

THIN LINE SOFTWARE

TCOLE AGENCY READINESS GUIDE

Is Your Texas Police Department Ready for a TCOLE Review?

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What TCOLE's action involving the Trinidad Police Department can teach small Texas law-enforcement agencies about policies, personnel records, training, equipment, evidence, and administrative readiness.

In September 2026, the Texas Commission on Law Enforcement took the uncommon step of revoking the Trinidad Police Department's authority to appoint or continue employing licensed peace officers.

A September 9, 2026 TCOLE letter to Trinidad Mayor Dennis Haws, as reported by news organizations that described the letter, said the department "failed to meet minimum standards" and "was unable to provide evidence that the agency provides public benefit to the community." Those accounts also described deficiencies involving basic resources, including bullet-resistant vests and secure evidence storage, and said the department lacked 18 required policies. TCOLE notified the city that the revocation would take effect September 18, 2026. A TCOLE-hosted copy of the letter was not located when this resource was reviewed.

The circumstances surrounding Trinidad are specific to Trinidad. They are not a template for judging another agency, and they are not a prediction about TCOLE enforcement. The episode does raise a useful question for every small Texas police department:

If someone asked us to demonstrate how this agency operates today, could we?

Why we wrote this

The Trinidad case in brief

- In September 2026, TCOLE notified Trinidad that it was revoking the police department's authority to appoint or continue employing licensed peace officers, effective September 18, 2026.
- The action attracted attention because TCOLE rarely uses its authority to deactivate an appointing agency.
- The findings and the surrounding events are specific to Trinidad. They should not be used to infer another agency's compliance status.
- This guide is not an assessment of any other department and not a TCOLE audit instrument.

The documented gaps provide a useful case study in administrative readiness: policies, resources, records, and the ability to show how the agency operates.

Small department does not mean small responsibility

A small Texas police department may have only a few officers. The chief may also be handling personnel questions, patrol coverage, reports, training, evidence, TCOLE correspondence, NIBRS, CJIS coordination, city administration, budgeting, policy, equipment, and public-record requests. Those responsibilities do not all belong personally to the chief. The operational fact is simpler: a small organization has relatively few people available to divide the work among.

The agency may not have dedicated human resources, compliance staff, a full-time training coordinator, records administration, IT, policy staff, or an evidence technician. Many of the underlying agency responsibilities still exist. Occupations Code § 1701.163 directs TCOLE to set minimum standards for the creation or continued operation of a law-enforcement agency. The current implementing rule, 37 TAC § 211.16, applies those standards to existing agencies as well as new ones.

The resulting risk is not always that the work is not being done. It is that the agency is doing necessary work without the structure and documentation needed to demonstrate it later.

Doing the work and being able to demonstrate the work are not always the same thing.

KNOW -> ASSIGN -> DO -> DOCUMENT -> REVIEW -> DEMONSTRATE

Know the requirement. Assign responsibility. Do the work. Create the record. Keep it organized. Review it. Be able to demonstrate it. A small agency does not need a large-agency bureaucracy to follow that loop. It does need an operation that is visible when someone asks.

Know which policies govern the agency

DOCUMENTED TRINIDAD FINDING. News organizations that reported from TCOLE's September 9, 2026 letter said the department lacked 18 required policies. The subjects they named as examples were use of force, vehicle pursuits, professional conduct of officers, active shooters, and misconduct investigations. The letter itself was not independently retrieved from TCOLE, so that news list is not a complete inventory of TCOLE's Trinidad findings.

