



# TEXAS COMMISSION ON LAW ENFORCEMENT

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## Commission Meeting Minutes April 29, 2024

On Monday, April 29, 2024, 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; Janna Atkins; Sheriff Michael Griffis; Justin Berry; Conor Harvey; Mario Lizcano.

TCOLE staff attending were: Executive Director Greg Stevens; General Counsel John Beauchamp; Credentialing, Education and Field Services Director Cullen Grissom; Information Technology and Special Services Director Jessica Capraro; Enforcement Major T.J. Vineyard; Finance Director Brian Roth; and Government Relations Director Gretchen Grigsby; Assistant General Counsel Aaron Heath, Assistant General Counsel Jennie Hilbig; Assistant General Counsel Mark Duncan.

### Agenda item 1, Call to order.

Presiding Officer Kim Lemaux called the meeting to order at 9:30 a.m.

The Presentation of Colors was presented by the Carrollton Police Department Honor Guard.

The pledges of allegiance were led by Secretary Justin West.

The invocation was given by Chaplain Bill Lovell of the Carrollton 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.

Welcoming remarks were made by Presiding Officer Kim Lemaux. Presiding Officer Lemaux recognized the Carrollton Police Department Honor Guard and thanked them for their presentation of the colors. Presiding Officer Kim Lemaux also thanked TCOLE staff and all who attended the 2024 Texas Peace Officers' Memorial Ceremony on Sunday, April 28<sup>th</sup>, honoring officers who have made the ultimate sacrifice in the line of duty.

**Agenda item 4, Approval of the minutes of the December 6, 2023 and February 26, 2024 Commissioner Workshops and the December 7, 2023 and February 27, 2024 Commission Meetings.**

Commissioner Janna Atkins made a motion to approve the minutes of the December 6, 2023 and February 26, 2024 Commissioner Workshops and the December 7, 2023 and February 27, 2024 Commission Meetings. Assistant Presiding Officer Jason Hester seconded the motion. The motion passed unanimously.

**Agenda item 5, Receive reports and take action, if necessary.**

**Executive Director's Report**

Director Stevens introduced six new staff members including: Bob Miljenovich who has joined the Enforcement Division as a Sergeant Investigator, Leticia Hernandez who has joined the Credentialing Division as a Licensing Specialist, Miranda Aguilar who has joined the Legal Division as a Legal Assistant, Jay Bordignon who has joined Education Services as an Instructional Designer, Melissa Moore who has joined the Executive Division as the Executive Assistant, and Michael Brown who has joined the IT Division as the Information Security Officer. Director Stevens advised that the agency is working diligently to fill the staff positions gained in the 88<sup>th</sup> Texas Legislative Session with the best and most qualified candidates. The agency has a goal of filling all the staff vacancies by the end of the year.

Executive Director Greg Stevens advised that TCOLE has met with various stakeholder groups across the State and emphasized the importance of building relationships ahead of the upcoming 89<sup>th</sup> Texas Legislative Session.

Presiding Officer Kim Lemaux and Assistant Presiding Officer Hester praised the efforts of Director Stevens and the Executive team to enhance accessibility by traveling across the State.

**Credentialing, Education, and Field Services Report**

Credentialing, Education, and Field Services Director Cullen Grissom advised that Education Services is working on updating the Basic Missing and Exploited Persons class, which is in the final stages of development and the Instructional Resource Guide (IRG) will soon be available for public comment. Director Grissom advised that the hours for the Supplemental Peace Officer course and the Special Forces Veterans course have been updated.

The Education Services team is currently designing an Elementary Educational Outreach training to promote best practices for peace officers engaging with elementary level children.

Director Grissom advised that TCOLE has partnered with the Texas Department of Public Safety to provide an online version of the Civilian Interaction Training Program which will soon be available via MyTCOLE 3.0. Director Grissom advised that the Trauma-Informed Approach to Sexual Assault Investigations course, as well as the legislatively mandated Finding Wellness, Cardiac Emergency Communications, and Texas Legislative Update (3188) courses are now available online via MyTCOLE 3.0.

Director Grissom advised Presiding Officer Hester that L1 appointments are being processed in an average of 36 hours from submission, noting certain delays such as missing Background Confirmation Forms (BCFs).

