



Greg Stevens
Executive Director

TEXAS COMMISSION ON LAW ENFORCEMENT

August 3, 2026

Mayor Shannon Wayman
100 N. Garitty
Frost, TX 76641

via email: cityoffrost1930@cityoffrost.net;
mayor.frost@cityoffrost.org

Re: Revocation of Frost Police Department's authority to make appointments - TCOLE Agency
no. 349205

Dear Mayor Wayman,

The mission of the Texas Commission on Law Enforcement (TCOLE), as a regulatory state agency, is to establish and enforce standards to ensure that the people of Texas are served by highly trained and ethical law enforcement, corrections, and telecommunications personnel. A key component of that work is ensuring that law enforcement agencies meet minimum standards set forth by the Texas Legislature and TCOLE.

On June 17, 2026, TCOLE Enforcement Sergeants David New, Trevor Michna, and Specialist Sergeant Denise Pace conducted a for-cause law enforcement agency inspection pursuant to Texas Occupations Code §1701.163, Minimum Standards for Law Enforcement Agencies, and 37 Tex. Admin. Code §211.16, Establishment or Continued Operation of an Appointing Entity.

Based on the inspection team's findings, the Frost Police Department failed to meet minimum standards. TCOLE requested that the city of Frost correct several identified deficiencies and provide evidence on or before July 31, 2026, of the following:

- Current city budget and police department line-item budget demonstrating sustainable funding.
- Documentation showing liability insurance coverage for the agency and agency vehicles.
- Written policies specific to the Frost Police Department for:
 - Response to Missing Persons;
 - Barricaded Subjects; and
 - Eyewitness Identification.
- Proof that all required policies have been provided to each officer appointed by the agency, or documentation of the method by which such policies are provided.

- An established administrative structure that includes an organizational chart illustrating the division and assignment of licensed and unlicensed personnel.
- Effective communications equipment, specifically:
 - At least one radio communication device per officer on duty.
- Less-lethal force equipment, specifically:
 - At least one less-lethal force weapon per officer on duty.
- Documentation demonstrating all body armor is NIJ compliant, within ballistic warranty periods, and free from damage or compromise.
- Documentation demonstrating officers are provided uniforms appropriate for their assigned duties.
- An operable patrol vehicle owned, insured, and equipped by the agency.
- An evidence room or other acceptable secure evidence storage.
- Written notices posted in the agency's public area and visible twenty-four (24) hours a day explaining:
 - How to receive the most immediate assistance in an emergency;
 - How to make a non-emergency report of a crime; and
 - How to make a compliment or complaint on a member of the agency by mail, online, or by telephone.
- Documentation establishing procedures for receiving and documenting complaints and compliments.

The city did not meet all requirements by the July 31, 2026, deadline.

TCOLE Enforcement investigators have been conducting a parallel investigation to determine if the agency provided public benefit to the community. Based on the results of that investigation, it was determined that the Frost Police Department does not provide public benefit to the community. It is particularly concerning that the city of Frost does not have a Memorandum of Understanding (MOU) in place with the Navarro County Sheriff's Office which provides for coverage when a Frost police officer is not on-duty or is otherwise unavailable.

The Frost Police Department does not meet the minimum statutory requirements under 37 Tex. Admin. Code §211.16 and effective immediately, the Frost Police Department's authority to make or continue appointments is revoked as authorized by Texas Occupations Code 1701.501(a-1). As a result of this revocation, all TCOLE licensees appointed by the Frost Police Department must immediately be separated from the agency.

Please be advised that this revocation does not absolve the city of certain responsibilities:

- All personnel records associated with the Frost Police Department must be retained in accordance with all applicable records retention schedules. All records related to TCOLE licensees must be retained for at least five years (37 Tex. Admin. Code § 211.19(f)) and must be shared with other law enforcement agencies which might consider hiring those same licensees during that period.
- The Frost Police Department motor vehicle stop data for calendar year 2026 must be reported.

- If there are unresolved allegations of misconduct against any Frost Police Department licensees, those complaints must be investigated, resolved, documented, and reported to TCOLE within 30 days of that licensee's separation from the agency consistent with the model policy found at <https://www.tcole.texas.gov/document/mp-ma.pdf>.

TCOLE is prepared to assist you with methods to simplify and support these continuing responsibilities. Field Service Agent Sergeant Chris Cogan (chris.cogan@tcole.texas.gov) along with Southeast Division Specialist Sergeant Denise Pace (denise.pace@tcole.texas.gov) can assist you and your staff with instruction on any necessary separation and notification of appointed officers, early reporting of traffic stop data, guidance on the process and policy for misconduct investigations and reporting, and how to upload personnel files to reduce the number of inquiries the city is obligated to respond to over the next several years.

Sincerely,



Gregory Stevens
Executive Director
Texas Commission on Law Enforcement