TCOLE REQUIREMENT. Independently of Trinidad, current 37 TAC § 211.16(a)(5) requires a law-enforcement agency to have policies on 18 listed subjects. That count comes from the rule, not from the news accounts. The current subjects are:

- Use of force
- Vehicle pursuit
- Professional conduct of officers
- Domestic abuse protocols
- Response to missing persons
- Supervision of part-time officers
- Impartial policing
- Medical and psychological examination of licensees
- Active shooters, including a detailed written policy based on current best practices for responding to an active shooter incident at a primary or secondary school facility and a recommendation for how often simulated emergency drills should be conducted
- Barricaded subjects
- Evidence collection and handling
- Eyewitness identification
- Misconduct investigations
- Hiring a license holder

- Personnel files
- Uniform and dress code
- Training required to maintain licensure
- Outside and off-duty employment

Trinidad findings are not a substitute for the rule

Something TCOLE identified in Trinidad is a finding about Trinidad. Whether another agency must have a particular policy still depends on current statute, TCOLE rule, and the agency's actual operations. Verify the current requirement. Do not assume a news summary of one agency review is the requirement for every Texas department.

Know which policies are required

TCOLE REQUIREMENT. Occupations Code § 1701.163 requires TCOLE to establish minimum agency standards, including specified policy subjects. The current 18-subject list lives in 37 TAC § 211.16(a)(5). The statute itself names a shorter set of policy subjects and authorizes TCOLE to add other standards the commission considers necessary. Use the current rule when counting required agency policies.

TCOLE REQUIREMENT. Separately, Occupations Code §§ 1701.167, 1701.4522, and 1701.4535 require every Texas law-enforcement agency to adopt TCOLE's model policies, or substantively similar policies, and submit them to TCOLE. The current adopted model policies are Medical and Psychological Examination of a Licensee (agency adoption date September 1, 2024), Hiring Procedures (June 1, 2025), Misconduct Allegations (June 1, 2025), and Personnel Files (June 1, 2025). Those four overlap four of the 18 subjects in § 211.16(a)(5). They are not the only policies an agency needs.

TCOLE GUIDANCE. Current Model Policy Guidance tells agencies to submit adopted policies to the Field Service Agent. TCOLE Field Service Agents and legal staff review the content.

Where a body-worn-camera program exists, Texas Code of Criminal Procedure Article 2B.0106 also establishes required policy contents. That is a statute-based program requirement. It is not a reason to tell every agency it must have a body-worn-camera policy.

Keep the sources distinct:

- Statute sets the duty and, in some cases, the subject.
- TCOLE rule states the current minimum-standard list and the annual-report duty.
- TCOLE model policy supplies required text, or a substantively similar local policy, for four subjects.
- Local policy and operational procedure apply the requirement to the agency's actual work.

Know which version is current

A policy that exists somewhere in the building is not the same thing as a current, identifiable governing policy. Ask:

- Which policy is currently in force?
- When was it adopted?
- When was it last reviewed?
- Has TCOLE changed the underlying requirement?

- Can employees find it?
- Can leadership produce it?

TCOLE REQUIREMENT. The current active-shooter policy in § 211.16(a)(5)(I) is more specific than a heading on a binder tab. After the September 1, 2026 effective date of the amended rule, the policy must include a detailed written response to an active shooter incident at a primary or secondary school facility, based on current best practices, and a recommendation for the frequency of simulated emergency drills. If the agency last adopted an active-shooter policy before that amendment, the current version is the question-not the older file name.

Make policy review a process

PRACTICAL RECOMMENDATION. Old binders, duplicate Word files, unknown versions, policies inherited from a prior administration, and policies that no longer match practice are common small-agency problems. TCOLE requires the agency to have the listed policies and, for the four model-policy subjects, to adopt the model or a substantively similar policy and submit it. TCOLE does not prescribe a particular binder, file-naming convention, or review calendar. The operational danger is still real: if leadership cannot identify the current version, the agency cannot demonstrate what governs the work.

Ask yourself

If TCOLE asked for our current policies today, what exactly would we hand them?

Know what equipment and facilities the operation depends on

DOCUMENTED TRINIDAD FINDING. News organizations reporting from the September 9 letter described deficiencies involving basic resources, including bullet-resistant vests and secure evidence storage. One local account characterized the letter as finding that the department did not have bulletproof vests or an evidence room.

