



TEXAS COMMISSION ON LAW ENFORCEMENT

Commission Meeting Minutes March 4, 2025

On Tuesday, March 4, 2025, at 9:30 a.m., a meeting of the Texas Commission on Law Enforcement (TCOLE) was held. The meeting was held at the J.J. Pickle Research Campus, The Commons Learning Center, 10100 Burnet Road, Bldg. 137, Austin, Texas, 78758.

Commissioners attending were: Presiding Officer Kim Lemaux; Assistant Presiding Officer Jason Hester; Secretary Justin West; Patricia Burruss; Janna Atkins; Sheriff Michael Griffis; Conor Harvey; and Sergio Saenz. Commissioner Justin Berry was absent.

TCOLE Executive staff attending were: Executive Director Greg Stevens; General Counsel John Beauchamp; Credentialing, Education, Field, and Special Services Deputy Chief Cullen Grissom; Enforcement Deputy Chief T.J. Vineyard; Information Technology Director Jessica Capraro; Finance Director Brian Roth; and Government and External Relations Director Gretchen Grigsby.

Agenda Item 1, Call to order.

Presiding Officer Kim Lemaux called the meeting to order at 9:32 a.m.

The Presentation of Colors was presented by the Kyle Police Department Honor Guard. The pledges of allegiance were led by Secretary Justin West. The Invocation was given by Chaplain Paul Valdez of the Kyle Police Department.

Agenda Item 2, Roll call of members.

Roll call of members was called, and a quorum was present.

Agenda Item 3, Welcoming remarks from Presiding Officer Kim Lemaux.

Presiding Officer Lemaux made welcoming remarks and gave thanks to Chief Jeff Barnett with the Kyle Police Department and Chief Shane Streepy with the University of Texas at Austin Police Department. She also thanked all who were attending in person and online.

Agenda Item 4, Approval of the minutes of the August 7, 2024 Commissioner Workshop and the August 8, October 28, and December 5, 2024 Commission Meetings.

Mr. Beauchamp explained the new process with meeting minutes, moving forward.

Commissioner Burruss addressed corrections, including the misspelling of her name on page 4 of the August 7, 2024 Commissioner Workshop minutes, along with a deletion of the second sentence in the second paragraph.

Commissioner Burruss made a motion to accept the approval of the August 7, 2024 Commissioner Workshop minutes, with the corrections, and the August 8, October 28, and December 5, 2024 Commission Meeting minutes. Commissioner Atkins seconded the motion. The motion passed unanimously.

Agenda Item 5, Receive reports and take action, if necessary.

Presiding Officer's Report

Presiding Officer Lemaux recognized advisory committee members and TCOLE staff by thanking them for their time, feedback, and input on these topics. She discussed that the Commissioners intend to review the commission meeting and workshop format and encouraged stakeholders to give feedback on what they would like to see and hear in the meetings.

Executive Director's Report

Executive Director Greg Stevens introduced seven new employees with TCOLE, making a total of 90 employees with four vacancies. He provided an update on the Strategic Planning Report and gave an overview of all the outreach efforts with licensees, legislators, stakeholders, and partners. Director Stevens further discussed the 2025 initiatives and the plan to address the ongoing challenges surrounding reserve officers across the state. In addition, the establishment of an Academy Task Force composed of Field Service Agents and Enforcement investigators to evaluate successful and underperforming law enforcement academies. Director Stevens closed his report by discussing the new agency process and matrix for the risk-based inspection process that applies to closing existing agencies and approving or denying new agencies.

Credentialing, Education, Field, and Special Services Report

Deputy Chief Cullen Grissom announced curriculum updates on the Basic Jail Certification for Sworn Peace Officers and Intermediate Spanish Course, including upcoming curriculum revisions to the New Supervisor Course and Basic Instructor Course. They will be open for public comment *via* the Educations Services Newsletter. He further discussed the job task analysis, a collaboration with Sam Houston State University and the goal is to update the current basic peace officer course (BPOC).

