



TEXAS COMMISSION ON LAW ENFORCEMENT

Commission Meeting Minutes June 12, 2025

On Thursday, June 12, 2025, at 9:30 a.m., a meeting of the Texas Commission on Law Enforcement (TCOLE) 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; Justin Berry; and Sergio Saenz.

TCOLE Executive staff attending were: Executive Director Gregory 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 Tomball Police Department.

The pledges of allegiance were led by Commissioner Justin West.

The invocation was given by Sergeant Courtney White of the Tomball 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 Kim Lemaux began her report by recognizing guests attending. She thanked U.T. at Austin Police Chief Shane Streepy for hosting this meeting and Tomball Police Department Chief Jeffrey Bert for sending the Honor Guard and Chaplain for this meeting and the Law Enforcement Achievement Awards.

Presiding Officer Lemaux announced that anyone speaking on an agenda item will have a five-minute limit and public comment will have a three-minute limit due to the large number of agenda items.

Agenda item 4, Approval of the minutes of the March 3, 2025 Commissioner Workshop and the March 4, 2025 Commission Meeting.

Commissioner Burruss made a motion to accept the approval of the minutes from the March 3, 2025 Commissioner Workshop and the March 4, 2025 Commission Meeting. Commissioner Berry seconded the motion. The motion passed unanimously.

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

Executive Directors Report

Executive Director Greg Stevens gave his report by introducing new employees, Trevor Michna (Investigator) and Len Ames (Field Services). He also stated the agency currently has 90 employees with some vacancies and work is underway to prepare job postings for 47 new full-time employees approved in the upcoming budget, with early posting planned ahead of the September 1st effective date.

Executive Director Stevens stated despite legislative session demands, the agency engaged nearly 1,000 licensees through outreach efforts, including participation in the State Fire Marshal group, Deputy Chiefs Conference, DPS and Game Warden graduations, the IADLEST national conference, and hosting the IADLEST Midwest region meeting.

He stated that TCOLE launched the agency's first paid summer internship program and three interns began last week: Graciela Deleon, Andrea Rodriguez, and Amy Sanchez.

In response to previous Commission requests, Director Stevens discussed how he has reviewed other states' waiver processes for Class A and B misdemeanor offenses and learned that most states do not offer waivers or they follow a crime-specific list. The findings support possible future changes, including codifying standards and re-evaluating outdated disqualifiers. Presiding Officer Lemaux recommended to add this topic to the next Commissioner Workshop agenda.

Credentialing, Education, Field, and Special Services Report

Deputy Chief Cullen Grissom initiated his report by discussing two revised courses, one being the New Supervisor course and the other was the Basic Instructor course. Both courses have been published and are now open for public comment. He reported that between now and the next meeting, TCOLE should be receiving the work product on the Job Task Analysis with Sam Houston State University researchers and the interim report was

included in their meeting packet. Deputy Chief Grissom further discussed that Education Services is developing a TCOLE course on the duties and responsibilities of individual licensees and there would be further discussion on this topic under agenda item 9. He added that an interim report on the Peer Network's progress and activities was also included in the packet for review. Commissioners and attendees were reminded to review and provide feedback on the new curricula during the open comment period and appreciation was expressed for those serving on curriculum development committees.

Information Technology Report

Director Jessica Capraro provided an overview of Target 100 progress starting with compliance stats including jailers at 79%, peace officers at 70% and telecommunicators at 75%. She stated jailer compliance rate reflects the success of a revised outreach strategy and telecommunicators and peace officers face more complex requirements, including in-person training components. Regular compliance reports are sent to the 25 largest departments, with positive feedback and strong progress noted (some over 95%). Focus has now shifted to approximately 40 mid-size departments with high non-compliance ratios. Field Service Agents are assisting in direct outreach and follow-up. Two more email and text message reminders are scheduled before the training cycle ends.