The credentialing team has worked with training providers to certify rosters containing previous ALERRT training hours which has brought around 9,000 licensees into compliance. Director Grissom advised that the agency plans to identify regions across the State in which to focus training efforts to bring more licensees into compliance with the ALERRT Level 1 requirement.

### **Information Technology and Special Services Report**

IT Director Jessica Capraro advised the Commission that approximately 42,000 officers still need to take ALERRT Level 1 to come into compliance with their training requirements.

Director Capraro announced that the 2024 TCOLE Training Conference will take place in McAllen, Texas on October 28<sup>th</sup> – 30<sup>th</sup> and advised that some discounted room blocks are still available for booking. The conference schedule is still being finalized and will include topics such as TCOLE Rules and model policies, and background investigations. Exhibitor registration will open on May 13<sup>th</sup> and attendee registration will open in July.

Director Capraro advised that TCOLE developers, in coordination with the Department of Information Resources (DIR) are currently building the online Public License Lookup database, which is set to launch on September 1<sup>st</sup>, 2024 as required by Senate Bill 1445 (88R). TCOLE is conducting a risk assessment for the project and will have a third-party vendor test the program.

Director Capraro advised that the IT Division is currently interviewing candidates to fill three software engineer vacancies, and two IT support specialist vacancies, and will also

be hiring temporary staff to provide the additional staff resources to complete ongoing IT projects.

Commissioner Lemaux inquired about the vetting, or background, process for the new temporary staff. Enforcement Major TJ Vineyard advised that employee background checks have been classified into three tiers, including vendors who work under TCOLE supervision, temporary staff with access to TCOLE systems who require a similar background check to the Personal History Statement, and full-time employees who will continue to go through the full background investigation process.

Commissioner Lizcano, from the McAllen region, thanked TCOLE for bringing the 2024 TCOLE Training Conference to McAllen this year and Commissioner Lemaux thanked him for his and the city's hospitality.

### **Enforcement Report**

Enforcement Major TJ Vineyard advised that the Enforcement Division has gained additional staff resources and is working on closing training compliance gaps on commonly missed, or "straggler" courses. Major Vineyard advised that these courses have been included in the Basic Peace Officers Course (BPOC) and the Human Trafficking course and the Civilian Interaction course are available online via MyTCOLE. Major Vineyard recognized the Texas Department of Public Safety for their help with the online Civilian Interaction course. The Enforcement Division is working on streamlining compliance dates between different groups such as Chiefs, Constables, and School Based Law Enforcement (SBLE), including automating the SBLE certificate process, and running monthly compliance reports.

Major Vineyard advised that Rap Back subscriptions have increased to around 112,000 licensees. The new Mark 43 record management system provides TCOLE with more useful data and the Enforcement Division has an admin assistant working on analyzing that data to provide insights on subjects such as E-1 (arrest) cases. With the majority of arrest notifications have come from the Rap Back subscriptions, rather than agencies or licensees. The agency is currently working on a training course for background investigators.

### **Government Relations Report**

Government Relations Director Gretchen Grigsby advised that TCOLE is currently preparing for the 89<sup>th</sup> Texas Legislative Session, which is coming up in January 2025, including working on the agency's strategic planning. Director Stevens has been traveling around the State to meet with legislators and stakeholders to discuss legislative items that may have an impact on law enforcement. The commission's budget subcommittee will be meeting to prepare the agency's Legislative Appropriation Requests (LAR), including

the exceptional items requests, which are due at the end of the summer. TCOLE staff continue to work on the implementation of the TCOLE Sunset Bill, Senate Bill (SB) 1445, and Senate Bill (SB) 1852 regarding ALERRT training requirements. As part of the implementation process, TCOLE has been communicating with licensees to educate them on the updated training requirements, including 16 hours of ALERRT training.

Director Grigsby advised that the bill creating the Elementary Educational Outreach training program was authored by Representative Jarvis Johnson in attempt to improve children's early interactions with law enforcement.

Director Grigsby thanked all who attended the 2024 Texas Peace Officers' Memorial Ceremony on Sunday, April 28<sup>th</sup>, and advised that the 2024 State of Texas Law Enforcement Achievement Awards Ceremony will be held in Austin on Friday, June 21<sup>st</sup>. Director Grigsby thanked the award judges for reviewing the nominations and advised that the names would be approved by the commission later in the meeting.

