



Kim Vickers  
Executive Director

# TEXAS COMMISSION ON LAW ENFORCEMENT

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## Quarterly Meeting Minutes April 14, 2022

On Thursday, April 14, 2022, at 9:30 A.M., the quarterly meeting of the Texas Commission on Law Enforcement (TCOLE) was held at the DFW DPS Headquarters, 3600 South West 20<sup>th</sup> Street, DFW Airport, Texas.

Commissioners attending were Presiding Officer Kim Lemaux; Assistant Presiding Officer Jason Hester; Patricia Burruss, Secretary; Constable Ron Hood; Janna Atkins; Tim Whitaker, Sheriff Michael Griffis, and Mario Lizcano.

Attending from the Office of the Attorney General was Raymond C. Winter. TCOLE staff attending included Executive Director Kim Vickers, Credentialing and Field Services Director Cullen Grissom, Enforcement and Special Services Director Michael Antu, Government Relations Director Gretchen Grigsby, Finance Director Brian Roth, General Counsel John Beauchamp, Iris Martinez, Jessica Capraro, Dennis Graffious, Bailey Barksdale, Gary Connella, and Laurie Jackson.

### **Agenda item #1, Call to order.**

The Presiding Officer called the meeting to order at 9:31 a.m. Sgt. Eric Beene, Sgt. Benoni Cole, Officer Marcus Patterson, and Sgt. John Thompson of Dallas Fort Worth Airport D.P.S. posted the Colors. Commissioner Griffis led the pledges of allegiance and Commissioner Hester gave the invocation. Roll was called and a quorum was present. Welcoming remarks were made by Presiding Officer Kim Lemaux.

### **Agenda item #2, Approval of the minutes of the December 2, 2021, quarterly commission meeting at Austin, Texas.**

Commissioner Griffis made a motion to accept the December 2021 commission meeting minutes. Commissioner Atkins seconded the motion. The motion passed unanimously.

### **Agenda item #3, Receive reports. Take action if necessary.**

Executive Director Kim Vickers announced new staff members. The TCOLE new office space is now open. This includes new offices and a meeting room. Executive Director Vickers announced his retirement from TCOLE.

Enforcement and Special Services Director Michael Antu gave an update on several projects. The non-compliance process is wrapping up. Just under 2,000 cases were opened. TCOLE Secure Share has a 65% success rate. The contract is being reviewed by the Productivity Center for the acquisition of TCLEDDS. Director Antu announced the conference dates, October 24-27, 2022. The Omni hotel is full. Vendors have begun to sign up for the conference. Registration for the conference has not opened. If a TCOLE offered course is taken, the certificate may be printed through the My TCOLE Account.

Credentialing and Field Services Director Cullen Grissom announced that Kim Boyd has transferred to Education Services and will be an instructional designer for online My TCOLE development. Education Services is working on the Intellectual and Developmental Disability training for jailers. This course is available in the My TCOLE account. The Basic Peace Officer Course with the increase of hours from 696 to 720 has been published. Any academy class that begins after July 1, 2022, must use the updated curriculum. The Mental Health Officer course has been updated and was published on April 11, 2022. The Cardiac Emergency Communications course developed because of House Bill 786, has been published. The online version is being worked on with a target date of July to publish in the My TCOLE Account. Data is coming in for the Salary Survey. Credentialing has two new staff members totaling four people on the phones. 284 out of state licenses have been approved, 40 applications have been rejected, and 156 applications were returned as incomplete. There have been 30 military license requests. The abandonment rate for the phone que is at 15 percent. From Field Services, Doug Staudt has retired. Interviews have been held but the position has not been filled.

A break was taken at 10:32 A.M.

Government Relations Director Gretchen Grigsby gave an update on the implementation of legislation passed in the 87th legislative regular session. All bills have been implemented with exception of the Telecommunicator Cardiopulmonary Resuscitation training and the Law Enforcement Peer Network. Preparations are being made for the next legislative session. Staff continues to meet with the Sunset committee. The Peace Officer Memorial Ceremony will be held May 1, 2022. The Law Enforcement Achievement Awards is tentatively scheduled to be held June 10, 2022. TCOLE now has an Instagram account. The Briefing will continue to be published quarterly. Director Antu added that TCOLE now has a system called Gov Delivery that allows us to send mass email out.