Director Capraro stated that several IT initiatives are in progress to meet sunset review requirements and advance major agency goals. A discussion was proposed for the next workshop to review ongoing data collection; evaluate whether current data sets still serve their purpose; determine if older, resolved priorities still require regular reporting; and consider shifting focus to identifying anomalies or key trends as capacity and capabilities grow.

Enforcement Report

Deputy Chief T.J. Vineyard started the report explaining how the processing responsibilities of the L2/L3 and fit-for-duty exam failures are transitioning to the new Records Division. He stated that misconduct investigation reports now has a temporary submission form available on the TCOLE website, while the system functionality is being developed. Submissions can be made electronically or via mail. A digital intake system is in place to track and later transfer this data when automated functionality is live.

Deputy Chief Vineyard mentioned there were more FAST fingerprint submissions due to an outlier academy submitting significantly more fingerprint reports. After an intervention with Field Services, the numbers have aligned with statewide norms, improving efficiency and saving resources. He also discussed that nearly all officers that needed school-based law enforcement certifications are now in compliance. Outstanding cases are down to single

digits and expected to be resolved soon.

Deputy Chief Vineyard provided an update to Rap Back subscriptions and said the subscription rates are now in the mind-90% range. He said that staff are focused on identifying and resolving small errors and monthly cross-checking ensures non-active licenses are unenrolled to maintain audit-readiness.

Deputy Chief Vineyard ended with discussing model policy compliance and that field service agents are actively collecting and cataloging policies submitted by agencies. While final numbers are pending, early indications show a high compliance rate.

Government and External Relations Report

Director Gretchen Grigsby provided a legislative session recap, highlighting that TCOLE tracked 99 bills this session, with 16 passing which was an increase from the 81 tracked during the previous session. Among the most impactful was the successful effort to align TCOLE's sworn officers with Schedule C pay, supporting recruitment and retention. Other significant bills included legislation clarifying fire marshal agency authority, creating a proficiency certificate for law enforcement-related polygraphs, and requiring veteran interaction training for jailers. While some initiatives, such as TCOLE licensing for TDCJ correctional officers and oversight of reserve peace officers, did not pass, they are expected to be reviewed during the interim. She stated that budget achievements included new field agent positions, additional IT and compliance staff, support for the high school criminal justice pipeline program, and increased legal and records division resources. Director Grigsby also recognized the retirement of Ken Mobley and noted his position is being repurposed to support records. Additionally, Melissa Moore will now oversee the flag program for fallen officers. The agency will honor 31 individuals at the Law Enforcement Achievement Awards Ceremony at the State Capital. Commissioners expressed strong appreciation for the staff's legislative work, agency progress in IT modernization, and enhanced interagency collaboration across the state.

Finance Report

Director Brian Roth provided an update on the finalized state budget and its impact on TCOLE and the broader law enforcement community. The legislature has invested additional resources into Texas law enforcement, which will support several major initiatives. These include doubling the number of field service agents to enhance agency support and fulfill sunset review goals, creating a dedicated team to assist academies and training providers with quality assurance and technical support, and expanding TCOLE's ability to analyze trends and provide proactive guidance. TCOLE will also continue modernizing its IT infrastructure, including database upgrades, cybersecurity, and secure

cloud services. Additional funding will support the development of a high school criminal justice career pipeline and the creation of a new statewide police recruitment website. Lastly, TCOLE will deliver a comprehensive law enforcement staffing vacancy report to the legislature by November 1, 2026, comparing staffing levels across agency types, sizes, and regions.

Agenda Item 6, Receive update and take action, if necessary, on the internal audit conducted by Weaver & Associates.

Mr. Dan Graves, a representative of Weaver & Associates and TCOLE's outsourced internal auditor, presented results of the agency's first internal audit, which focused on the Enforcement division. The audit received a satisfactory rating with five findings, three rated low risk and two moderate risks. Most findings involved IT-related process improvements, such as automation of complaint intake and notification systems, integration of the Mark43 case management system, and establishment of formal change validation and quality assurance processes.

