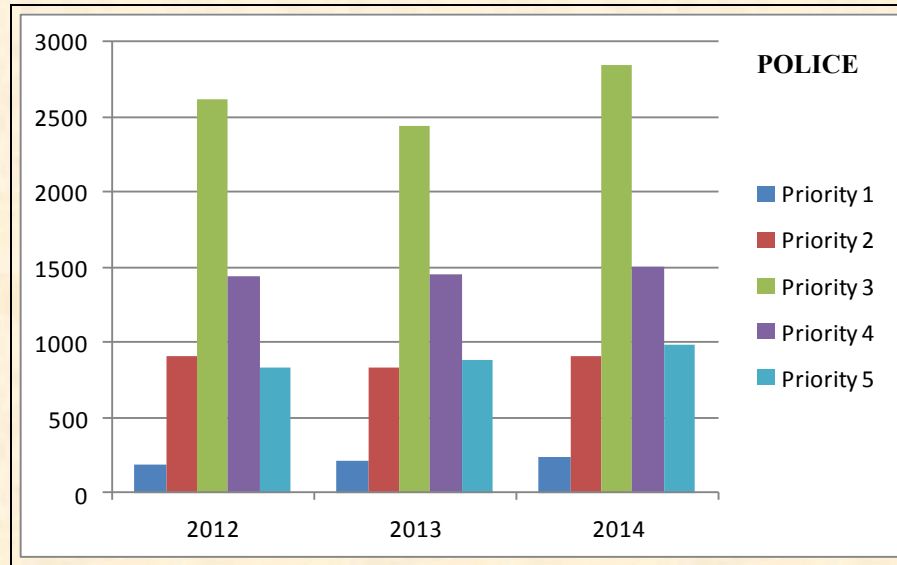
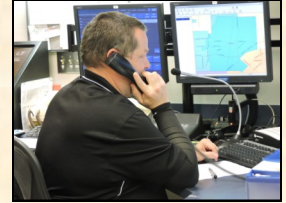


	Value of Stolen Property	Value of Recovered Property
2012	\$327,623	\$15,249
2013	\$505,660	\$15,621
2014	\$714,691	\$93,169

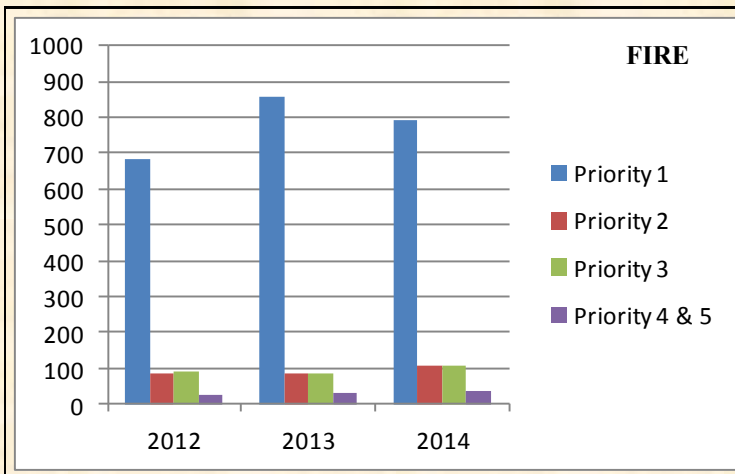
Communications Division

Communications Center

Phone Activity



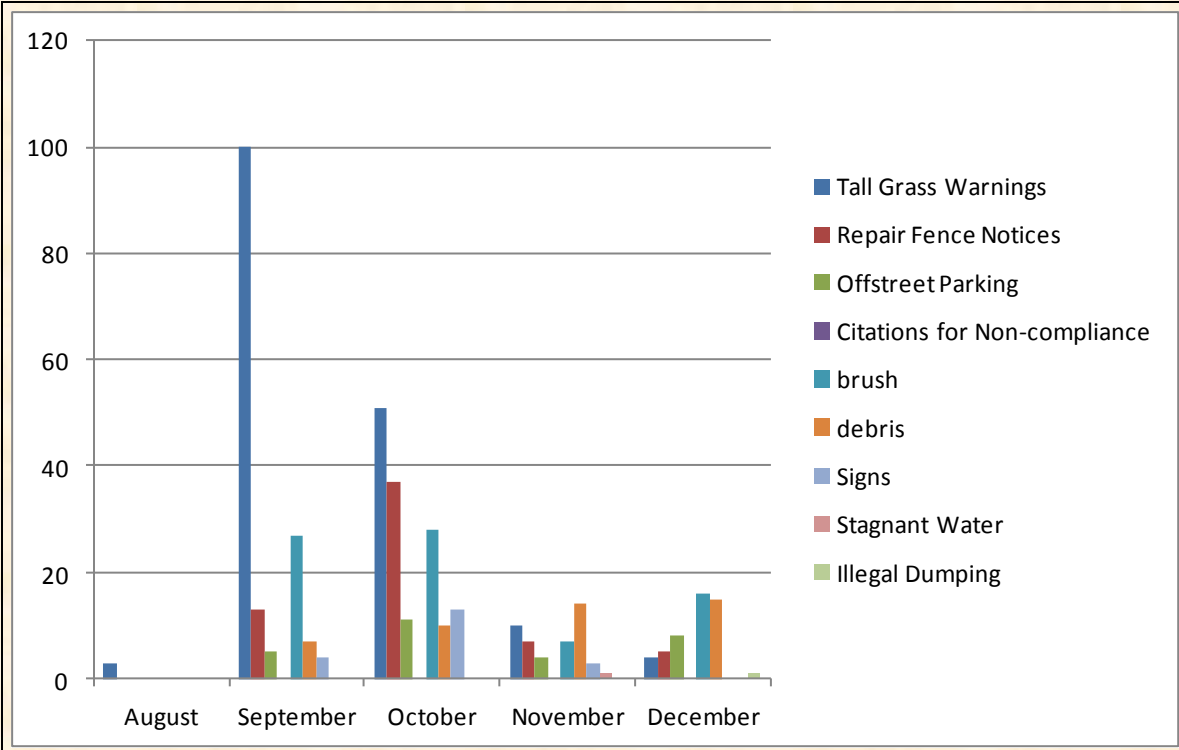
POLICE	2012	2013	2014
Priority 1	188	208	233
Priority 2	902	836	913
Priority 3	2623	2443	2847
Priority 4	1437	1455	1502
Priority 5	825	887	978
Total	27,084	25,758	31,577