Finance Director Brian Roth gave an update on staff hirings. TCOLE has two active grants. The curriculum update grant is ninety nine percent complete, and the school marshal training grant is forty four percent complete. The finance division is working on the Sunset process, the purchase of TCLEDDS, the My TCOLE online payment system, a Risk Management Program Review, a strategic fiscal review, TCOLE Secure Share application, the TCOLE conference, and the agency strategic plan.

Commissioner Burruss made a motion to accept the reports as presented. Commissioner Griffis seconded the motion. The motion passed unanimously.

**Agenda item #4, Take action to enroll and induct officers in the Texas Peace Officers' Memorial Monument.**

Director Grigsby read the names that are recommended for approval for enrollment on the Texas Peace Officers' Memorial Monument.

**Current Names**

Police Officer Jose Meza	
<u>Burnet Police Department</u>	<u>12-20-2019</u>
Detention Deputy Timothy De La Fuente	
<u>Bexar County Sheriff's Office</u>	<u>04-03-2020</u>
Corrections Officer Elizabeth Jones	
<u>Texas Department of Criminal Justice</u>	<u>08-15-2020</u>
Police Officer Patrick Eugene Sloan	
<u>Sunray Police Department</u>	<u>10-31-2020</u>
Senior Police Officer Ernest Leal, Jr.	
<u>Houston Police Department</u>	<u>11-27-2020</u>
Security Control Specialist Jerry Jones	
<u>Fort Worth Police Department</u>	<u>12-23-2020</u>
Corrections Officer James N. Henry	
<u>Hays County Sheriff's Office</u>	<u>08-27-2021</u>
Fire Marshal Roland Asebedo	
<u>Denton County Fire Marshal's Office</u>	<u>09-13-2021</u>
Police Officer Mitchell D. Rector	
<u>Oakwood Police Department</u>	<u>10-18-2021</u>
Police Officer Richard Houston, II	
<u>Mesquite Police Department</u>	<u>12-03-2021</u>

**Research Names**

Private James Coryell	
<u>Texas Rangers</u>	<u>05-27-1837</u>
Private John Thompson	
<u>Texas Rangers</u>	<u>07-16-1839</u>
4 <sup>th</sup> Corporal William R. Sisty	
<u>Texas Rangers</u>	<u>10-26-1839</u>
Private Marino Mindiola	
<u>Texas Rangers</u>	<u>10-28-1839</u>

Private George W. Heard	
<u>Texas Rangers</u>	<u>08-22-1841</u>
Private Richard S. Gilbert	
<u>Texas Rangers</u>	<u>12-18-1847</u>
Private Littleton P. "Lit" Rattan	
<u>Texas Rangers</u>	<u>12-18-1847</u>
2 <sup>nd</sup> Lt. Thomas Couzens	
<u>Texas Rangers</u>	<u>01-11-1848</u>
Private John Wesley Dier	
<u>Texas Rangers</u>	<u>11-12-1848</u>
Captain Sidney Green Davidson	
<u>Texas Rangers</u>	<u>06-23-1861</u>
Captain Andrew J. McCarty	
<u>Texas Rangers</u>	<u>06-23-1861</u>
Private Harrison R. Connely	
<u>Texas Rangers</u>	<u>07-29-1861</u>
Private Thomas C. Weatherby	
<u>Texas Rangers</u>	<u>07-29-1861</u>
Private Jerome Culver Lynn	
<u>Texas Rangers</u>	<u>07-29-1861</u>
Constable Hugh W. Lea	
<u>Falls County Constable's Office, Pct. 5</u>	<u>01-12-1877</u>
Special Deputy Constable Robert R. Olinger	
<u>Falls County Constable's Office, Pct. 5</u>	<u>01-12-1877</u>
Private Jerome Henry Crist	
<u>Texas Rangers</u>	<u>10-13-1878</u>
City Marshal John A. Norris	
<u>Sulphur Springs Police Department</u>	<u>10-09-1879</u>
Special Deputy Constable Cyrus W. "Cy" Abel	
<u>Shackelford County Constable's Office, Pct. 4</u>	<u>06-30-1880</u>
Constable Daniel Henry Cooper	
<u>Jasper County Constable's Office, Pct. 3</u>	<u>11-17-1910</u>
Watchman John Francis Burke	
<u>Houston &amp; Texas Central Railroad Police Department</u>	<u>01-25-1916</u>
Bridge Guard Virgil Arthur McGee	
<u>Texas &amp; Pacific Railroad Police Department</u>	<u>07-05-1916</u>
Bridge Guard William P. Price	
<u>Texas &amp; Pacific Railroad Police Department</u>	<u>07-08-1916</u>
Special Watchman William George Grimes	
<u>Missouri-Kansas-Texas Railroad Police Department</u>	<u>07-11-1916</u>