TCOLE REQUIREMENT. Independently of Trinidad, 37 TAC § 211.16(a)(3) requires an agency to provide evidence that specified physical resources are available to officers. Those resources currently include, as applicable to the officer's duties and the agency's creation date:

- At least one firearm per officer on duty
- At least one less-lethal force weapon per officer on duty
- Effective communications equipment: a radio for listed public-contact assignments, or a radio or cell phone for other on-duty officers who may have contact with the public
- At least one bullet-resistant vest per officer on duty, with vest panels that are NIJ-certified, within the manufacturer's ballistic-performance warranty period, and never shot or otherwise compromised
- Access to at least one breaching tool and one ballistic shield; school-district and open-enrollment-charter agencies must have those items available at each campus
- At least one uniform per officer whose duties include patrol, courtroom security, traffic enforcement, calls for service, a controlled access point, acting as a visual deterrent, warrant execution, or service of civil process
- At least one motor vehicle owned and insured by an agency created on or after June 1, 2024
- Patrol vehicles for officers whose duties include patrol, traffic enforcement, or calls for service, with a limited personal-vehicle exception for certain agencies in existence before June 1, 2024

TCOLE REQUIREMENT. Section 211.16(a)(4) requires physical facilities, including an evidence room or other acceptable secure evidence storage for officers whose duties include patrol, traffic enforcement, criminal investigations, calls for service, or executing search or arrest warrants; a dispatch area if the agency appoints telecommunicators; and a public area with written notices visible 24 hours a day explaining how to get emergency assistance, how to make a nonemergency crime report, and how to make a compliment or complaint by mail, online, or phone.

TCOLE REQUIREMENT. Occupations Code § 1701.163 already required TCOLE to address physical resources and facilities, including protective equipment of at least one bullet-resistant vest per officer on duty and any evidence room. The current rule is how those statutory standards are applied.

Inventory important equipment

PRACTICAL RECOMMENDATION. An inventory is a way to demonstrate that required and critical equipment exists. TCOLE requires the listed resources to be available. It does not require a particular inventory spreadsheet. Useful inventories often include body armor, firearms, radios, vehicles, body-worn cameras, mobile devices, evidence equipment, and other equipment the operation depends on. Not every example is a TCOLE-mandated inventory line. Identify what the rule requires for your agency, then decide what else the operation cannot function without.

Track more than possession

TCOLE REQUIREMENT. Vest panels must be in warranty and uncompromised. Firearms carried by peace officers are subject to annual proficiency under 37 TAC § 218.9, and the agency must keep those records readily accessible to TCOLE. Those are documented requirements, not inventory preferences.

PRACTICAL RECOMMENDATION. For other equipment, useful records can include assignment, issue date, serial or asset number, condition, inspection, qualification, maintenance, replacement, and expiration. The point is not more paperwork. It is being able to show that the people doing the work have the resources the work requires, and that a warranty, inspection, or qualification has not quietly expired.

Know whether facilities support the process

Secure evidence storage is a TCOLE requirement when the listed duties apply. Records storage, CJI areas, interview rooms, and equipment storage may be required by other authorities-CJIS, local policy, or the agency's own evidence and records procedures-or they may simply be necessary to do the work. Only call a facility item a TCOLE requirement when a current TCOLE source says so.

Could we demonstrate that the people doing the work have the resources and facilities necessary to do it?

Build personnel and training records as the work happens

DOCUMENTED TRINIDAD FINDING. News organizations reporting from the September 9 letter said revocation would not relieve Trinidad of continuing obligations involving personnel records, 2026 traffic-stop data, and unresolved misconduct investigations.

TCOLE REQUIREMENT. Independently of Trinidad, 37 TAC § 211.16(k)-(l) provides that deactivation requires the separation of all licensees, including the chief administrator, and the revocation of the authority to appoint licensees. The governing body of a deactivated agency must continue to maintain records required by TCOLE and must report motor vehicle stop data for all years and partial years that elapsed before deactivation. 37 TAC § 211.29 requires the chief administrator to maintain a personnel file and department file for each appointed licensee, submit the personnel file to TCOLE within 30 days after separation, complete misconduct investigations even after separation, and submit required misconduct reports.