TCOLE staff acknowledged the findings and shared detailed updates on progress. Director Capraro acknowledged that while many of the initiatives have been long-standing goals, TCOLE now has the capacity and staffing to begin implementation. A new compliance business analyst position is being prioritized to help bridge compliance and development needs across teams. The agency is maturing its development practices, including introducing testing environments and deployment procedures.

Commissioners praised the report, staff responsiveness, and progress being made. They acknowledged that many delays in implementation were due to prior resource constraints, which have now been addressed with recent budget support. Weaver confirmed that a follow-up review will be conducted next year to assess remediation. The agency is also on track to complete the credentialing and licensing audit and risk assessment for the internal audit plan for next year.

The Commission took a break from 10:45 a.m. to 11:04 a.m.

Agenda Item 7, Receive updates and proposals on Advisory Committees by Advisory Committee members.

Licensee Wellness

Deputy Chief Vineyard stated this group was tasked to explore holistic approaches to officer licensing standards, career sustainability, and wellness support for Texas law enforcement licensees.

Advisory Committee Presiding Officer Jimmy Jackson, Dr. Kevin Smith and retiree Rueben Ramirez appeared and provided an update to the Commission stating this committee met multiple times and engaged in thoughtful, solution-oriented discussions. Their efforts have centered around identifying how TCOLE can contribute to enhancing officer wellness across a range of career stages and how licensing standards and support mechanisms could better align with the physical, mental, emotional demands of the profession and how agencies can be proactive. They discussed the Checkpoint Program that would trigger resources and identify influencers to help with early intervention for officers and normalize checking on officers after calls.

The committee included key recommendations that define potential roles for TCOLE in supporting officer wellness, increasing interagency collaboration, and enhancing data collection around wellness and retention trends. Early discussions emphasized the importance of proactive engagement, such as supporting wellness best practices, encouraging resilience-based training, and providing guidance to agencies on intervention resources.

Their work complements the goals of recent legislative efforts and reflects an evolving understanding of the connection between effective licensing practices and the overall health of the law enforcement workforce. TCOLE's role may include promoting wellness standards, disseminating model policies, identifying training gaps, or coordinating with partner organizations to deliver resources statewide.

School Marshal Duties and Responsibilities

Deputy Chief Grissom provided the overview to the Commission. This committee was assigned a focused task to create a standardized job description for the school marshal position. The committee was chaired by Constable Jeff Anderson with the Williamson County Constable Precinct 2 and supported by Assistant Presiding Officer Deputy Chief John Totino with the Lubbock Police Department which also included a diverse membership of school district representatives who currently employ marshals, licensed school marshals, members of the public, education professionals, and elected officials such as mayors.

The need for this effort stemmed from a gap in standardized job descriptions for school marshal roles and many marshals are existing school employees with unrelated primary job duties. To ensure appropriate psychological evaluations as required every two years, a specific job description was necessary for evaluators to use as a basis for assessments.

Assistant General Counsel Aaron Heath drafted a model job description based on existing templates for other licensure roles such as peace officers, jailers, and telecommunicators. The advisory committee met twice, reviewed the draft, and accepted it with minimal revisions. The new job description has already been implemented statewide due to the increase in school marshal appointments.

TCOLE leadership acknowledged the importance of this project and expressed appreciation to the committee members and TCOLE staff. The success of this initiative was made possible by legislative support and recent staff additions, which allowed long-standing priorities to finally be addressed and implemented.

Agenda Item 8, Receive update and proposal on Advisory Committee Minimum Standards for Training Coordinators and discuss and take action on proposed new TCOLE Rule 215.8, Minimum Standards for Appointment as a Training Coordinator over a Basic Licensing Course.

Deputy Chief Grissom stated the advisory committee was convened to develop and recommend minimum standards and qualifications for training coordinators at law enforcement academies or contract training providers offering basic licensing courses.