Deputy Chief Grissom reminded everyone that model policy submissions are due June 1st and encouraged agencies to submit these early since there is no penalty for early compliance. The deadline for Racial Profiling reports was March 1st and only three out of the 2,800 agencies did not comply.

Commissioner Hester inquired about IRG course content and requested the course updates be published in two formats with a clean version and a strike-through/underline version (to show specific changes). Deputy Chief Grissom stated they published the new curriculum with a supporting document and will send that to the Commissioners.

Deputy Chief Grissom further announced that the Legislative Update Class 3189 will be live on September 1st in the MyTCOLE account. The Education Services staff and external subject matter experts are already working on infrastructure and will have rapid content development. There was further discussion with Commissioner Hester about training roster amendments. Deputy Chief Grissom explained that the primary cause of amending rosters includes ALERRT compliance corrections, missing or misreported students, incorrect course numbers, and incorrect or duplicate roster entries. Once the roster has been submitted, they are locked from end-user edits to preserve data integrity and the amendments are handled by TCOLE staff. Commissioner Hester recommended evaluating system improvements to allow minor corrections by training providers.

Information Technology Report

Director Jessica Capraro discussed the new MyTCOLE redesign that will be launched on March 28th, geared for better usability and consistency with the main website, including improved navigation, shopping cart functionality, and built on a modern framework to support future scalability. She further discussed changes regarding the L-2 and L-3 forms including digitizing the sign, upload and transmitting process through DocuSign. The digital system will not be mandatory and paper-based options remain for agencies. Director Capraro stated that the policy adoption for personnel file submission and model policies is June 1st, but digital systems will roll out between May and October, agencies may not be able to immediately submit files digitally and interim guidance will be shared on file organization and expectations. In addition, the Target 100 Compliance campaign has begun, and the next round of emails will be sent out to license holders on March 17th. TCOLE strategies to manage high support volume will include staggered email waves, hiring temporary desk help staff, extended support hours from 7 a.m. to 7 p.m., and offering Microsoft Teams open hours for real-time Q&A. She emphasized that everyone should have up-to-date contact information in their MyTCOLE account.

The Commission took a break from 11:00 a.m.–11:13 a.m.

Enforcement Report

Deputy Chief T.J. Vineyard initiated his report by announcing that TCOLE will have three sworn positions openings for a Field Service Agent, Sergeant Investigator, and an Enforcement Captain. He provided an update regarding failed medical and

psychological reporting and fit-for-duty examinations. His team is cross-checking incidents against large agencies to ensure compliance and identify gaps in reporting.

A 95% subscription rate has been achieved to Rap Back and he explained now the focus will be targeted communications for agencies who are not fingerprinting before appointments or subscribing late in the hiring process. He gave an update on the Target 100 Compliance campaign and stated there is a major push across all licensee categories. School-based law enforcement compliance is at 96%. Specific outreach efforts are ongoing for chiefs and constables on required continuing education and coordination is taking place with LEMIT to ensure enough class capacity and additional sessions are added, due to a high demand.

Government and External Relations Report

Director Gretchen Grigsby announced her division has been rebranded to Government and External Relations to reflect broader outreach and now includes records, special events management, and a communications specialist. Her team is currently tracking 48 bills that have a direct impact on TCOLE. She stated that more filings are expected, and a big surge typically comes in the final two weeks before the March 14th filing deadline. She added that the Senate Finance hearing was held on January 28th, along with the House Appropriations hearing on February 26th and key exceptional items included in the initial budget draft are expanded in field service agents, I.T. infrastructure investments and a High-School Criminal Justice Career pipeline program. Director Grigsby further discussed the Public License Lookup tool has been a major success by boosting transparency and reducing open records workload. There has been a 50% decrease in PSR requests since the launch in September. In addition, the misconduct investigations reports, personnel files access and model policy submissions are upcoming projects and is confident about the success due to having a full team.