Those duties exist while the agency is operating. They do not appear only at deactivation. The employment-record lifecycle is:

HIRE -> CREDENTIAL -> ORIENT -> FIELD TRAIN -> TRAIN -> EVALUATE -> DOCUMENT -> SEPARATE

TCOLE REQUIREMENT. At a high level, current model policies and commission rules require hiring and background records under the Hiring Procedures model policy and Occupations Code § 1701.451; personnel and department files under the Personnel Files model policy, Occupations Code § 1701.4535, and 37 TAC § 211.29; misconduct investigation and reporting under the Misconduct Allegations model policy, Occupations Code § 1701.4522, and 37 TAC § 211.29; and credentialing records associated with appointment. 37 TAC § 211.29(k) requires the agency to provide training on employment issues identified in Occupations Code § 1701.402 and field training, and to report successful completion to TCOLE within 30 days. Section 211.29(l) requires continuing education under Occupations Code §§ 1701.351 and 1701.352. 37 TAC § 218.9 requires annual firearms proficiency, by calendar year, for each type of firearm carried, with designated documentation.

TCOLE GUIDANCE. TCOLE's OpenText Records Repository (OTRR) is the statewide confidential employment-record sharing system. It did not create the personnel-file, hiring, or misconduct duties. It is how applicable records are now submitted and shared. That rollout makes organized employment records especially timely.

The difficult time to discover that an employment record is missing is after the officer separates and a deadline is already running.

This page does not repeat the personnel-file classifications, OTRR roles, or separation workflow. Use the dedicated personnel-file resource for that work.

[Read the Texas Law Enforcement Personnel Files & TCOLE OTRR Guide for file categories, OTRR roles, and the hire-through-separation workflow.](#)

Make evidence accountability visible

DOCUMENTED TRINIDAD FINDING. As noted above, reporting from the September 9 letter described deficiencies involving secure evidence storage. That is a facility finding. It is not, by itself, a complete description of Trinidad's evidence process.

TCOLE REQUIREMENT. Current 37 TAC § 211.16 requires an evidence room or other acceptable secure evidence storage when officers perform the listed duties, and a policy on evidence collection and handling. Those are the TCOLE minimums. They are not a complete evidence-management manual.

PRACTICAL RECOMMENDATION. For an evidence item, an agency should be able to reconstruct, as applicable, what it is, the associated case, who collected it, when it was collected, where it is stored, the chain of custody, transfers, release, and destruction or other disposition. Local policy, prosecutorial practice, and records-retention rules may require more than TCOLE's facility and policy minimums. The administrative point is visibility.

An evidence room should not depend on one person's memory.

Processes need to survive vacations, turnover, promotion, leadership change, and a change in evidence custodian. If the only person who knows where an item is, or why it has not been disposed of, is unavailable, the agency does not have an evidence process. It has a person.

Assign responsibility before something gets missed

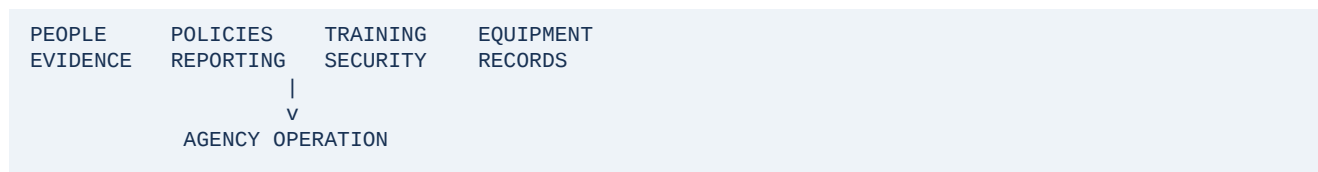
One person wearing multiple hats is not inherently a problem in a small agency. A responsibility that exists only in someone's memory is.