### **Finance Report**

Finance Director Brian Roth provided the agency expenditure and revenue report and advised that the agency is in good financial standing as the agency moves into the third quarter of the fiscal year, with some excess due to vacancies. Director Roth advised that the agency is actively expanding our staff to meet new demands and responsibilities from the 88<sup>th</sup> Texas Legislative Session. TCOLE has been filling staff vacancies and onboarding new employees and is actively working on filling the remaining staff vacancies. TCOLE is hiring temporary employees to supplement the agency's staff and is looking at hiring a legal intern.

The finance division is working on several special projects including a base reconciliation report, a space utilization report, and a border security report. The finance team is currently ironing out contracts for temporary staff. The finance team is also working on purchasing a record retention program. Director Roth advised that the finance division is helping with the agency's workforce plan, strategic plan, and the legislative appropriation (LAR) and exceptional items requests that will be submitted in July or August.

### **Agenda item 6, Discuss and take action to approve the recommendations for the Law Enforcement Achievement Awards.**

Secretary Justin West made a motion to approve the recommendations for the Law Enforcement Achievement Awards. Commissioner Justin Berry seconded the motion. The motion passed unanimously.

The Commission took a break from 10:29 a.m. – 10:50 a.m.

**Agenda item 7, Discuss and take action on the final adoption of Advisory Committee model policies and related rules.**

General Counsel John P. Beauchamp provided an overview of the process regarding the TCOLE Advisory Committees and model policies. The commission was tasked with establishing three advisory committees and selecting committee members from various stakeholder groups. The advisory committees were tasked with creating model policies for Misconduct Investigations, Hiring Procedures and Personnel Files; Minimum Standards for Law Enforcement Agencies; and the Examination of a Licensee. Director Beauchamp advised that the model policies have been available for public comment and are up for final adoption by the commission today, as well as the corresponding TCOLE rules, or they can be left open for additional public comment.

Commissioner Lemaux emphasized that the advisory committees were comprised of many stakeholders to provide representation across many groups. The goal was to provide a model policy that is flexible among varying sizes and types of law enforcement agencies and that can be tailored to meet the needs of each agency.

*Misconduct Investigation*

General John P. Beauchamp provided an overview of the Misconduct Investigation model policy and advised that all law enforcement agencies are required to adopt the same or a substantively similar policy by June 1, 2025.

Director Beauchamp read through the public comments TCOLE received, with staff responses.

Public comment was provided by Chief Stan Standridge, Presiding Officer of the Misconduct Investigation, Hiring Procedures and Personnel Files Advisory Committee, and member of the Texas Police Chiefs Association (TPCA). Chief Standridge recommended using the specific statute language requiring the signature of the person making the complaint, and removing the word "complainant", for consistency and clarity.

Director Beauchamp concurred and advised that the model policy can be amended to mirror the statute.

Commissioner Hester made a motion to finally adopt the Misconduct Investigation model policy with the recommended date and language changes. Commissioner Berry seconded the motion. The motion passed unanimously.

*Hiring Procedures*

General John P. Beauchamp provided an overview of the Hiring Procedures model policy and advised that all law enforcement agencies are required to adopt the same or a substantively similar policy by June 1, 2025.

Director Beauchamp read through the public comments TCOLE received, with staff responses. There was a question regarding the expiration of an L1 or L2 (psychological evaluation). Director Beauchamp advised that an L1 or L2 is valid for 180 days from the signing or graduation date.

Commissioner Hester made a motion to finally adopt the Hiring Procedures model policy with the staff recommended date change. Commissioner Atkins seconded the motion. The motion passed unanimously.

#### *Personnel Files*

General John P. Beauchamp provided an overview of the Personnel Files model policy and advised that all law enforcement agencies are required to adopt the same or a substantively similar policy by June 1, 2025.

Director Beauchamp read through the public comments TCOLE received, with staff responses.

Commissioner Berry made a motion to finally adopt the Personnel Files model policy with the staff recommended amendment. Commissioner Lizcano seconded the motion. The motion passed unanimously.