Finance Report

Finance Director Brian Roth discussed both House and Senate have released their versions of the introduced state budget and TCOLE's priorities have been recognized. The budget included additional investments aligned with TCOLE's strategic goals which include increased field representation to support better collaboration with local agencies across the state such as: I.T. infrastructure improvements that focus on database modernization and cybersecurity upgrades; High-school Criminal Justice Career Pipeline program including a basic jailer and telecommunicators licensing courses; and police recruitment assistance which will fund and create a statewide law enforcement recruitment website for Texas agencies.

Presiding Officer Lemaux announced a change on the agenda. Agenda item 8 was moved before agenda item 6.

Agenda Item 8, Discuss and take action on request for Class A misdemeanor waiver of TCOLE Rule 217.1, Minimum Standards for Enrollment and Initial Licensure.

- Giddings Police Department, Chief William Weems on behalf of Richard Shows

Chief William Weems spoke on behalf of Richard Daniel “Danny” Shows. Both addressed the Commission and made themselves available to answer any questions.

After discussion and questions to Mr. Shows by Commissioners, Commissioner Hester made a motion to approve the Class A waiver. Commissioner Griffis seconded the motion. The motion passed on a 6 to 2 vote with Commissioners Saenz, Harvey, West, Griffis, Hester, and Lemaux voting in favor. Commissioners Burruss and Atkins opposed.

Agenda Item 6, Take action to enroll, induct, and withdraw officers in the Texas Peace Officers’ Memorial Monument.

Director Grigsby read the names of the fallen officers that will be moving forward for induction and a withdrawal in the Texas Peace Officers’ Memorial in the Spring of 2025.

Induct

Deputy Constable Brad A. Briscoe	
<u>Brazoria County Constable’s Office, Precinct 1</u>	<u>November 15, 2020</u>
Sergeant Lyle G. Denny	
<u>Panhandle Police Department</u>	<u>December 7, 2020</u>
Officer Joseph Cisneros	
<u>San Antonio Police Department</u>	<u>February 1, 2021</u>
Correctional Officer John Broadaway	
<u>Texas Department of Criminal Justice</u>	<u>February 8, 2022</u>
Investigator Steven Carnes	
<u>Tom Greene County District Attorney’s Office</u>	<u>November 13, 2022</u>
Deputy Sheriff Jason S. Jones	
<u>Tarrant County Sheriff’s Office</u>	<u>April 11, 2023</u>
Sergeant Jon Jenson	
<u>Fort Worth Police Department</u>	<u>December 7, 2023</u>
Deputy Constable Katherine Hutson	
<u>Harris County Constables Office, Precinct 5</u>	<u>November 22, 2024</u>
Officer Cooper Dawson	
<u>Greenville Police Department</u>	<u>November 25, 2024</u>
Officer Jacob Candanoza	
<u>Terrell Police Department</u>	<u>December 9, 2024</u>
Detention Officer Isaiah Bias	
<u>Ellis County Sheriff’s Office</u>	<u>December 16, 2024</u>

Withdrawal

Sergeant Jed Shelton

Beaumont ISD Police Department

August 24, 2021

Commissioner Burruss made a motion to enroll, induct, and withdraw the officers as listed and read into the record in the Texas Peace Officers Memorial Monument. Commissioner Harvey seconded the motion. The motion passed unanimously.

Agenda Item 7, Receive updates on Advisory Committees by TCOLE staff.

Licensee Wellness

Deputy Chief Vineyard provided an update on the Licensee Wellness Advisory Committee. The committee is addressing a broader and ongoing challenge with the main areas of discussion including communication with licensees in crisis and how to better support licensees who have been arrested or are experiencing significant challenges. The group intends to present a preliminary set of recommendations in June, with a broader vision continuing to develop beyond that point.

Minimum Standards for Training Coordinators

Deputy Chief Grissom provided an update for the Minimum Standards for Training Coordinators Advisory Committee. The committee is currently working on a second iteration of a drafted proposed rule aimed at increasing the minimum standards for training coordinators. The committee expressed the need for higher qualifications and greater accountability for individuals in this key role. The finalized draft is expected to be presented at the June meeting.