TCOLE REQUIREMENT. 37 TAC § 211.29 makes the chief administrator responsible for required reports, documents, appointment and retention duties, personnel and department files, misconduct investigations, and specified training reports. 37 TAC § 211.16(p) requires every law-enforcement agency to submit an annual report between January 1 and March 1 documenting continued compliance with the minimum standards. Occupations Code § 1701.164 and 37 TAC § 211.29(e) require incident-based motor-vehicle-stop data. Those duties have owners in the rule. They do not assign every administrative task to a named backup, and they do not create the worksheet below.

Make ownership explicit

PRACTICAL RECOMMENDATION. Write the recurring work down. The following table is a practical agency-management tool. It is not a TCOLE form.

Responsibility	Primary	Backup	Last reviewed
TCOLE administration			
Personnel files			
Training			
Evidence			
NIBRS			
CJIS			
Policy review			
Equipment			
Records retention			
Recurring state reporting			



Those eight areas feed the same operation. In a small agency they often share the same two or three people. That is workable if ownership is explicit.

Build backup responsibility

Ask, for each recurring responsibility:

- Who owns the task?
- Who knows how to do it if that person is unavailable?
- Where are the instructions?
- Where is the evidence that it was completed?
- When does it happen again?

The problem is not that one person wears five hats. The problem is when nobody else knows where the hats are.

Build systems that survive leadership changes

Imagine the chief unexpectedly left tomorrow. Could the next person determine which policies are current, which officers need training, which credentials or qualifications are expiring, what recurring reports are due, what evidence is being held, which investigations remain open, what personnel records exist, what compliance work is outstanding, and who owns each recurring responsibility?

The point is not distrust of leadership. It is institutional continuity. Small departments often derive enormous value from institutional knowledge. Critical agency processes should not exist only as institutional knowledge.

TCOLE REQUIREMENT. Section 211.16(a)(7) requires an established administrative structure, including an organizational chart that illustrates the division and assignment of licensed and unlicensed personnel. That is a current minimum standard. It is not, by itself, a continuity plan. PRACTICAL RECOMMENDATION: the chart should match how the work is actually divided, and the records that prove the work should be stored where the agency-not only one person-can reach them.

Documentation does not have to mean bureaucracy

A small agency does not need large-agency bureaucracy. The goal is not more forms, more spreadsheets, more duplicate entry, or more administrative work for its own sake. The goal is to make documentation a natural result of the work.

- Officer completes training -> training history updates
- Evidence changes hands -> chain of custody updates
- Policy changes -> the current version is identifiable
- Qualification approaches expiration -> the responsible person knows

- Incident report is completed -> reporting data is captured
- Officer separates -> required personnel records are already organized

Good administrative systems capture the work while it is happening instead of asking someone to reconstruct it later.

Small Agency TCOLE Readiness Self-Check

A practical operational self-review for small Texas law-enforcement agencies. It is not a TCOLE audit instrument, a compliance determination, a score, a certification, or a substitute for TCOLE guidance. Unchecked items are starting points for review, not findings of noncompliance.

How to use this self-check

Use those five questions in every category. Do not calculate a percentage, score, pass/fail result, color rating, or "TCOLE readiness score."

- Do we know what applies?
- Is someone responsible?
- Are we actually doing it?
- Can we find the record or evidence?

Policies

Do we know when it was last reviewed?

- ☐ We know which TCOLE model policies and current 37 TAC § 211.16(a)(5) policy subjects apply to this agency.
- ☐ The four TCOLE model policies, or substantively similar policies, have been adopted and submitted as current TCOLE guidance requires.
- ☐ The remaining § 211.16(a)(5) policy subjects have been adopted as applicable.
- ☐ We can identify the current version of each required policy.
- ☐ Policy adoption and revision dates are documented.
- ☐ Employees can access current policies.
- ☐ Someone is responsible for monitoring required policy changes, including TCOLE rule and model-policy updates.
- ☐ Policy review occurs on a defined agency schedule. This schedule is a practical control, not a TCOLE-prescribed form.
- ☐ Superseded versions are handled according to the applicable records-retention schedule.