FIRE	2012	2013	2014
Priority 1	685	860	793
Priority 2	84	87	105
Priority 3	92	86	107
Priority 4 & 5	23	28	34
Total	884	1,060	1,039

Code Compliance Unit

The Code Compliance Division falls under the supervision of the Support Services Bureau. The Code Compliance Officer reports to the Support Services Supervisor, and encourages homeowners to maintain property according to the City’s Code of Ordinances. This data is provided for August—December 2014, the most recent year that information was documented.



2014	Tall Grass	Repair Fence	Offstreet Parking	brush	debris	Signs	Stagnant Water	Illegal Dumping
August	3	0	0	0	0	0	0	0
September	100	13	5	27	7	4	0	0
October	51	37	11	28	10	13	0	0
November	10	7	4	7	14	3	1	0
December	4	5	8	16	15	0	0	1

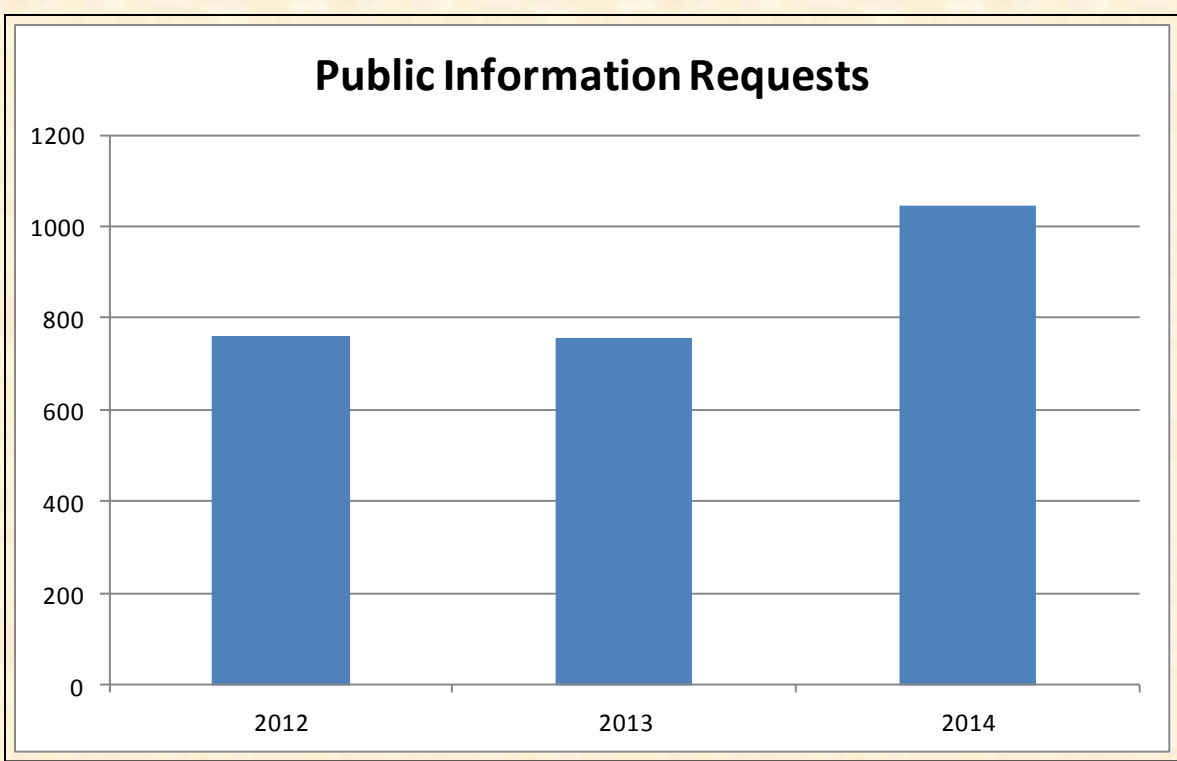
Records Unit

Support Services Division

Records



Tresa Brasell, Records Clerk



Year	Public Information Requests
2012	760
2013	756
2014	1045

Office of Community Outreach

The Office of Community Outreach is part of the Crowley Crime Control and Prevention District. There are two full-time officers and one fulltime Administrative Assistant. This team of three hosts, organizes, and coordinates many projects and programs in and for the City of Crowley.