School Marshal Duties and Responsibilities

Deputy Chief Grissom provided an update on the School Marshal Duties and Responsibilities Advisory Committee. The committee is tasked with developing a model job description for school marshals, specifically to support psychological evaluations conducted by practitioners assessing candidates for the role. He stated the final draft has been completed and fulfills the committee's charge and will be presented at the June meeting.

Agenda Item 9, Discuss and take action on proposed amendment to existing TCOLE Rule 211.30, Chief Administrator Responsibilities for Class A and B Waivers, requiring a completed agency background investigation report and personal history statement to be included in an agency's request for a waiver.

Mr. Beauchamp provided an overview of the proposed amendment to existing TCOLE Rule 211.30, requiring that an applicant's Personal History Statement (PHS) and the agency's background investigation report be included in the chief administrator's packet for Class A and B waiver requests.

Public comment was made by Sheriff Chanze Fowler of Hartley County and a Texas Panhandle Peace Officers board member, speaking in favor of reconsidering waiver restrictions, particularly for Class B offenses citing concerns about losing qualified candidates due to long waiting periods and unclear offense classifications across state lines. Sheriff Fowler requested consideration for a committee or collaboration to explore potential changes to waiver timelines and criteria.

Commissioner Hester made a motion to approve the proposed amendment of TCOLE Rule 211.30. Commissioners West and Burruss seconded the motion. The motion passed unanimously.

Agenda Item 10, Discuss and take action on proposed amendment to existing TCOLE Rule 215.9, requiring a training coordinator to report enrollment and separation for a basic licensing course.

Mr. Beauchamp provided a first reading of the proposed amendment to existing TCOLE Rule 215.9, requiring a training coordinator to report open enrollment and separation for a basic licensing course.

Deputy Chief Vineyard discussed the amendment aims to improve data collection on enrollment patterns, attrition, and academy effectiveness. Currently, only successful course completions are reported, meaning students who drop out or fail are not tracked. The A-5 form will enable TCOLE to monitor student retention trends, academy-level success and failure rates, repeated attendees at multiple academies and potential early warning signs at struggling training providers. Director Stevens added that the data will help guide targeted support and resource allocation to academies in need and reduce the risk of "academy shopping."

Commissioner Burruss made a motion to accept the proposed amendment to existing TCOLE Rule 215.9. Commissioner Atkins seconded the motion. The motion passed unanimously.

Agenda Item 11, Discuss and take action to finally adopt the amendment to existing TCOLE Rule 211.16, relating to the patrol vehicle requirement for law enforcement agency minimum standards.

Mr. Beauchamp provided an overview of the rule stating the amendment stems from legislative changes introduced during the Sunset Review process, pertaining to patrol vehicles. No public comments were received.

Commissioner Atkins made a motion to finally adopt the amendment to existing TCOLE Rule 211.16. Secretary West seconded the motion. The motion passed unanimously.

Agenda Item 12, Discuss and take action to finally adopt the amendments to existing TCOLE Rules 211.27, 211.28, and 211.29, relating to the responsibility to report the arrest, charge, and disposition of criminal offenses for licensees.

Mr. Beauchamp provided an overview of amendments to existing TCOLE Rules, 211.27, 211.28, and 211.29. The amendment to 211.27 removes the requirement for licensees themselves to report arrests, charges, or indictments. The amendment to 211.28 requires law enforcement agencies to report arrests of a licensee, provide offense reports and charging documents and 211.29 removes the notification requirement for agency chief administrators under subsection (n). No public comment was received.

Commissioner Hester made a motion to finally adopt amendments to existing TCOLE Rules 211.27, 211.28 and 211.29. Commissioner Burruss seconded the motion. The motion passed unanimously.

Agenda item 13, Discuss and take action to finally adopt the amendments to existing TCOLE Rules 211.29 and 215.9, relating to reporting failures of medical and psychological examinations.

Mr. Beauchamp provided an overview of amendments to existing TCOLE Rule 211.29 and 215.9. The amendment to 211.29 subsection (h) requires agency chief administrators to notify TCOLE within 30 days of a failed medical or psychological examination and a final determination of a failed fit for duty exam or drug screen. He continued with 215.9 subsection (b)(6), which requires training coordinators to report any failed medical or psychological exam (L-2/L-3) within 30 days.