Advisory Committee Presiding Officer Scott Donaldson and Director of the Collin College Law Enforcement Academy appeared and discussed key recommendations along with a proposed rule. The requirements for the academy training coordinator (not continuing education providers) will include passing a criminal background check and formal background investigation, training requirements of completing the initial training course and biannual continuing education, and mandatory TCOLE conference participation.

A subcommittee was formed to design the curriculum and the final course duration will be based on content development. Commissioners praised the work of Presiding Officer Donaldson and the advisory committee.

Commissioner Hester made a motion to approve the proposed rule for first reading and to be posted to the *Texas Register* for public comment. Commissioner Berry seconded the motion. The motion passed unanimously.

Agenda Item 9, Discuss mandated continuing education topics for the 2025-27 training unit in accordance with Texas Occupations Code Section 1701.351(a-2).

Deputy Chief Grissom discussed the mandated continuing education topic for the upcoming training unit covering September 1, 2025 through August 31, 2027. He recommended a new course focused on individual licensee duties and responsibilities. The

approximately two-hour course is designed to be more comprehensive than the previous rules course and will cover topics such as license maintenance, proficiency certificates, available TCOLE resources, and training pathways. It will be offered both online through the MyTCOLE portal and in-person with an instructor resource guide. The course is scheduled for beta testing in July 2025.

Commissioner Hester made a motion to establish the course as a mandatory continuing education topic for the upcoming training cycle beginning September 1, 2025. Commissioner Berry seconded the motion. The motion passed unanimously.

Agenda Item 10, Discuss and take action on proposed amendment to existing TCOLE Rule 211.1, relating to pay status categories for licensee appointments.

Mr. Beauchamp, Mr. Heath, and Executive Director Stevens presented the rationale for this amendment, which aims to standardize and clarify the appointment categories for peace officers, specifically full-time, part-time, and reserve statuses. Currently, inconsistent and vague terminology in the system has led to confusion and difficulty in recordkeeping. The proposed amendment codifies definitions based on statutory language to ensure consistency and accuracy.

Commissioner Hester made a motion to accept the amendment with the change under Chapter 59 to read the definition of "reserve law enforcement officer." Commissioner Berry seconded the motion. The motion passed unanimously.

Agenda Item 11, Discuss and take action on proposed amendments to existing TCOLE Rules 211.1, Definitions, and 217.1(b)(7), Minimum Standards for Enrollment and Initial Licensure, relating to the definition of family violence.

Presiding Officer Lemaux tabled this agenda item.

Agenda Item 12, Discuss and take action on proposed amendment to existing TCOLE Rule 211.29, Responsibilities of Agency Chief Administrators, relating to the submission of personnel files and misconduct investigation reports.

Mr. Beauchamp outlined the responsibilities of agency chief administrators regarding the submission of personnel files and misconduct investigation reports. The amendment codifies the existing statutory and model policy requirements related to misconduct allegations and personnel file maintenance.

Mr. Heath explained that the amendment formalizes obligations including investigating misconduct allegations, ensuring investigation completion, submitting reports to TCOLE, notifying TCOLE of appeal outcomes, and placing documentation in the appropriate file. It

also requires agencies to maintain personnel and department files, submit them within 30 days of separation, and provide them upon request during TCOLE investigations.

Clarification was made that this rule does not change existing confidentiality provisions nor grant TCOLE enforcement authority over improper release of protected information, which remains under the jurisdiction of the Attorney General or civil courts.

Commissioner Hester made a motion to approve the proposed amendment. Commissioner Saenz seconded the motion. The motion passed unanimously.

Agenda Item 13, Discuss and take action on proposed amendment to existing TCOLE Rule 223.19, License Revocation, relating to revocation for criminal dispositions involving care, custody, or control of vulnerable persons, including children, abuse of office, and animal cruelty offenses.