Programs in the Community include:

- Annual Bike Rodeo
- National Night Out
- National Walk to School
- U.S. Drug Enforcement Agency’s “Drug Take Back” Program
- Taste of Crowley

Programs at the Police Department:

- Crowley Area Teen Community Helpers (CATCH)
- Training for all officers and civilians at the Crowley Police Department
- Crime Prevention training
- Public Information Officer training
- Recruiting of new officers to the Crowley Police Department

The Office of Community Outreach participates in City-Hosted Events :

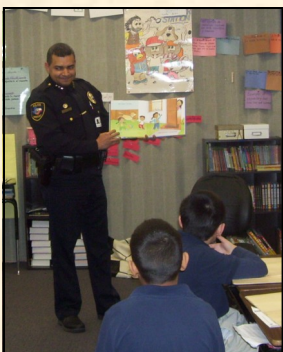
- Easter Egg Hunt
- Movies in the Park
- Celebration of Freedom
- Haunted Hayride
- City Christmas Tree Lighting Event



Bicyclist tries the obstacle course during the 2014 Bike Rodeo



Directing traffic after school sports events



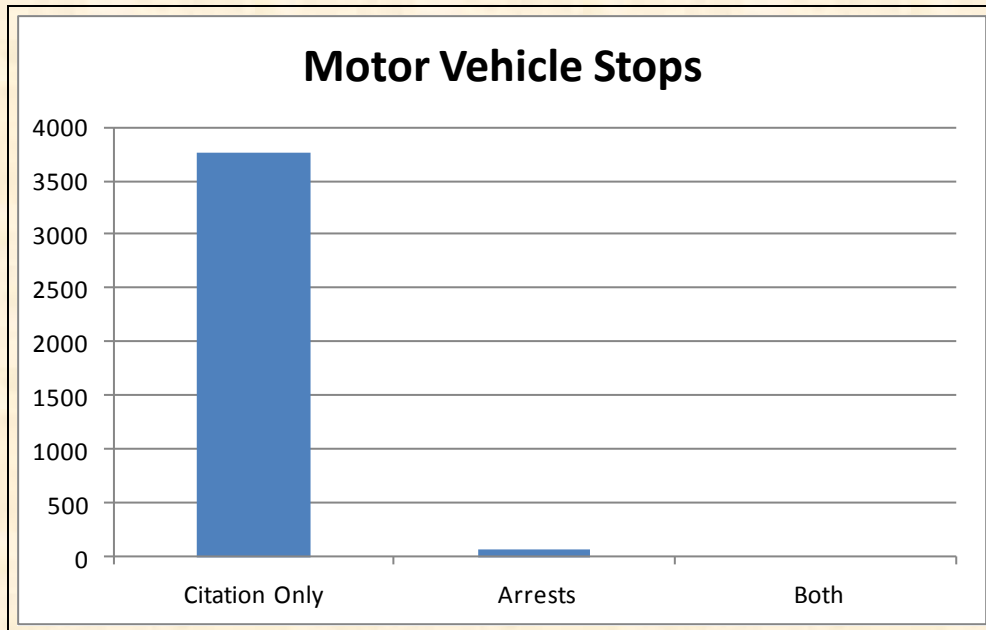
Storytime with elementary school students