Mr. Heath read the public comments received on these rules. The first public comment was by Jennifer Szimanski with Combined Law Enforcement Associations of Texas (CLEAT) requested an exception for successful treatment completion from reporting failed psychological exams. Mr. Heath provided a response stating that the statute applies to fitness-for-duty exams, not L-3 exams. The second public comment was by Daniel Looney with the Hunt County Sheriff's Office questioning why training coordinators must report failed L-2 and L-3 when agency heads are not. Mr. Heath provided a response stating that TCOLE Rule 211.29 now requires chief administrators to report, ensuring coverage by all relevant entities.

Commissioner Hester made a motion to finally adopt amendments to existing TCOLE Rules 211.29 and 215.9. Commissioner Burruss seconded the motion. The motion passed unanimously.

Agenda item 14, Discuss and take action to finally adopt new TCOLE Rule 211.41, relating to protest procedures for agency procurement actions.

Mr. Beauchamp provided an overview of new TCOLE Rule 211.41, relating to protest procedures for agency procurement actions pursuant to Texas Government Code Section 2155.076 and 34 Texas Administrative Code Sections 20.531–20.538. No public comment was received.

Commissioner Burruss made a motion to finally adopt new TCOLE Rule 211.41. Commissioner Atkins seconded the motion. The motion passed unanimously.

Agenda item 15, Discuss and take action to finally adopt the amendment to existing TCOLE Rule 217.7, relating to obtaining fingerprints for all appointments.

Mr. Beauchamp provided an overview of the amendment to existing TCOLE Rule 217.7. After further review, additional language was needed to clarify the rule’s intent and the current language allowed for ambiguity—potentially allowing agencies to reuse old fingerprint data, rather than requiring a new set of fingerprints upon each appointment. Staff emphasized the intent is that each appointment requires a new set of fingerprints, which then undergo a criminal history search through local, state, and national databases.

Assistant Presiding Officer Hester made a motion to accept the new proposed language submitted by staff for TCOLE Rule 217.7 and repost it to the Texas Register. Commissioner Harvey seconded the motion. The motion passed unanimously.

Agenda item 16, Discuss and take action to finally adopt the amendment to existing TCOLE Rule 219.2, relating to reciprocity for federal officers.

Mr. Beauchamp provided an overview of the amendment to existing TCOLE Rule 219.2. The amendment specifically pertains to subsection (d), which allows the Executive Director to identify additional federal criminal investigators that are specifically listed in Article 2A.002 of the Texas Code of Criminal Procedure and whose training and experience are deemed sufficient for licensure in Texas. No public comments were received.

Commissioner Burruss made a motion to accept the final adoption of amendment to existing TCOLE Rule 219.2. Commissioner Hester seconded the motion. The motion passed unanimously.

Agenda Item 17, Discuss and take actions on proceedings for revocation, suspension, and other disciplinary actions.

Default Suspension Orders

Cain III, Raymond L.	Jailer	Coryell Cnty. Sheriff’s Office
Corbett, Sharocka L.	Peace Officer	Grand Prairie Police Dep’t
Gustafson, David S.	Peace Officer	Texas Dep’t of Public Safety

Johnston, William R.	Jailer	Johnson Cnty. Sheriff's Office
Odom, Autumn M.	Jailer	Wichita Cnty. Sheriff's Office
Peters, Anthony S.	Jailer	Lampasas Cnty. Sheriff's Office
Plummer, Michael B.	Peace Officer	Little Elm Police Dep't
Rodriguez, Lizette M.	Jailer	Midland Cnty. Sheriff's Office
Veliz, Mary M.	Peace Officer	Houston Police Dep't

Commissioner Hester made a motion to accept the default suspension orders. Commissioner West seconded the motion. The motion passed unanimously.