Mr. Beauchamp provided an overview on the proposed amendment concerning license revocation related to criminal dispositions involving vulnerable individuals, abuse of office, and animal cruelty offenses. Assistant General Counsel Dan Walker presented an overview of 133 misdemeanor case outcomes from January 2021 to March 2025 to provide context.

The amendment would make revocation mandatory for individuals convicted or placed on community supervision for offenses under Penal Code Chapter 39 and would allow for discretionary revocation in cases involving victims who are minors, elderly, disabled, intoxicated/incapacitated, or under the care of the actor. It also includes offenses involving cruelty to animals. Data showed that under this amendment, 3–4 additional cases over the last five years would have been eligible for revocation instead of suspension. These included animal cruelty, indecent assault, and assault involving care/custody situations. Commissioners emphasized the policy focus on appropriately sanctioning serious misconduct to maintain public trust.

Commissioner Berry made a motion to accept the proposed amendment. Commissioner Burruss seconded the motion. The motion passed unanimously.

Agenda Item 20, Receive public comment on any topic, without action.

Presiding Officer Kim Lemaux moved agenda item 20 and asked for public comment.

Public comment was made by Kathy Mitchell, representing Equity Action, to express concerns regarding the model policy related to departmental files that was recently distributed to law enforcement agencies. She began by commending the Commission for its ability to efficiently disseminate updates to agencies across the state. However, she

stated that Equity Action is concerned that the provision in the model policy asserting confidentiality of departmental files is not supported by existing statute at the local level. While the Commission's confidentiality over its own records is clearly authorized by law, she emphasized that similar protections do not apply to local law enforcement agencies. Mitchell noted that during the most recent legislative session, bills seeking to create statutory confidentiality for departmental files at the local level failed to pass, despite extensive discussion.

Given this legal context and the heightened public discourse around transparency, she urged the Commission to reconsider and update the model policy to reflect the current state of the law. She clarified that Chapter 552 of the Texas Government Code, the Public Information Act, governs access to departmental records and already provides mechanisms for protecting sensitive information. Mitchell concluded by stating that the current model policy could mislead agencies into believing they have authority that does not exist, and she respectfully requested that the Commission withdraw or amend the provision. She also offered to provide a formal letter outlining Equity Action's position.

Public comment was provided by Chief Jaime Ayala, Edinberg Police Department, and expressed his appreciation for the work being done by TCOLE under the leadership of Executive Director Greg Stevens. He specifically shared his department's recent experience with the academy application process, describing it as smooth and efficient. Chief Ayala commended staff member Derry Miner for his outstanding assistance throughout the process, noting that the application was completed quickly and successfully, resulting in their academy being licensed. He acknowledged that the Commission and its staff may not often receive direct praise and took the opportunity to thank them for their continued hard work and professionalism.

Public comment was given by Daniel Godbout to request assistance with reactivating his license. He explained that during the COVID-19 pandemic, he lost his job and was unable to complete the required de-escalation course, which led to his license becoming inactive. Despite this, he maintained his required continuing education hours and is currently caught up on both the previous and current training cycles, with the exception of a single hour in the ALERRT course. Mr. Godbout highlighted that under current TCOLE rules, reserve officers do not have a pathway to reactivation without repeating the academy, unlike full-time officers. He requested a one-time waiver that would allow him to take the reactivation exam without attending the academy again and submitted letters of support from former supervisors. A staff member advised him to submit his documentation formally and was informed that TCOLE staff would follow up with him regarding his request.

Rodney Manino provided public comment regarding Mr. Godbout confirming he had served with their agency and performed duties beyond those typical of a reserve officer, including paid part-time work. He emphasized Mr. Godbout's capabilities and professionalism as a peace officer and urged the Commission to consider allowing him to reactivate his license without repeating the academy. Presiding Officer Lemaux instructed Mr. Manino to complete a speaker card, noting that while the Commission could not take immediate action during public comment, someone would follow up with additional information regarding the process and available options.

