



City of Kemah Police Department
"In Pursuit of Professional and Academic Excellence"



August 23, 2024

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From: Chief Holland D. Jones, J.D., Ph.D.
City of Kemah Police Department

To: Mayor and City Council Members
City of Kemah

Subject: Chief of Police Holland Jones' Resignation

Enclosure: **60-day Notification of Resignation, Pursuant to Employment Contract**

Distribution: Mayor, City Council Members, and KPD Police Officers



It is with deep regret that I must announce my resignation from the position of Chief of Police for the City of Kemah. Throughout my tenure, I have been devoted to promoting transparency, accountability, and community engagement within our department and the community at large. I must express my gratitude to Mayor Robin Collins and Council Members Doug, Isaac, and Darren for their unwavering support and guidance, which have always been demonstratively in the best interests of the City of Kemah.

During my 3-year term with the City of Kemah, I have had the privilege of participating in numerous professional development opportunities. I have found the experience to be incredibly rewarding, and I feel honored to have been a part of such a supportive, dedicated, committed, encouraging team.

Thanks to successful collaboration with the mayor, city council, and the Public Works Department, the Kemah Police Department has made significant progress and achieved important milestones. "Our collective efforts" led to "us" accomplishing the following:

Department Improvements:

1. We received the coveted accredited Texas Police Chiefs Association award and became an Accredited department for the first time in the City's history.
2. We revamped the Kemah Police Department Website to be more transparent.
3. We created the first-ever "Patrol Alert" program.
4. We hosted the Advanced D.W.I. Investigation and Enforcement T.C.O.L.E. course.
5. We hosted and instructed free De-Escalation Techniques training courses.
6. We were approved for two TXDOT STEP grants, COMP and CMV, totaling \$30,469.76.
7. We submitted and successfully implemented K.P.D.'s 90-180 Day Transition Plan.
8. We created KPD's very first Police (Law Enforcement) Internship Program.
9. We appointed a Departmental Training Coordinator and Public Information Officer.
10. We established an Emergency Response Contingency after the Uvalde Tragedy.



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11. We were awarded a \$ 66,602.03 grant from the Texas Office of the Governor to upgrade the officers' ballistic shields.
12. We directed the technological advancement of the Command Dispatch Center.
13. We acquired the "W.R.A.P." courtesy of the K.P.O.A. to control and restrain combative subjects quickly.
14. We were recognized by Lexipol Connect for "excellence in online training management (2022 and 2023)."
15. We secured and stored Narcan in a temperature-safe case for every police vehicle.
16. We designed new, reflective graphics for police vehicles with the input and approval of our community.
17. We revised K.P.D.'s organizational structure and organizational chart for efficiency.
18. We revamped and modernized a completely new Policy and Procedure manual.
19. We revamped and reconstructed a completely new Standard Operating Procedure manual.
20. We made K.P.D.'s Policy and Procedure Manual accessible to the public through its website and social media.
21. We transformed the Kemah P.D.'s strategic plan, mission, vision, values, goals and objectives, policies, procedures, rules, and regulations to align with those espoused through the 6 Pillars of 21st Century Policing
22. We required all K.P.D. employees to complete National Incident Management Systems (NIMS) Courses 100, 200, 700, and 800.
23. We required all employees to complete open records and open meeting act training.
24. We evaluated the former mission statement and re-wrote the K.P.D. mission statement so that it aligned with K.P.D.'s core values, visions, goals, and objectives moving forward.
25. We created the Police Bicycle Division, purchased and outfitted five police bicycles, and designed the Bicycle Division's Uniform.
26. We established coordination with several agencies within Galveston County, Kemah Stakeholders, local businesses, TxDPS, Webber Construction, and others to successfully execute the safest and fastest Fourth(4th) of July evacuations Kemah has seen in years despite the abundance of construction.
27. We drafted, reviewed, updated, revamped, and published the Emergency Response Plan - the Hurricane - Emergency Response Plan.
28. We organized and managed the critical upgrades to the access control system with panic alarms for the municipal court (access control).
29. We updated all social media platforms (i.e., NextDoor, Facebook, and LinkedIn)
30. We provided Kemah Fire with an updated copy of the emergency response plan.
31. We enhanced and improved K.P.D.'s very own Field Training Officer program.
32. We created a challenging promotional process that was both fair, equitable, and competitive.



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33. We created personalized quizzes specifically designed around K.P.D. Policies and Procedures, as well as Standard Operating Procedures, ensure that personnel know the information.
34. We created monthly activity reports, which consisted of compiling statistical data acquired from various activities that the police department has completed, including traffic stops, arrests, and community events. We shared this data at council meetings and on the P.D. webpage.
35. We purchased and implemented the FLOCK camera program with W.C.I.D. #12.