Default Revocation Orders

Bolanos Romero, Jaime I.	Peace Officer	Canyon Police Dep't
Garza, Jesus A.	Jailer	McLennan Cnty. Sheriff's Office
Methvin, Briana N.	Jailer	Uvalde Cnty. Sheriff's Office
Riddles, Jr., Steven L.	Peace Officer	Matagorda Cnty. Sheriff's Office

Commissioner Hester made a motion to accept the default revocation orders. Commissioner Harvey seconded the motion. The motion passed unanimously.

Default Cancellation Orders

Moss, Krystle M.	Jailer	Bowie Cnty. Sheriff's Office
Quintanilla, Christopher E.	Telecommunicator	Balcones Heights Police Dep't
Vela, Matthew A.	Jailer	Bexar Cnty. Sheriff's Office

Commissioner Hester made a motion to accept the default cancellation orders. Commissioner Harvey seconded the motion. The motion passed unanimously.

Agreed Suspension Waivers

Heard, Tyler L.	Jailer	Kaufman Cnty. Sheriff's Office
Kocian, Jon A.	Peace Officer	Texas Parks and Wildlife Dep't
Nieto, Jr., Reuben P.	Peace Officer	Brazos River Authority

Commissioner Hester made a motion to accept the agreed suspension waivers. Commissioner Harvey seconded the motion. *Commissioner Burruss was not present for the vote.* The motion passed unanimously.

Agreed Cancellation Waivers

The Commission did not take action on Kenneth L. Broyles.

Broyles, Kenneth L.	Peace Officer	Cleveland I.S.D. Police Dep't
Butler, Patricia A.	Jailer	Brazos Cnty. Sheriff's Office

Commissioner Hester made a motion to accept the agreed cancellation waiver. Commissioner Harvey seconded the motion. *Commissioner Burruss was not present for the vote.* The motion passed unanimously.

Agreed Administrative Penalties

Crystal City Police Dep't
Liberty Cnty. Sheriff's Office

Commissioner Hester made a motion to accept the agreed administrative penalties. Commissioner Harvey seconded the motion. The motion passed unanimously.

Agreed Orders of Suspension

Ortiz, Kenneth E.	Peace Officer	Balcones Heights Police Dep't
Rios, Jesus M.	Peace Officer	Crane Cnty. Sheriff's Office
Ximenez, Nathaniel P.	Peace Officer	Pearsall Police Dep't

Commissioner Hester made a motion to accept the agreed orders of suspension. Commissioner Harvey seconded the motion. The motion passed unanimously.

Default Dismissal Orders

Eaglin, Carl M.	Peace Officer	Fort Bend Cnty. Sheriff's Office
Senicero, Chris A.	Jailer	Harris Cnty. Sheriff's Office

Commissioner Hester made a motion to accept the default dismissal orders. Commissioner Harvey seconded the motion. The motion passed unanimously.

Proposal for Decision

Boggs, Jordan R.	Jailer, Telecommunicator	McCulloch Cnty. Sheriff's Office
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Commissioner Hester made a motion to accept the proposal for decision. Commissioner Harvey seconded the motion. The motion passed unanimously.

Agenda item 18, Receive public comment on any topic, without action.

No public comment was made.

Agenda Item 19, Executive Session to discuss pending or contemplated litigation, settlement offers, and personnel issues, including evaluation of Executive Director's job performance pursuant to Sections 551.071 and .074 of the Texas Government Code, Open Meetings Act.

No executive session.

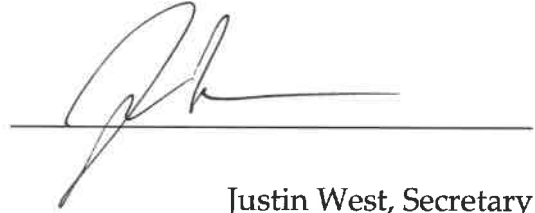
Agenda Item 20, Return from Executive Session to report and discuss further actions to be taken as a result of Executive Session, if necessary.

No executive session.

Agenda item 21, Adjourn.

Commissioner Burruss made a motion to adjourn the meeting. Commissioner Atkins seconded the motion. The motion passed unanimously.

The meeting adjourned at 12:58 p.m.



Justin West, Secretary
JW/sf