Personnel records

Keep this high-level. Use the personnel-file and OTRR guide for classifications, upload roles, and the full checklist.

- ☐ Required hiring and background records are maintained under the current Hiring Procedures policy.
- ☐ Personnel-file and department-file categories are established for each appointed licensee.

- ☐ TCOLE credentialing records are organized.
- ☐ Performance and evaluation records are maintained as required for the personnel file.
- ☐ Misconduct and discipline records are handled according to the current Misconduct Allegations and Personnel Files policies.
- ☐ Separation records are handled according to current TCOLE and OTRR guidance, including the 30-day personnel-file submission.
- ☐ OTRR responsibilities have been assigned, with a backup.
- ☐ Applicable local retention requirements are known. Uploading to OTRR does not replace them.

[Open the Texas Law Enforcement Personnel Files & TCOLE OTRR Guide.](#)

Training and credentials

- ☐ Required continuing education is tracked against Occupations Code §§ 1701.351 and 1701.352 and current 37 TAC Chapter 218.
- ☐ Personnel orientation is documented and reported where 37 TAC § 211.29(k) applies.
- ☐ Field-training requirements and completion are documented and reported where § 211.29(k) applies.
- ☐ Annual firearms qualifications are current for each type of firearm carried, as 37 TAC § 218.9 requires.
- ☐ Expiring credentials and qualifications can be identified before they lapse.
- ☐ Training certificates and records can be located.
- ☐ Remedial training is documented where it occurs.
- ☐ Someone reviews upcoming training and qualification requirements.

Equipment and facilities

These checks mix TCOLE minimums with practical controls. An unchecked practical item is not, by itself, a TCOLE violation.

- ☐ Critical and required equipment under 37 TAC § 211.16(a)(3) has been identified for this agency's duties and creation date.
- ☐ Assigned equipment can be associated with the appropriate person or unit where that helps demonstrate availability.
- ☐ Vest warranty, compromise status, and other expiration, maintenance, or inspection information is tracked where applicable.
- ☐ Required protective equipment is available to officers on duty.
- ☐ Evidence storage is an evidence room or other acceptable secure storage if § 211.16(a)(4)(A) applies.
- ☐ Records and CJI storage and access are handled under applicable CJIS and agency rules.
- ☐ Known facility deficiencies have an owner and a remediation plan.

Evidence

- ☐ Evidence can be associated with the originating case.
- ☐ Collection and intake are documented.
- ☐ Current location can be determined without relying on one person's memory.

- ☐ Chain of custody can be reconstructed.
- ☐ Access is controlled.
- ☐ Transfers and releases are documented.
- ☐ Disposition or destruction follows applicable policy and law.
- ☐ Evidence responsibilities have a primary owner and a backup.

Records and reporting

NIBRS is a Texas DPS reporting duty. CJIS is a Texas DPS / FBI security program. TCOLE has its own reporting duties, including the § 211.16 annual report and Occupations Code § 1701.164 motor-vehicle-stop data. Know which system you are talking about.

- ☐ We know which recurring submissions apply to the agency, including the TCOLE annual minimum-standards report due between January 1 and March 1.
- ☐ Each submission has an owner.
- ☐ Deadlines are documented.
- ☐ Backup responsibility exists.
- ☐ Submission or completion can be demonstrated.
- ☐ Errors or rejected submissions have a correction workflow.
- ☐ Applicable records-retention requirements are known.

[Read NIBRS Reporting for Texas Police Departments.](#)

[Read the Texas CJIS Audit Readiness Checklist.](#)

Misconduct and supervision

- ☐ The current Misconduct Allegations policy, or a substantively similar adopted policy, is identifiable.
- ☐ Personnel know how allegations are handled.
- ☐ Responsibility for investigations is clear.
- ☐ Required reports, including Misconduct Investigation Reports, are created where the current policy and 37 TAC § 211.29 require them.
- ☐ Final actions and any licensee responses are retained in the appropriate personnel or department file.
- ☐ Required TCOLE reporting or OTRR submission occurs where applicable.