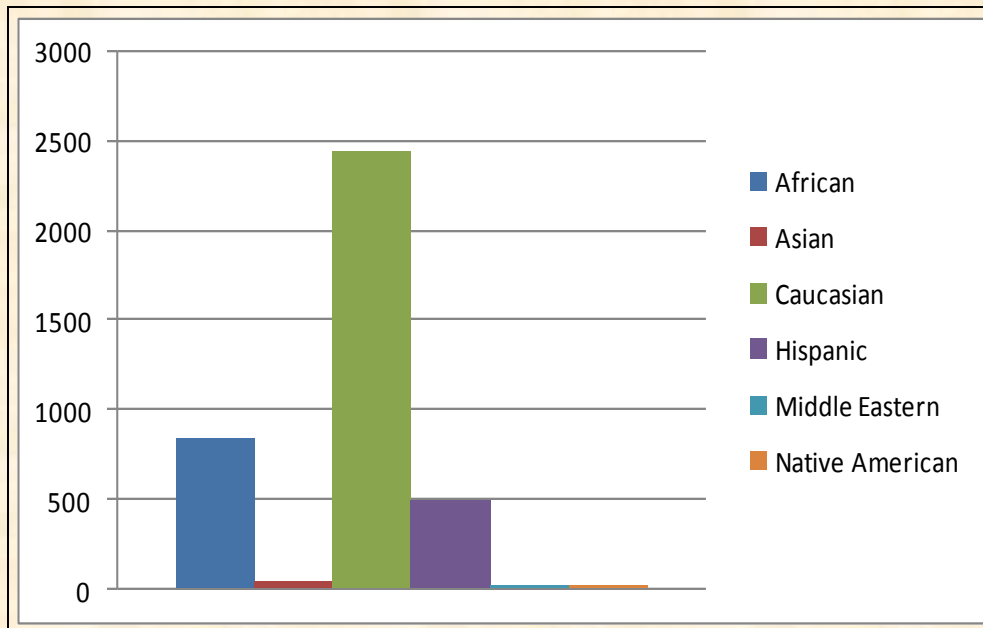
Participating in local parades



Collecting proceeds from the CISD annual Penny Drive for the House of Hope

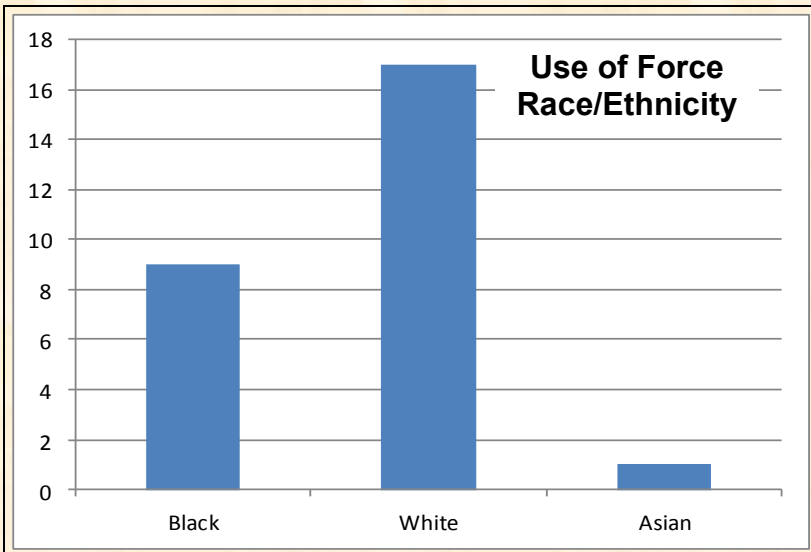


2014	Citation Only	Arrests	Both
Motor Vehicle Stops	3762	64	0

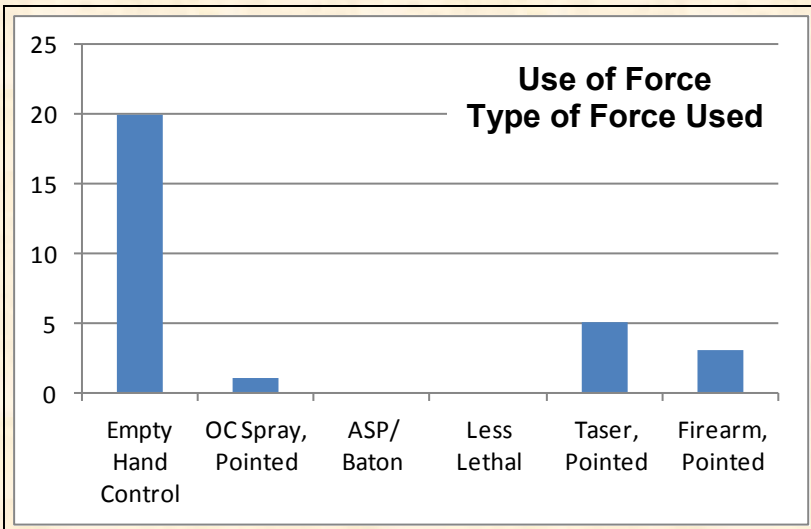


Race of Ethnicity	African	Asian	Caucasian	Hispanic	Middle Eastern	Native American
Count	841	39	2445	490	2	9

Use of Force

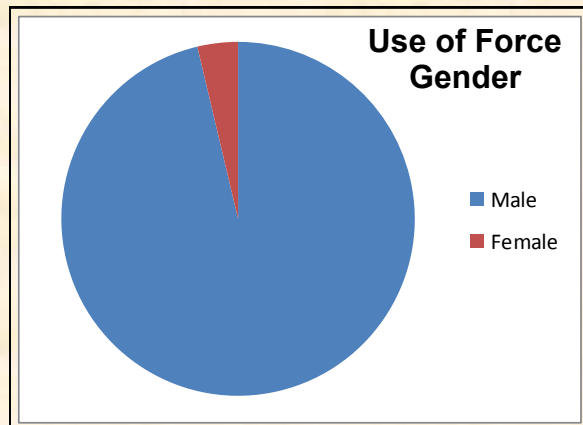


Use of Force Race/Ethnicity	
Black	9
White	17
Asian	1



Use of Force Type of Force Used	
Empty Hand Control	20
OC Spray, Pointed	1
ASP/ Baton	0
Less Lethal	0
Taser, Pointed	5
Firearm, Pointed	3

Use of Force Gender	
Male	26
Female	1



TPCA Best Practices Recognition Program

The Crowley Police Department became the 83rd Law Enforcement Agency in Texas to be Recognized by the Texas Police Chiefs Association’s Best Practices program in April 2013. This coveted award is challenging and laborious, but rewarding for both the department and the citizens of Crowley. Crowley must maintain and update policies regularly, and a TPCA compliance audit is scheduled every three years.

The Texas Police Chiefs Association’s Law Enforcement Recognition Program is voluntary for police agencies in Texas to prove compliance with 164 Texas Law Enforcement Best Practices. These Best Practices were 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 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.