The Commission took a break from 12:32 p.m. to 1:06 p.m.

Agenda Item 14, Discuss and take action to finally adopt the 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 amendment, which outlines Chief Administrator responsibilities when submitting waiver requests for Class A and B misdemeanors. The amendment requires that a completed agency background investigation report and the applicant's personal history statement be included in the waiver request packet. Commissioner Berry inquired about the possibility of extending similar requirements to disqualifying Class C misdemeanors. Mr. Beauchamp clarified that adding such language at this stage would constitute a substantive change and could not be included in the final adoption of this rule. However, staff agreed to explore the issue and consider bringing a related proposal to the September meeting.

Commissioner Hester made a motion to finally adopt the amendment as proposed. Commissioner Berry 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, Reporting Appointment and Separation of a Licensee, relating to obtaining fingerprints for all appointments.

Mr. Beauchamp provided an overview of the amendment which requires that all applicants and licensees be fingerprinted and subjected to criminal background checks prior to being appointed. The background check will include searches of local, state, U.S., and national criminal records to ensure the disclosure of any relevant criminal history.

Commissioner Burruss made a motion to finally adopt the amendment as proposed. Commissioner Berry seconded the motion. The motion passed unanimously.

Agenda Item 16, Discuss and take action on agency fee schedule pursuant to TCOLE Rule 211.17, Fees and Payment.

Director Roth provided an overview of the fee schedule by clarifying that the proposal did not involve changes to the rule itself but rather updates to the fee schedule established under the rule. The proposed changes included the addition of six new items, four of which were new proficiency certificates, and two categorized as other additions. Commissioners briefly commented on the consistency of the \$35 fee applied across the board and noted that its financial impact is minimal in the broader budget context.

Commissioner Hester made a motion to adopt the agency fee schedule. Commissioner Berry 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

Assistant Counsel Daniel Walker presented the default suspension orders to the Commission.

Adams, Brian J.	Peace Officer	Bastrop I.S.D. Police Dep't
Bayley, Destiny B.	Jailer	Dallas Cnty. Sheriff's Office
Macias, Tony L.	Peace Officer	Bishop Police Dep't
Mackenzie, Patricia L.	Peace Officer	Allen Police Dep't
McFarlin, Chauncey A.	Peace Officer	Katy I.S.D. Police Dep't
Melendez, William M.	Jailer	Ector Cnty. Sheriff's Office
Silva, Gabriela A.	Jailer	Harris Cnty. Sheriff's Office

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

Default Revocation Orders

Mr. Walker presented the default revocation orders to the Commission.

Bernal, Fernando G.	Jailer	Bexar Cnty. Sheriff's Office
Lee, Sierra	Jailer	Nueces Cnty. Sheriff's Office
Smart, Stephen A.	Peace Officer, Jailer	Collin Cnty. Sheriff's Office

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

Agreed Suspension Waiver

Mr. Walker presented the agreed suspension waiver to the Commission.

Sodergren, Sara

Jailer

Bell Cnty. Sheriff's Office

Commissioner Hester made a motion to accept the agreed suspension waiver. Commissioner Berry seconded the motion. The motion passed unanimously.

Agreed Cancellation Waiver

Mr. Walker presented the agreed cancellation waiver to the Commission.

Watkins, Lacey A.

Jailer

Wichita Cnty. Sheriff's Office

Commissioner Hester made a motion to accept the agreed cancellation waiver. Commissioner Berry seconded the motion. The motion passed unanimously.

Agreed Administrative Penalties Waiver

Mr. Walker presented the agreed administrative penalties waiver to the Commission.

Talty Police Dep't

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

Agreed Orders of Administrative Penalties

Assistant General Counsel Jennie Hilbig presented the agreed orders for administrative penalties to the Commission.

Fannin Cnty. Sheriff's Office

Santa Maria I.S.D Police Dep't

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

Agreed Orders of Suspension

Ms. Hilbig presented the agreed orders of suspension to the Commission.

