



## Municipal Information Services

Post Office Box 2570  
Waco, Texas 76702-2570  
254 / 750-5636  
Fax: 254 / 750-5634  
www.waco-texas.com

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Contact: Larry Holze

Public Information Officer

Larryh@wacotx.com

## City of Waco Announces Police Chief Finalists

After a comprehensive national search, three finalist candidates have been invited to interview to replace Waco's recently retired Police Chief, Brent Stroman. Chief Stroman, who served as Police Chief since 2007, retired in July after more than 39 years of service with the Waco Police Department. The City of Waco has retained Slavin Management Consultants to lead its national search for Police Chief. The search attracted 83 applicants from all regions of the United States.

The search was based on a comprehensive set of criteria developed with the assistance of a wide spectrum of stakeholders. Included were the Mayor and City Council, the City Manager and his Executive Team, City department heads, community and business leaders, regional law enforcement leaders and regional elected officials. Applying the criteria, a series of written and verbal exercises were administered to candidates and three emerged as finalists. The three will be interviewed in Waco on December 13th and 14th. The finalists include two internal and one external candidate. The candidates listed below in alphabetical order are:

### **Troy G. Gay, Assistant Chief of Police, Austin, Texas**

Troy Gay currently serves as an Assistant Chief with the Austin (TX) Police Department (APD), a position that he has held since 2013. He previously served APD as a Commander (2007 - 2013); as Lieutenant (2005 to 2007) and as Detective and Sergeant (1995 - 1998). Mr. Gay now commands ADP's North Patrol Bureau. He previously held assignments in these divisions: Headquarters, Investigations, Patrol, Strategic Intelligence and Technology, Internal Affairs, Community Policing, Child Abuse and Integrity Crimes and Crimes Against Persons.



Early in his career, Mr. Gay served as a Police Officer with the United States Marine Corps (1991- 1995). He began his career in 1987 as a Police Officer with the Waco Police Department. Mr. Gay is a graduate of the FBI National Academy and the Police Executive Research Forum (PERF) - Senior Management Institute for Police (SMIP). He holds a Bachelor's Degree in Applied Arts and Science from Texas State University.

### **Ryan E. Holt, Assistant Chief of Police, Waco, Texas**

Ryan Holt currently serves Waco Police Department (WPD) as Assistant Chief of Police - Community Services Patrol Division, an assignment that he has held since 2014. He was previously assigned as Assistant Chief over WPD's Support Services Division. Mr. Holt began his law enforcement career with WPD. He started as a police officer in 1996 and advanced steadily through the ranks. He achieved the rank of Assistant Chief of Police in 2008. In addition to the above posts, Mr. Holt's assignments have included a wide spectrum of functions including Crisis/Hostage Negotiator, Public Information Officer, Lone Star Fugitive Task Force as a Special Deputy U.S. Marshal, and SWAT Supervisor. His career with WPD has provided Mr. Holt with experience in both operations and administration.



Mr. Holt is a graduate of the FBI National Academy and the Police Executive Research Forum (PERF) - Senior Management Institute for Police (SMIP). He holds a Master of Criminal Justice Degree from Tarleton State University and a Bachelor of Criminal Justice Degree from Stephen F. Austin University.

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**Robert S. Lanning, Assistant Chief of Police, Waco, Texas**

Robert Lanning currently serves WPD as Assistant Chief of Police - Criminal Investigations Division. His law enforcement professional career began with WPD as a Police Officer in 1994 and has steadily progressed through the ranks. He achieved the rank of Assistant Chief of Police in 2008. As Assistant Chief of Police, Mr. Lanning has commanded both Criminal Investigations and Community Services Divisions. Throughout his time with WPD, in addition to the above posts, Mr. Lanning's assignments have included a wide spectrum of functions including Special Operations, Neighborhood Services and the U.S. Marshal's Fugitive Task Force.



Mr. Lanning is a graduate of the Police Executive Research Forum (PERF) - Senior Management Institute for Police (SMIP) and the Institute for Law Enforcement Administration's Management College and its School of Police Supervision. He holds a Master of Criminal Justice Degree from Tarleton State University as well as a Bachelor of Business Administration Degree from Baylor University.

The City of Waco hopes to announce the name of its new Police Chief before Christmas and have him on staff shortly after the first of the new year.

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