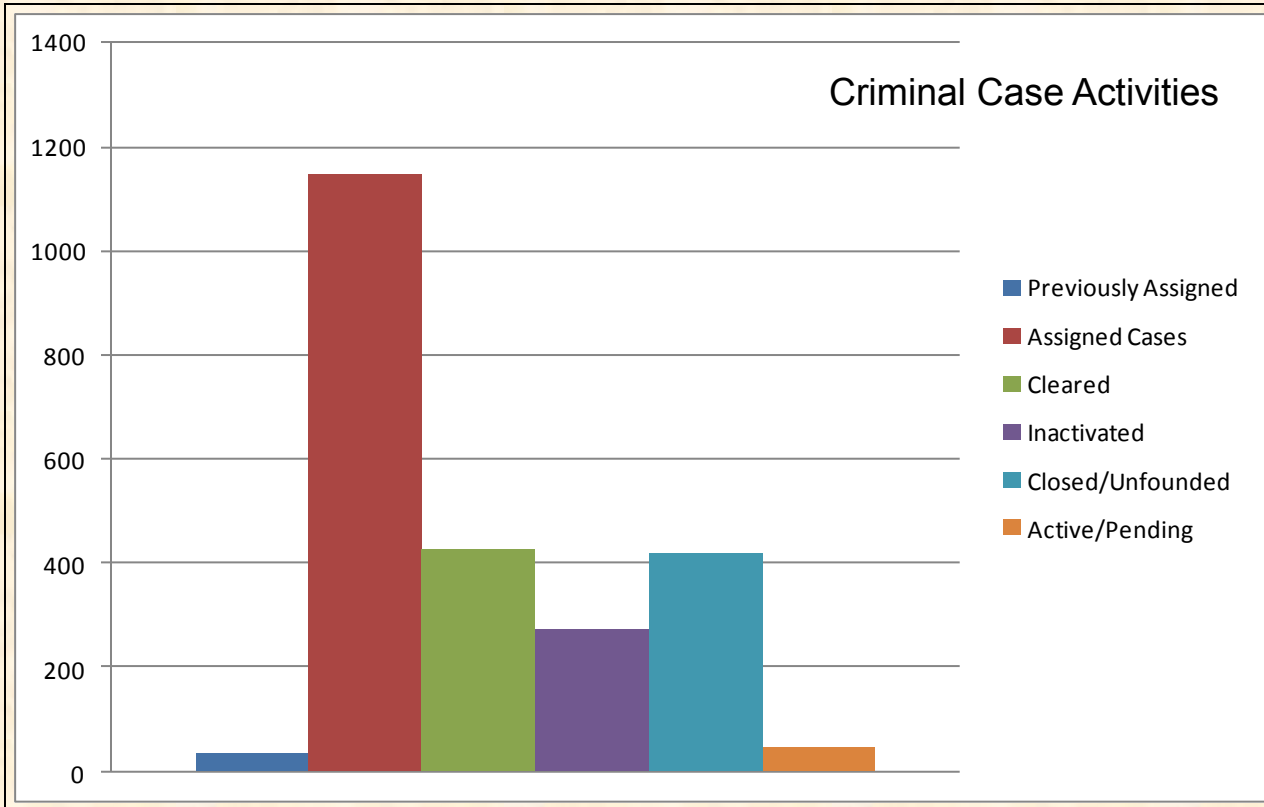
Police Officers exercise government’s most awesome powers – the power to stop and question a citizen, the power to arrest a citizen, to seize his person and property, and the power to use force in that process. Police agencies direct and control officer’s activity through supervision, training and written policies and procedures. Since supervisors cannot always be present, the training and the policies and procedures of an agency are critical to ensuring proper performance. Appropriate equipment is also necessary. The Recognition Program ensures an agency has addressed the most critical law enforcement issues in both policy as well as actual operation. The Recognition Program does not tell an agency what their policy must be, but rather it ensures that the policy, procedure, or operation addresses the critical aspects of an issue.

The Recognition Program assures both City Management and the citizens of a city that their Police Department is operating in a manner that reflects the current Best Practices of Law Enforcement. It can provide citizens with reassurance and improve community relations and cooperation – and also leads to improved performance within the department.



Criminal Investigations

The Crowley Police Department's Criminal Investigations Unit handles criminal cases, registered sex offender compliance, undercover compliance checks (sting operations), Amber Alerts, warrant service, grand jury testimonies, and back up for the Patrol Unit.



Case Log	
Previously Assigned	35
Assigned Cases	1147
Cleared	427
Inactivated	274
Closed/Unfounded	420
Active/Pending	48
TOTAL CASES	2351

Jail

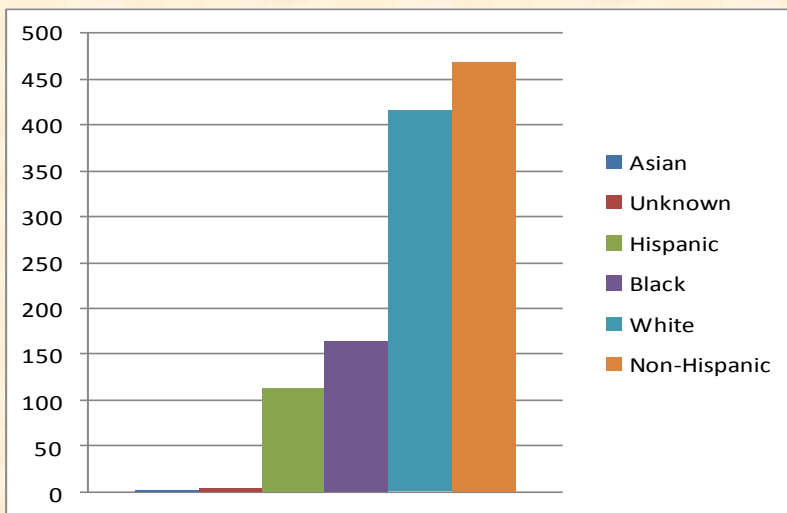
The Crowley Police Department’s detention facility is approximately 9,000 square feet, with eight cells and 26 beds. This includes six beds in the women’s holding cell, as well as a detox cell.