#### *Minimum Standards for Law Enforcement Agencies*

Director Beauchamp provided an overview of 37 Texas Administrative Code §211.1, Definitions, and §211.16, Establishment or Continued Operation of an Appointing Entity. Director Beauchamp advised that the effective date for agencies created on or after June 1, 2024, will be June 1, 2024. The effective date for existing agencies to comply with the new minimum standards is September 1, 2025.

Director Beauchamp read through the public comments TCOLE received, with staff responses.

Assistant General Counsel Aaron Heath advised that all law enforcement agencies must submit an annual report to TCOLE between January 1<sup>st</sup> and March 1<sup>st</sup> each year to document their continued compliance with §211.16, Establishment or Continued Operation of an Appointing Entity.

Director Capraro provided an example of the annual report that will need to be submitted to TCOLE. The report includes the option to select from three categories to signify an agency's compliance status, including "in compliance", "in progress", or "additional assistance needed". The report also includes a section to update the agency's Chief Administrator's contact information. TCOLE is prioritizing communicating with and educating Chief Administrators on compliance requirements with the goal of closing educational and compliance gaps.

Public comment was provided by Larry Smith, President of the Sheriff's Association of Texas (SAT). Sheriff Smith stated that the compliance with the rule may be difficult without appropriated funding.

Commissioner Berry advised that there are some grants available through the Governor's Office. Commissioner Griffis asked if there was a way to identify the underfunded agencies to report that information back to the legislature.

Public comment was provided by Lamar County Sheriff Scott Cass. Sheriff Cass inquired about the application of the term "inactive" regarding constitutional Sheriffs and Constables. Sheriff Cass expressed concern that the rule outlined additional requirements that were not included in the SB 1445 statute. The Sheriff was concerned about the lack of appropriated funding and stated that the grant funding provided by Senate Bill 22 was helpful, but that the funding was allocated mostly to salaries.

Public comment was provided by Rusk County Sheriff Johnwayne Valdez who stated that he applied for a \$35,000 grant that was cut in half and expressed concern regarding a lack of funding. Additional comments were made regarding the medically and physically fit for duty requirement and the form for the annual TCOLE report.

Public comment was made by Travis County Constable Carlos Lopez, Vice President of the Justice of the Peace and Constables Association (JPCA). Constable Lopez recommended amending section (f) of §211.16, Establishment or Continued Operation of an Appointing Entity, to include an exception for constitutional offices.

Public comment was provided by Real County Sheriff Nathan Johnson regarding the clarification of resources being "available", rather than "provided".

Public comment was provided by Chief Gene Ellis, Executive Director of the Texas Police Chiefs Association (TPCA). Chief Ellis thanked TCOLE for the simplified annual report form but recommended including the annual report in TCOLE audits after the first initial compliance report.



General Counsel John P. Beauchamp reviewed the changes to §211.16. Director Beauchamp advised that the commission is changing the language “by the agency” in §211.16 (a)(3)(F) to “by an agency created on or after June 1, 2024”. All agencies must submit an annual report to TCOLE between January 1 and March 1 each year to document their continued compliance.

Commissioner West made a motion to finally adopt §211.1 Definitions. Commission Harvey seconded the motion. The motion passed unanimously.

Commissioner Harvey made a motion to finally adopt §211.16, Establishment or Continued Operation of an Appointing Entity, with the staff changes and his recommendation of striking the language stating “provided by officer or agency” in §211.16 (b)(3)(A). Commissioner Lizcano seconded the motion. There was a motion roll call vote with 7 ayes, 1 nay, and 1 absent not voting. The motion passed.

The commission took a break at 2:05 pm and returned at 2:21 pm.

#### *Examination of a Licensee*

General Counsel John P. Beauchamp introduced the Examination of a Licensee Model Policy and corresponding rule §217.9, Refusal by Licensee to Submit to Medical or Psychological Examination. Assistant General Counsel Aaron Heath provided an overview and advised that the effective date for agencies to adopt this or a substantively similar model policy is September 1, 2024.

Director Beauchamp read through the public comments TCOLE received, with staff responses.

Commissioner Berry made a motion to finally adopt the Examination of a Licensee Model Policy. Commissioner Griffis seconded the motion. The motion passed unanimously.