Not legal advice about a specific allegation

This category is an operational check on process and records. It is not advice about how to investigate or decide a particular complaint.

Administrative continuity

- ☐ Every critical recurring responsibility has a primary owner.
- ☐ Critical responsibilities have a backup.
- ☐ Important procedures are documented.
- ☐ Recurring deadlines are visible.

- ☐ Required records are stored somewhere the agency can access them.
- ☐ Leadership can identify outstanding compliance and administrative work.
- ☐ A leadership transition would not require reconstructing the agency's administrative processes from memory.

Self-check disclaimer

This self-check is a practical workflow aid. An unchecked box is a prompt to look closer. It is not a finding that the agency is out of compliance, and completing every box is not a determination that the agency is in compliance.

Agency Responsibility Matrix

A printable management worksheet. It is not a TCOLE-required form. Fill in names, deadlines, and record locations for this agency.

Responsibility	Primary	Back up	Frequency / deadline	Where records live	Last reviewed
Policy review					
TCOLE administration			Annual report Jan 1-Mar 1		
Personnel files					
OTRR			30 days after separation; 10 days on request		
Training					
FTO / orientation			Report within 30 days of completion		
Firearms qualification			Each calendar year		
Evidence					
NIBRS					
CJIS					
Equipment					
Records retention					
Other recurring state reporting					

Could you demonstrate how your agency operates?

The lesson from Trinidad is not that every small department should expect TCOLE to arrive tomorrow. It is that a police department should be able to demonstrate how it operates whether anyone is asking or not.

Could you show the policies, the training, the personnel records, the equipment, the evidence controls, the reporting processes, and the assigned responsibilities without reconstructing them after someone asks?

For a small department, the goal isn't more bureaucracy. It's an operation that is visible, repeatable, and defensible.

Related Thin Line resources

This guide asks whether the agency can demonstrate the operation. The resources below answer deeper questions about particular parts of the operation. They are not repeated here.

[Texas Law Enforcement Personnel Files & TCOLE OTRR Guide](#)

[Texas CJIS Audit Readiness Checklist](#)

[CJIS Security Policy 6.1 Guide](#)

[NIBRS Reporting for Texas Police Departments](#)

[NIBRS 2025 for Texas Law Enforcement](#)

[Texas Police RMS Evaluation Guide](#)

[Public Safety Data Conversion Guide](#)

Official TCOLE resources

This guide does not replace current statutes, commission rules, model policies, or official guidance. A TCOLE-hosted copy of the September 9, 2026 Trinidad letter was not located when this resource was reviewed.

[TCOLE Commission Statutes and Rules](#)

[Texas Register \(August 21, 2026\) - adopted 37 TAC §§ 211.16 and 211.29, effective September 1, 2026](#)

[Texas Occupations Code Chapter 1701](#)

[Adopted TCOLE Model Policies](#)

[TCOLE Model Policy Guidance](#)

[Adopted Model Policies Preamble](#)

[Medical and Psychological Examination of a Licensee Model Policy](#)

[Hiring Procedures Model Policy](#)

[Misconduct Allegations Model Policy](#)

[Personnel Files Model Policy](#)

[OpenText Records Repository \(OTRR\) Resource Center](#)

[Preparing for OTRR](#)

[37 TAC § 218.9 - Continuing Firearms Proficiency Requirements](#)

Important notice

This resource is provided for general informational and operational-planning purposes. It is not legal advice, a TCOLE audit instrument, an official interpretation of TCOLE requirements, or a determination of agency compliance. The Trinidad discussion summarizes a specific agency action, based on contemporaneous reporting from TCOLE's September 9, 2026 letter, and should not be used to infer another agency's compliance status. Requirements vary based on agency operations and may change. Agencies should verify obligations against current Texas statutes, TCOLE rules, model policies, and official guidance and contact TCOLE when clarification is needed.