Detainees are escorted from the sally port to the holding area, where fingerprints are scanned and mug shots are taken. Scanned fingerprints are automatically uploaded to the state and federal identification databases.

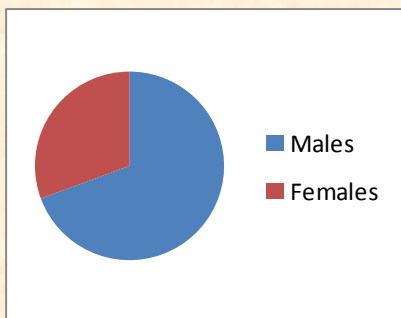
The four sally port bays provide adequate security while transporting arrested persons either to or from our facility. Laundry maintained in-house with commercial appliances. Meals and sanitation sundries are provided daily to detainees.

Crowley video records each Driving While Intoxicated (DWI) arrest, and provides information to the Tarrant County District Attorney for consideration.

Detainees may use the visitation area to talk with immediate family members who are 17 years or older, from 10am to 2pm each day, for a short period of time. Most detainees are arraigned within 72 hours.



Booking By Race/Ethnicity	
Asian	1
Unknown	2
Hispanic	114
Black	164
White	416
Non-Hispanic	468



Booking by Gender	
Males	403
Females	178
Unknown	2



Sally port access

Annual Awards

Each year, the Crowley Police Department officers and staff nominate and vote for the Officer of the Year, Civilian of the Year, and the Volunteer of the Year. The Chief of Police considers all employees for the “Chief’s Award,” and selects the staff member who has exceeded expectations in his or her job performance.

From l-r Linda Blasi, 2014 Volunteer of the Year; Denise Reynolds, Chief’s Award; Debbie Emerson, Civilian of the Year; Officer David Bess, Officer of the Year



*Crowley Area Chamber of Commerce
2014 Public Servant of the Year
Officer David Bess*



*Officer Brenden Givens,
Employee of the Quarter,
June 2014
City of Crowley*



*David Bess
Employee of the Year 2014,
City of Crowley*

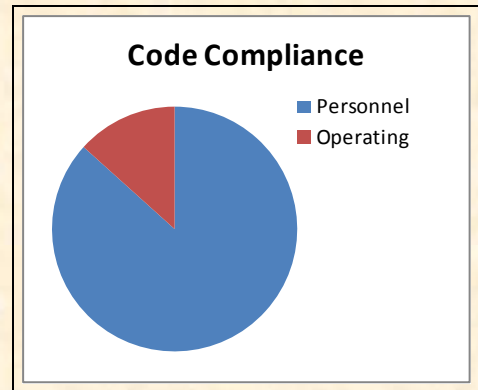
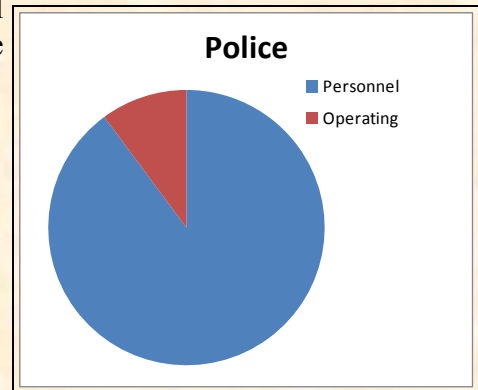


The FBI LEEDA Trilogy Award is a coveted honor that can only be achieved by successfully completing three leadership courses: *Supervisor Leadership Institute*, *Command Leadership Institute* and *Executive Leadership Institute*. This award is presented annually during the FBI LEEDA Executive Training Conference. Three Crowley officers received this award in 2014: Assistant Chief Kit Long, Lt. Robert Gray, and Sgt. Chris Huckaby (Ret.). Police Chief Soler, who has encouraged his staff to pursue this award, received the Trilogy Award in 2011.

Budget

Crowley's Office of the Chief of Police oversees the annual budget for the Police Department. The total budget for the Police Department and Code Compliance is **\$2,706,110**.