Assistant General Counsel Aaron Heath advised that staff is recommending an addition to subsection (c) recognizing State Office of Administrative Hearings (SOAH) cases are confidential subject to Texas Occupations Code §1701.167(i).

Commissioner Hester made a motion to finally adopt §217.9, Refusal by Licensee to Submit to Medical or Psychological Examination with staff recommended changes. Commissioner Berry seconded the motion. The motion passed unanimously.

Assistant General Counsel Aaron Heath provided an overview of §227.1, Appointing Entity Responsibilities, §227.4, Demonstration of Psychological Fitness, and §227.6, Fit for Duty Review and advised that the effective date is September 1, 2024.

Commissioner Atkins made a motion to finally adopt §227.1, Appointing Entity Responsibilities. Commissioner West seconded the motion. The motion passed unanimously.

Commissioner Atkins made a motion to finally adopt §227.4, Demonstration of Psychological Fitness. Commissioner Griffis seconded the motion. The motion passed unanimously.

Commissioner Atkins made a motion to finally adopt §227.6, Fit for Duty Review. Commissioner Berry seconded the motion. The motion passed unanimously.

A summary of the public comments received on these model policies and rules with staff responses are available on the TCOLE website under “The Commission and its Members” section or at the following link: <https://www.tcole.texas.gov/document/adopted-mod-pol.pdf>.

**Agenda item 8, Discuss and take action on a proposed amendment to existing TCOLE Rule §218.3, Legislatively Required Continuing Education for Licensees, related to Advanced Law Enforcement Rapid Response Training (ALERRT).**

Director Cullen Grissom provided an overview of the proposed amendment to existing TCOLE Rule §218.3, Legislatively Required Continuing Education for Licensees, related to Advanced Law Enforcement Rapid Response Training (ALERRT). The amendment specifies that the effective date is August 31, 2027 and license action will not be taken until that date. In addition, chief administrators and their designated senior officers must complete ALERRT command-level training each unit. ALERRT Level 1 is also part of the Basic Peace Officer Course (BPOC). Commissioner Lemaux advised that if you have previously taken ALERRT Level 1, then you meet the requirement.

Public comment was provided by San Marcos Police Chief Stan Standridge who advised that chief administrators designate their own senior officers to complete the command training, which is up to the discretion of the chief administrator.

Public comment was provided by Real County Sheriff Nathan Johnson regarding the availability of the command staff level training.

Chief Stan Standridge advised that ALERRT is working with the Sheriff’s Association and LEMIT to provide training at their conference and are organizing 6 regional training sessions.

Commissioner Lizcano made a motion to approve the proposed amendment to TCOLE Rule §218.3, Legislatively Required Continuing Education for Licensees, related to Advanced Law Enforcement Rapid Response Training (ALERRT). Commissioner Berry seconded the motion. The motion passed unanimously.

The proposed amendment to the rule will be posted to the Texas Register and available for public comment.

**Agenda item 9, Discuss and take action on proposed new TCOLE Rule §211.24, Licensee Service Report Database, related to statutory exclusion of officer information and the retention of user activity from the database.**

Assistant General Counsel Aaron Heath provided an overview of Proposed TCOLE Rule §211.24, Licensee Service Report Database. TCOLE staff will manually exclude undercover officers from the database if their request is approved.

Commissioner Hester made a motion to approve Proposed TCOLE Rule §211.24, Licensee Service Report Database, related to statutory exclusion of officer information and the retention of user activity from the database. Commissioner Atkins seconded the motion. The motion passed unanimously.

The commission took a break at 3:09 pm and returned at 3:21 pm.

**Agenda item 10, Discuss and take actions on proceedings for revocation, suspension, and other disciplinary actions.**

*Default Suspension Orders*

Assistant General Counsel Jennie Hilbig presented the default suspension orders to the Commission. Assistant Presiding Officer Jason Hester made a motion to accept the default suspension order for Officer Joe H. Houghton of the Alto Police Department. Commissioner Justin Berry seconded the motion. The motion passed unanimously.