Personnel Improvements:

36. We purchased each officer a new ballistic vest and carrier.
37. We were awarded a grant for approximately \$30,000 for ten new axon body-worn cameras.
38. We appointed an Accreditation Manager to oversee and ensure the implementation of contemporary policy and procedures.
39. We secured funds to purchase 12 new mobile data terminals (MDTs) for patrol.
40. We secured funds to purchase 6 new dash cameras from Motorola Solutions
41. We upgraded K.P.D.'s technological infrastructure: new laptops, desktops, printers, dispatch monitors, etc.
42. We entered a contract with Enterprise to replace the current aging fleet.
43. We acquired three 2024 Chevrolet Tahoe PPVs to replace the aging fleet.
44. We purchased 3 new Stalker D.S.R. 2X radar units have been purchased.
45. We invested in K.P.D.'s ability to continue emergency management communications by purchasing 3 satellite cellular devices.
46. We purchased 2 dual-fuel generators for public works and the Police Department.
47. We purchased 1 standing deep freezer to assist with storing food for emergency operations.
48. We updated essential personnel contact information with T.D.E.M. and Galveston County Emergency Management, e.g., Mayor, City Administrator, Chief of Police, etc.
49. We established a notification protocol that ensured all P.D. personnel were advised of possible emergency recall procedures and their recall team assignments.
50. We ordered Hygiene Kits for P.D. employees or residents who may need them. Blankets are available.
51. We are awaiting the purchase of ten Axon Body 4 camera systems that were secured.
52. We purchased ten Axon Taser 7 units to replace outdated Taser X26 models.
53. We raised the Life Insurance Policy limits for P.D. employees.
54. We successfully completed a Texas Division of Emergency Management Hurricane Tabletop.



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Community Improvements:

55. We created the first-ever "Vacation Watch" program.
56. We created the first-ever "Senior Welfare Check" program.
57. We were awarded the "Community Champion Award" by the Bay Area Alliance for Youth and Families.
58. We obtained a Medication Disposal Box for our community for the P.D. lobby.
59. We reestablished K.P.D.'s very own Citizens Police Academy.
60. We hosted K.P.D.'s very first ever R.A.D. (rape aggression defense) course for women.
61. We created the "Kemah Book Club."
62. We created and hosted a "Guns N Gals" weapon course for women.
63. We hosted the "Shoot, Don't Shoot" course for the public.
64. We created "The Kemah Dispatch" newsletter – 2 volumes.
65. We implemented the "Stop, Walk, Talk, Listen" component of the community-oriented policing philosophy
66. We hosted "Chat and Coffee" with community members at different locations.
67. We opened the first "Cooling Center" for our residents impacted by Hurricane Beryl.
68. We created a monthly searchable geospatial report that is available to residents online.

I am sincerely convinced that we have achieved significant accomplishments through our collective and tireless efforts. As I prepare to take my leave, I extend my heartfelt appreciation for the invaluable experience and knowledge I have acquired. I want to express my sincere and profound gratitude to the exceptional and hardworking members of the City of Kemah Police Department. Their unyielding dedication, tireless efforts, and selfless commitment to serving the residents of Kemah have left an indelible mark on the community and myself. Their unwavering resolve and relentless pursuit of professional excellence have significantly elevated the standard of safety and security of the City of Kemah residents. As their Chief of Police, I want them to know for absolute certainty that their contributions did not go unnoticed. I deeply appreciate the remarkable work and personal sacrifice exhibited by each staff member. Their steadfast dedication, selfless service, and tireless efforts to enhance the lives of Kemah residents while upholding the core values and vision of our city are truly commendable.

Consequently, I want to thank the following Kemah police personnel: Lieutenants Tramaine D. Ruiz, Bennett R. Thomas, and Timothy L. Vaughn; Telecommunicator Supervisor April L. Torres; Senior Telecommunicator & Dispatch Training Officer Kelly K. Head; Sergeants Natisha L. Lucas, Rakesh D. Sharma, Geneane R. Merritt Hughes, Isai A. Torres, Kayla M. Sawyer, and James M. Charo; Field Training Officers Randy Rangel, Julio S. Galvan, and Jose L. Martinez III; Telecommunicators Kerri D. Cook, Sandra L. Simpson Bates, Joshua B. Box, and Sarah L. Lofthouse; Officers Areil R. Mancillas, Deontae J. Davis, Brianna De La Cruz-Caba, Justin C. Saucedo, Bradley A. Dearman, and Ricardo Prieto Del Cid Jr.



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I wanted to inform you that my last day of work with the City of Kemah will be October 31, 2024. I want to express my steadfast commitment to ensuring a seamless transition. I am prepared to provide comprehensive training to my replacement, meticulously update all reports, and assist new team members as they acclimate to their roles. It is my utmost priority to ensure that all my responsibilities are diligently fulfilled during my remaining two weeks.

The time I have spent with the City of Kemah has been incredibly rewarding, and I will always hold it in high regard. While I am eagerly looking forward to exploring new opportunities, I will forever treasure the chance to be a part of this exceptional team. I firmly believe that the City of Kemah will continue to thrive under its dedicated team's steadfast leadership and hard work.

Chief Holland D. Jones

Chief Holland D. Jones, *JD, Ph.D.*

★ *LEMIT - Leadership Command College (LCC) Class #76*

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An ACCREDITED Law Enforcement Agency



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