2014	Personnel	Operating
Police	\$ 2,377,893	\$ 280,426
Code Compliance	\$ 41,691	\$ 6,100
	\$ 2,419,584	\$ 286,526
TOTAL	\$ 2,706,110	

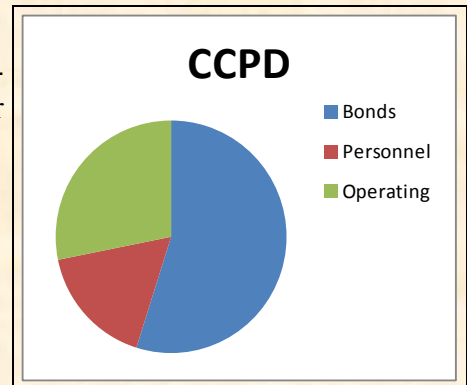


The City of Crowley is one of the few in Texas with a Crime Control and Prevention District (CCPD). This program provides resources to effectively reduce crime through prevention and education strategies throughout the community. In 2014, the program funded two fulltime Community Liaison Officers. The CCPD provided the funding for the construction of the police department building, which was completed in 2008.

The CCPD is governed by a seven-member Board of Directors, who are responsible for establishing the annual budget, setting policies, overseeing expenditures and evaluating programs that are funded by the CCPD. One-half cent of each \$1.00 spent goes to the CCPD when goods or services are purchased in the City. In 2010, citizens voted to continue the Crime Control and Prevention District in Crowley.

The CCPD budget for 2014 was \$530,800, with bond payments of \$291,028, personnel costs of \$90,060, and costs for programs/projects of \$110,017.

	Bonds	Personnel	Operating
CCPD	\$ 291,028	\$ 90,060	\$ 149,712
TOTAL	\$ 640,817		



School Resource Officers

The School Resource Unit consists of one sergeant and four officers who are tasked with the fulltime protection of 6,100 students and 520 faculty and staff situated on nine campuses. These campuses include one high school, one ninth grade campus, one middle school, two elementary schools, one career, technology and education center, one alternative learning center, the district’s agricultural property, and the school district’s administrative offices.

The purpose of the unit is not only to provide safety and security of the district, but also to serve as mentors, educators, and counselors to our youth. The Crowley Police Department SRO unit works hand in hand with the CISD administration and also provides security to all school-related events that take place within the city. This includes football games, basketball games, and any other academic or cultural events.



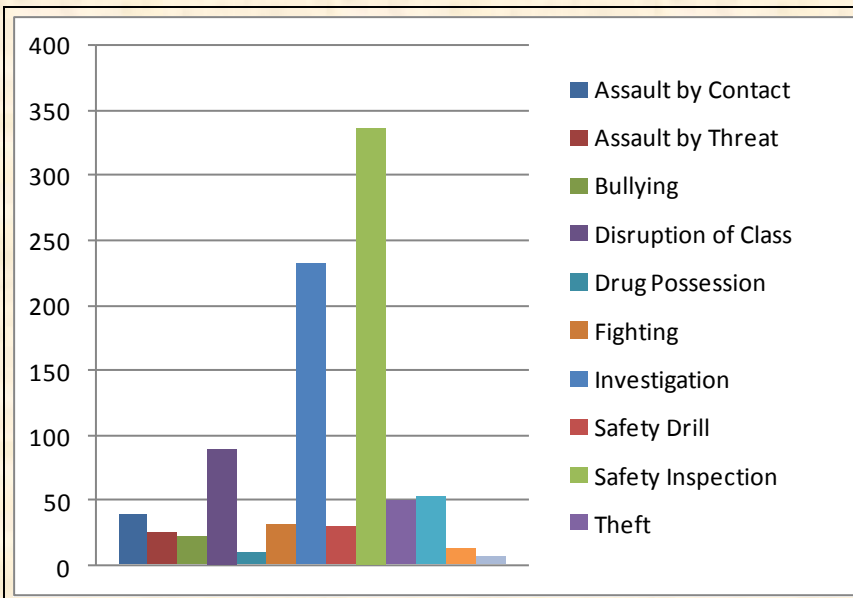
SROs direct traffic for HF Stevens Middle School during drop-off and pick-up times



SROs are an integral part of the school system in Crowley..



Sgt Neal visits with a parent



Other Contact (mentoring, counseling)	1201
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Assault by Contact	38
Assault by Threat	25
Bullying	22
Disruption of Class	90
Drug Possession	10
Fighting	31
Investigation	233
Safety Drill	29
Safety Inspection	336
Theft	49
Truancy	53
Under Influence/	13
Use of Force	6

Citizens Police Academy

The Crowley Citizens Police Academy is a six-week course, usually held in the summer months. It is designed to provide citizens with a general understanding of policing.

Students are introduced to the many departments of the Crowley Police Department, including members of the force. Speakers from the different divisions give a general description of his or her duties and responsibilities. This unique program gives insight for the citizens to see the person behind the badge.

This is a prerequisite for the COPs program.



2014 Citizens Police Academy graduates



Citizens On Patrol (COPS)

After completing the Citizens Police Academy, graduates are invited to volunteer two hours each month with the Citizens On Patrols program.

COPs volunteers assist with traffic during City events and parades, and work with police officers as needed.



2014 COPS Graduating Class



Explorers—Understanding Policing and Participating in Competitions



Chief Soler addressing the 2014 Explorers Competition



Scorers reviewing totals for awards



Crowley Explorers' Awards showcase



Crowley Officer's analyze the scene as Explorers conduct simulated arrests



Explorers during competition



Crowley SRO's observe and score participants

Training



FBI LEEDA Command Staff Training



Sgt. Sherman Neal graduates from Institute for Law Enforcement Administration, 115th School of Police Supervision



Police and Railway Training with BNSF



Keeping up with Bike Patrol training



Active Shooter Training



The Crowley Police Department collaborates with a number of training agencies, including the Federal Bureau of Investigations Law Enforcement Executive Development Agency, the Public Agency Training Council, and the Center for American and International Law.