*Default Revocation Orders*

Assistant General Counsel Jennie Hilbig presented the default revocation orders to the Commission. Assistant Presiding Officer Jason Hester made a motion to accept the default revocation orders for Leonard Mitchell of the Harris County Sheriff's Office and Roy D. Willard of the Milam County Sheriff's Office. Commissioner Justin Berry seconded the motion. The motion passed unanimously.

*Agreed Suspension Waivers*

Assistant General Counsel Jennie Hilbig presented the agreed suspension waivers to the Commission. Assistant Presiding Officer Jason Hester made a motion to accept the agreed suspension waivers for Officers Justin D. Cowart of the Trinity Police Department, Jose H. Doria Jr. of the Freer Police Department, Antonio Flores III of the Jim Hogg County ISD Police Department, and Gregory K. Jones of Baylor Scott & White Health Public Safety. Commissioner Justin Berry seconded the motion. The motion passed unanimously.

*Agreed Orders of Suspension*

Assistant General Counsel Jennie Hilbig presented the agreed orders of suspension to the Commission. Assistant Presiding Officer Jason Hester made a motion to accept the agreed orders of suspension for Officers Christopher McCaslin of the Greenville Police Department, Anthony T. Motley of the Tarrant County Hospital District Police Department, Wesley A. Russell of the Commerce Police Department, and John T. Spencer of the El Paso Police Department. Commissioner Justin Berry seconded the motion. The motion passed unanimously.

*Agreed Waiver for Administrative Penalties*

Assistant General Counsel Jennie Hilbig presented the agreed waiver for administrative penalties to the Commission. Assistant Presiding Officer Jason Hester made a motion to accept the agreed waiver for administrative penalties for the Travis County Emergency Services District #1. Commissioner Justin Berry seconded the motion. The motion passed unanimously.

*Proposal for Decision*

Assistant General Counsel Aaron Health presented the proposal for decision to the Commission. Assistant Presiding Officer Jason Hester made a motion to accept the proposal for decision for Officer Robert A. Paterson of the Texoma Reg. Police Academy. Commissioner Justin Berry seconded the motion. The motion passed unanimously.

**For Information Only**

Assistant General Counsel Mark Duncan provided a review of the following disciplinary actions before the Commission for information purposes. No action necessary.

*Statutory Suspensions*

Avila, Noe M.	Peace Officer, Jailer	Bexar Cnty. Sheriff's Office
Cruz, Bryanth A.	Jailer	Harris Cnty. Sheriff's Office

Esquibel, Tierriah M.	Jailer	Fannin Cnty. Sheriff's Office
Fernandez, Paul	Peace Officer	Harris Cnty. Constable Precinct 6
Finley, Robert G.	Jailer	Harrison Cnty. Sheriff's Office
McCann, Xavier	Jailer	Taylor Cnty. Sheriff's Office
Walker III, Charles F.	Peace Officer	Harris Cnty. Sheriff's Office
Zapata Jr., Javier	Jailer	Nueces Cnty. Sheriff's Office

*Statutory Revocations*

Becker, Adam W.	Peace Officer	Abilene Police Dep't
Cisneros, Roberto	Jailer	Midland Cnty. Sheriff's Office
Lewis, Dominique	Jailer	Jefferson Cnty. Sheriff's Office
Martinez, Anthony H.	Peace Officer	China Grove Police Dep't

*Permanent Surrenders of License*

Castaneda, Joe J.	Peace Officer	San Antonio Police Dep't
Cloud, Robert C.	Peace Officer, Jailer	Texas Alcoholic Beverage Comm'n
Daggett, Anthony C.	Peace Officer, Telecommunicator	Bexar Cnty. Sheriff's Office
Davidson, Jamie	Peace Officer	Mont Belvieu Police Dep't
Dodds, Walter D.	Peace Officer	Austin Police Dep't
Hines, Michael J.	Peace Officer	Harris Cnty. Sheriff's Office
Johnson, Demitre J.	Jailer	Harris Cnty. Sheriff's Office
Klink, Christopher N.	Jailer	Burnet Cnty Sheriff's Office
Koerner, Derek W.	Peace Officer	Dallas Police Dep't
Lyons III, Jerry W.	Peace Officer, Jailer	Iowa Colony Police Dep't
McClure, Leath A.	Peace Officer	Lubbock Police Dep't
Olanipekun, Aziz	Peace Officer	Dallas - DFW Airport D.P.S.
Pacheco, Matthew L.	Jailer	Bexar Cnty. Sheriff's Office
Pittmon, Doyle L.	Peace Officer, Jailer	Montgomery Cnty. Sheriff's Office
Quinn, Patrick T.	Peace Officer	Cypress-Fairbanks I.S.D. Police Dep't
Rodriguez, Santos Jr.	Peace Officer	Hawkins Police Dep't
Rubio, Jasten O.	Jailer	Harris Cnty. Sheriff's Office
Serrett, Samuel A.	Peace Officer	Baytown Police Dep't
Sims, Teddy	Peace Officer	Baytown Police Dep't
Stepney-Garry, Shawn	Jailer	Harris Cnty. Sheriff's Office