Bradford, Cody M.

Peace Officer

Harts Bluff I.S.D. Police Dep't

Choate, Todd J.

Peace Officer, Jailer

Anderson Cnty. Sheriff's Office

Dorsey, Anna M.

Peace Officer

Holiday Lakes Police Dep't

Johnson, Mark L.	Peace Officer	Fannin Cnty. Sheriff's Office
Lesher, Hayes A.	Peace Officer	Mount Pleasant I.S.D. Police Dep't
Mendoza, Jr., Carlos	Peace Officer	Sabinal Police Dep't
Montelongo, Luis	Peace Officer	Plainview Police Dep't
Velasquez, Lizette	Peace Officer	Lasalle Cnty. Sheriff's Office

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

Proposals for Decision

Cortez, Jr., Arnulfo **Peace Officer** **Cibolo Police Dep't**
 Assistant Attorney General Lauren McGee and Assistant General Counsel Aaron Heath presented the Proposal for Decision to the Commission. Attorney George E. Hyde appeared on behalf of Arnulfo Cortez Jr.

Public comments were made by Chief Thederick Andres and Lieutenant Brain Nipper of the Cibolo Police Department.

After arguments and discussion, Commissioner Burruss made a motion to accept the Executive Director's proposed Order of Cancellation for Arnulfo Cortez, Jr. Commissioner Hester seconded the motion. A roll call vote was taken. Commissioner Berry abstained, Commissioner Saenz voted no and Commissioners Lemaux, Hester, Burruss and West voted yes. The motion passed.

Ramos, Jr., Oscar **Peace Officer** **Maverick Cnty. Constable Pct. 1**
 Assistant General Counsel Jennie Hilbig presented the Proposal for Decision to the Commission.

Commissioner Hester made a motion to accept the Proposal for Decision recommending the revocation of license for Oscar Ramos, Jr. Commissioner Berry seconded the motion. A roll call vote was taken. The motion passed with all Commissioners voting yes.

Ratliff, Kevin S. **Peace Officer** **Llano Police Dep't**
 Assistant Attorney General Martin Cohick and Ms. Hilbig presented the proposal for decision to the Commission. Mr. Kevin Ratliff appeared on behalf of himself.

After discussion, Commissioner Hester made a motion to accept the Proposal for Decision recommending the revocation of license for Kevin S. Ratliff. Commissioner Berry seconded the motion. A roll call vote was taken. The motion passed with all Commissioners voting yes.

For Information Only

Assistant General Counsel Mark Duncan provided an overview of the following disciplinary actions before the Commission for informational purposes only. No action was taken.

Statutory Suspensions

Akinyemi, Saheed O.	Jailer	Tarrant Cnty. Sheriff's Office
Amituanai, Gloria L.	Jailer	Williamson Cnty. Sheriff's Office
Anderson, Rebecca R.	Jailer	Hood Cnty. Sheriff's Office
Davis, Regina	Jailer	Travis Cnty. Sheriff's Office
Henry, Megan L.	Peace Officer	Newton Cnty. Sheriff's Office
Morales, Ivan D.	Peace Officer	La Porte Police Dep't
Perez, Jr., Jesus	Jailer	Cameron Cnty. Sheriff's Office
Poindexter, Brittany J.	Jailer	Bexar Cnty. Sheriff's Office
Razo, Jr., Andres	Peace Officer, Jailer	Harris Cnty. Constable Pct. 3
Shearer, John D.	Jailer	Travis Cnty. Sheriff's Office
Smith, Terrance J.	Jailer	Harris Cnty. Sheriff's Office

Statutory Revocations

Alvarez, Daisy	Telecommunicator	Brazoria Cnty. Sheriff's Office
Amaro, David	Jailer	Bexar Cnty. Sheriff's Office
Fischer, Kurt W.	Peace Officer	Rains Cnty. Sheriff's Office
Huerta, Joshua B.	Peace Officer, Jailer	Fort Worth Police Dep't
Sandoval, Luis A.	Peace Officer, Jailer	Smith Cnty. Sheriff's Office