PoliceOne recently provided an online training opportunity for the Crowley Police Department, resulting in training agreements between the Crowley, Burleson and Cleburne Police Departments.



U.S. Department of Justice



U.S. Department of ATF



FBI LEEDA



Public Agency Training Council



International Association of Chiefs of Police

Recruiting

The Crowley Police Department, in partnership with our local community, continues our commitment to safety and improving the quality of life for our citizens.

Recruiting quality candidates is an on-going process, and the Crowley Police Department accepts applications regularly. Testing is scheduled as soon as five applicants are available.

The hiring process includes:

- Entry level exam and physical agility test
- Oral Review Board
- Background check
- Integrity Interview and Offer Letter
- Polygraph, Psych Evaluation and Drug Screen

Crowley provides all uniforms and necessary equipment, except duty weapon, boots and cuffs.

Minimum qualifications for all Police Officer applicants:

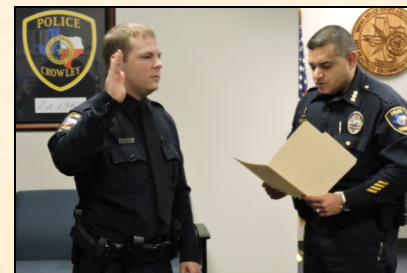
1. Must be 21 years of age or older.
2. Must be a U.S. Citizen
3. Must have a High School Diploma or equivalent.
4. Must have a Peace Officer license issued by the State of Texas.
5. Must meet or exceed standards set by law or by policy of the Texas Commission on Law Enforcement (TCOLE).
6. Have or be able to obtain a Texas Driver's License.



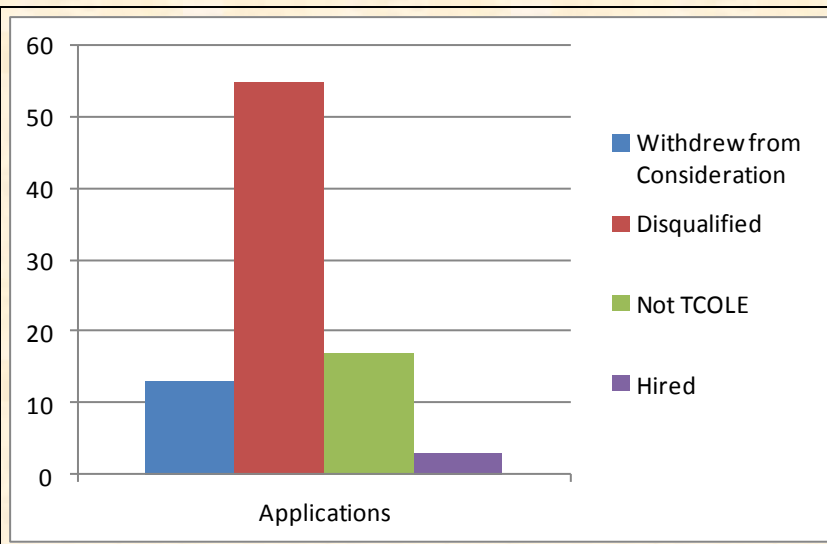
Candidates must pass a basic physical agility test



Once the Entry Level Exam is passed successfully, the hiring process continues



Chief Soler swears in a new officer



Withdrew from Consideration	13
Disqualified	55
Not TCOLE	17
Hired	3
Applications	87

Special Operations



CROWLEY JUSTICE CENTER
 DEDICATED MARCH 2008

CROWLEY CITY COUNCIL
 BILLY DAVIS, MAYOR
 JERRY BECK
 JIM HIRTH
 BEAU YARBOROUGH
 JOHNNY SHOTWELL
 TINA PACE
 JESSE JOHNSON

CRIME CONTROL AND PREVENTION DISTRICT BOARD
 JESSE JOHNSON, PRESIDENT
 JIM HIRTH, VICE PRESIDENT
 BILLY DAVIS
 JERRY BECK
 BEAU YARBOROUGH
 JOHNNY SHOTWELL
 TINA PACE

CITY MANAGER
 TRUITT GILBREATH

EXECUTIVE DIRECTOR
 JIM McDONALD

CHIEF OF POLICE
 KIRK NEMITZ

Architect
 Maggs Architects, L.P.
 Fort Worth, Texas

General Contractor
 Workman Commercial
 Arlington, Texas

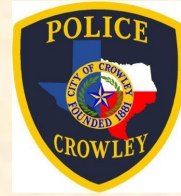


*“Not during my shift. Not during this call.
 Not during this stop. NOT TODAY.
 I will be vigilant. I will not become complacent.
 I will go home.”*

Contact Information



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Tresa Brasell, Records Clerk
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Lorrie Thrasher, Code Compliance Officer
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Office of Community Outreach
Officer CC Meadows 817-297-2276, Ext. 6506
Officer CJ Perry 817-297-2276, Ext. 6504

“A badge is a symbol of public trust and an officer’s authority to enforce laws, yet it is the person behind the badge who exercises the judgment as to how the law is used and justice pursued. Common sense and good judgment are essential to effective policing.”