*Term Surrender of License*

Garcia, Kassondra	Peace Officer	Coffee City Police Dep't
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*Reprimands for Administrative Violation*

Akin, Norris L.	Peace Officer	Wise Cnty. Sheriff's Office
Antkowiak, Matthew D.	Peace Officer	Newman Int'l Academy Dep't of Public Safety
Balderas, Homero R.	Peace Officer	Cibolo Police Dep't
Diaz, Jacob J.	Peace Officer	Amarillo City Marshal Office
Dubois, Mark R.	Peace Officer	Orange Cnty. Sheriff's Office
Duke, John D.	Peace Officer	Wichita Cnty Sheriff's Office
Fleming, Michael E.	Peace Officer	Texas Racing Commission
Gipson, David W.	Peace Officer	Bowie Cnty. Sherrif's Office
Gomez, Jesse	Peace Officer	Baylor Scott & White Health Public Safety
Haren, Jordan L.	Peace Officer	Pleasanton Police Dep't
Hodges, Paul J.	Peace Officer	El Paso Police Dep't
Hogue, Preston C.	Peace Officer	Smith Cnty. Fire Marshal's Office
Jimenez Jr., Isidro	Peace Officer	Friona Police Dep't
Koch, John D.	Peace Officer	Guadalupe Cnty. Sheriff's Office
Laughery, Patrick D.	Peace Officer, Jailer	Hardeman Cnty Sheriff's Office
Mancha, Eddie R.	Peace Officer	Ector Cnty. Sheriff's Office
McKinney, Marion J.	Jailer	Ector Cnty. Sheriff's Office
Mihalski, Stephen A.	Peace Officer	Universal City Police Dep't
Miller, Eddie J.	Peace Officer	Bowie Cnty. Sheriff's Office
Murphy, Robert E.	Peace Officer	Guadalupe Cnty. Sheriff's Office
Nipper, Brian D.	Peace Officer	Cibolo Police Dep't
O'Hearn, Colleen	Peace Officer	Joshua Police Dep't
Ogden, Cole M.	Peace Officer	Bowie Cnty. Sheriff's Office
Passmore, Tommy S.	Peace Officer	Potter Cnty. Sheriff's Office
Roberson, Caitlin E.	Peace Officer	Smith Cnty. Fire Marshal's Office
Rodriguez, Moises	Peace Officer	Pittsburg I.S.D. Police Dep't
Rogers, Tyrone M.	Peace Officer	Pittsburg I.S.D. Police Dep't
Sanchez, Ronald D.	Peace Officer	Pleasanton Police Dep't
Splawn, Mistee D.	Jailer	Edwards Cnty. Sheriff's Office
Van Rosendaal, Mark F.	Peace Officer	Cibolo Police Dep't

**Agenda item 11, Receive public comment on any topic, without action.**

No additional public comment.

The Commission took a break from 3:09 p.m. – 3:21 p.m.

**Agenda item 12, 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 13, Return from Executive Session to report and discuss further actions to be taken as a result of the Executive Session, if necessary.**

No executive session.

**Agenda item 14, Adjourn.**

Assistant Presiding Officer Jason Hester made a motion to adjourn. Commissioner Justin Berry seconded the motion. The meeting adjourned at 3:34 p.m.

A handwritten signature in blue ink, reading "Justin West", is written over a horizontal line.

Justin West, Secretary  
JW/sf