Term Surrenders

Smith, Jason L.	Peace Officer	Montgomery Cnty. Constable Pct. 2
Twitty, Jailyn T.	Jailer	Harris Cnty. Sheriff's Office

Permanent Surrenders

Alvarado, Maria R.	Telecommunicator	Lacy Lakeview Police Dep't
Anderson, De'Kedrick	Peace Officer, Jailer	College Station Police Dep't
Collier, Jason S.	Peace Officer	Highland Village Fire Dep't
De Leon, Jr., Luis A.	Peace Officer	Leon Valley Police Dep't
Gaitan, Alejandro	Peace Officer	Austin Police Dep't
Galvan, Theodore G.	Peace Officer, Jailer	Magnolia Police Dep't
Gutierrez Jr., Jesus M.	Jailer	Galveston Cnty. Sheriff's Office
Hayes, Dustin M.	Peace Officer	Dekalb Police Dep't
Howell, Patrick S.	Peace Officer	Fannin Cnty. Sheriff's Office
Hudson, Willie R.	Jailer	Dallas Cnty. Sheriff's Office
Lee, Jr., Edward J.	Jailer	Cameron Cnty. Sheriff's Office
Lozano, Rene	Peace Officer	Frio Cnty. Constable Pct. 4
Maldonado, Andres	Peace Officer	Raymondville Police Dep't
Martinez, Arturo	Peace Officer	Harris Cnty. Constable Pct. 4

Mireles, Damian Q.	Peace Officer	Lamesa Police Dep't
Molina-Torres Carlos C.	Peace Officer	Patton Village Police Dep't
Quick, Sheldon S.	Peace Officer	Surfside Beach Police Dep't
Ramirez, Tomas A.	Peace Officer	Colorado Cnty. Sheriff's Office
Ramos, Rodolfo	Peace Officer	El Paso Police Dep't
Reid, Jimmy L.	Peace Officer	Kountze Police Dep't
Rodriguez, Maryna	Peace Officer	Bullard Police Dep't
Simon, Michael	Peace Officer, Jailer	Gillespie Cnty. Sheriff's Office
Talley, Billy M.	Peace Officer	Little Elm Police Dep't
Taylor, Brandi M.	Peace Officer	Paris I.S.D. Dep't of Public Safety and Security
Trevino, Hector	Peace Officer	Atascosa Cnty. Constable Pct. 4

Reprimands for Administrative Violations

Castillo, Baudelio	Peace Officer	Santa Maria I.S.D. Police Dep't
Delgado, Richard	Peace Officer	Harris Cnty. Constable Pct. 4
Reyes, Jesus C.	Peace Officer	Sabinal Police Dep't
Rivas, Brandon A.	Peace Officer	Bexar Cnty. Fire Marshall's Office

Agenda Item 18, Discuss and take action to approve the recommendations for the Law Enforcement Achievement Awards.

Director Grigsby provided an overview of the recommendations for the Law Enforcement Achievement Awards taking place on Friday, June 26, 2025.

Commissioner Burruss made a motion to approve the recommendations for the Law Enforcement Achievement Awards. Commissioner Hester seconded the motion. The motion passed unanimously.

Agenda Item 19, Discuss and take action on the 2026 Commissioner Workshop and Commission Meeting dates and location.

Executive Director Stevens provided proposed dates for the 2026 Commissioner Workshop and Commission Meetings. The Commission agreed with the proposed dates of: February 4th and 5th in Austin; April 15th and 16th in San Antonio; June 24th and 25th in Austin; September 2nd and 3rd in Plano; and November 18th and 19th in Austin.

Agenda Item 21, 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 22, 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 23, Adjourn.

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

The meeting adjourned at 2:30 p.m.


Justin West, Secretary
JW/mm