

**Killeen Police Department
Academy Training Center Advisory Board
October 28, 2025**

Meeting Minutes

I. Call to Order/Roll Call

Meeting was called to order by Mr. Acosta at 10:05 a.m.

Members Present: Ricardo Acosta (Chairman), Laura Segarra (Board Member), Lt. Michael Sousounis (ex-Officio), Lt. Jeff Corbitt, and Commander Antonia McDaniel

Members Absent: None

Quorum Present

Chief Lopez stopped in and said hello to the board.

II. Approval of Minutes

Review of previous meeting minutes (Nov 2024) and motion to approve minutes from made by Mr. Acosta. Seconded by Ms. Segarra.

III. Training Coordinator Report

A. Advisory Board Changes

B. Range Update.

1. Main Office Building Completed
2. Added a storage shed for simunitions
 - a. Needs electric, AC, and insulation
3. Turnbo Ranch security concerns
 - a. Fencing

C. BPOC Calendar review for BPOC 42.

D. Police Academy License Renewal

IV. Old Business

A. Mrs. Segarra asked for the Training Coordinator to provide an update to the board on current/recent local and national trends impacting policing and police training during the last meeting.

- a. Lt. Sousounis provided an update that our recruiting was going very well and that there was no negative issues impacting policing or training in our local area.

V. New Business

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- A. Retention/Staffing- Lt. Sousounis discussed the following:
 - a. 9 total vacancies
 - b. Hiring & Training plan
- B. Previous Training Cycle and Unit completion
 - a. Lt. Sousounis updated the board on the completion of licensing requirements for the previous TCOLE training cycle and unit.
- C. New Training Cycle
 - a. Commander McDaniel went over the training requirements for the new training unit and cycle as provided by TCOLE.
- D. KPD Training for 2026 -Lt. Sousounis covered the tentative plan for training during the 2026 calendar year and two-year training TCOLE training unit.
 - a. In-Service Training
 - i. **Qualification**
 - ii. **Jersey Claw**
 - iii. **VR Training**
 - iv. **De-escalation (maybe or CIT)**
 - b. ALERRT
 - c. Pepperball
 - d. Intermediate Classes
 - e. Lateral Academy
 - f. BPOC (current and planned for 2026)
- E. Current Academy academic standards and hiring standards
 - a. Discussed the modification of minimum grade averages while in the academy (lowered grade and test average to 70% from 85%).
 - b. Lt. Sousounis provided data from the last two classes where this was allowed, and all passed the licensing exam on the first try.
 - c. Mr. Acosta made a motion to approve the change to minimum averages which was second by Ms. Segarra. The board voted unanimously to approve the changes. The board did recommend we monitor the data for the next two years to see what impact this is having on the pass rate at the licensing exam.
 - d. Discussed the entry standards of the police academy (hiring standards).
 - i. KPD GO 300-013 section 2
 - ii. These are TCOLE requirements

VI. Training Needs/Training Courses

- A. ALERRT Mandates (Started a new Training Cycle 09/01/2025)
 - a. Planning on running alert starting in 1st Quarter of 2026 to Aug 31, 2027
 - b. Will offer ALERRT Level I and SORD

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VII. Training Policy/Procedures

- A. Discussed KPD working to get all officers up to date on current ALERRT classes. Began both SORD and AAIR courses during the calendar year.

VIII. Other Topics

- B. Board members expressed their desire to meet biannually which would allow them to provide input earlier and more often in the training cycle.

IX. Closing Comments/Next Meeting

- A. Again, the board expressed its desire to meet twice during the year.
- B. The board asked for some added training with respect to emergency medical services.
 - a. Lt. Sousounis did inform the board that the length and required courses of the police academy make it difficult to add this specific training but that the Cadets do receive the training in multiple classes, not just CPR but also during ALERRT and other first aid training in and out of the police academy such as self-aid/buddy aid.
- C. The board considered the size of the board and whether to increase membership or not. Ultimately, the board decided rather than add members they would recommend staying with the 4 voting members but would also recommend inviting members of community organizations to sit in on the board meetings for transparency purposes with no voting rights. This would allow community groups to have direct access to board members. Lt. Sousounis will present this to the Chief for further discussion.
- D. Ms. Segarra had some questions about the hiring standards with respect to previous drug use (by applicants) which were addressed by Lt. Sousounis.

X. Meeting Adjourned

- A. Motion to adjourn made by Mrs. Segarra. Seconded by Lt. Corbitt
- B. Meeting adjourned by Mr. Acosta at 11:30 a.m.