Watchman Herman D. Klein	
<u>International &amp; Great Northern Railroad Police Department</u>	<u>07-15-1916</u>
Special Deputy Sheriff Luther P. "Luke" Haley	
<u>Orange County Sheriff's Office</u>	<u>03-07-1922</u>
Special Agent James Alvis Gross	
<u>St. Louis Southwestern Railroad Police Department</u>	<u>09-03-1922</u>
Special Agent George Durst Farmer	
<u>Southern Pacific Railroad Police Department</u>	<u>01-19-1929</u>
Night Watchman John Samuel Tate, Sr.	
<u>Gonzales Police Department</u>	<u>01-02-1930</u>
Special Watchman James Washington Landers	
<u>Missouri-Kansas-Texas Railroad Police Department</u>	<u>12-24-1930</u>
Customs Collector Pier Harry Bima	
<u>US Dept of Treasury-US Customs Service</u>	<u>04-16-1947</u>
Deputy Constable Bill Lankford Cornell, Sr.	
<u>McLennan County Constable's Office, Pct. 1</u>	<u>09-27-1973</u>
Special Agent Renault Rene Bayhi	
<u>US Dept of Treasury-US Customs Service</u>	<u>04-29-1975</u>
Sheriff Connor Grafton Spivey	
<u>Limestone County Sheriff's Office</u>	<u>05-10-1975</u>
Deputy Sheriff Travis Quitman Eckert, Jr.	
<u>Travis County Sheriff's Office</u>	<u>06-04-1975</u>
Patrol Agent in Charge Michael Wayne Barnes	
<u>US Dept of Justice-US Border Patrol</u>	<u>12-12-1996</u>

#### Withdrawal

City Marshal James A. Jett	
<u>Orange Police Department</u>	<u>05-12-1902</u>

Commissioner Burruss made a motion take action to accept and enroll and induct the officers in the Texas Peace Officers Memorial Monument as listed in our packet. Commissioner Atkins seconded the motion. The motion passed unanimously.

#### **Agenda item #5, Discuss and take action to approve the recommendations for the Law Enforcement Achievement Awards.**

Director Grigsby stated that the list of nominees for the Law Enforcement Achievement Awards in the categories of Valor, Public Service, and Professional Achievement are before the commissioners have been reviewed by the judges.

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 #6, Receive the presentation of the Texas Law Enforcement Peer Network by Caruth Police Institute.**

This agenda item was tabled until the June 2022 commission meeting.

**Agenda item #7, Discuss and take action on the Request for Waiver of TCOLE Rule 217.1 Minimum Standards for Enrollment and Initial Licensure.**

- Randall County Sheriff's Office, Sheriff Christopher Forbis on behalf of William A. Lewis

Sheriff Chris Forbis spoke on behalf of William A. Lewis. Mr. Lewis addressed the Commission. There was discussion by Commissioners Burruss, Hester, and Lemaux. Commissioner Griffis made a motion to grant the waiver to William Lewis. Commissioner Burruss seconded the motion. The motion passed unanimously.

**Agenda item #8, Discuss and take action on final orders of amendments to existing TCOLE rules.**

General Counsel John Beauchamp gave an overview of the rule making process. The first reading of the proposed rules was brought before the Commission during the September 2022 meeting. Each rule was explained as to what is being voted on.

- Final Amendment 1  
§211.27. Reporting Responsibilities of Individuals.

Commissioner Atkins made a motion to accept the final amendment to §211.27. Reporting Responsibilities. Commissioner Burruss seconded the motion. The motion passed unanimously.

- Final Amendment 2  
§211.30. Chief Administrator Responsibilities for Class A and B Waivers.

Commissioner Hester made a motion to adopt the final amendment §211.30. Chief Administrator Responsibilities for Class A and B Waivers. Commissioner Hood seconded the motion. The motion passed unanimously.

- Final Amendment 3  
§217.1. Minimum Standards for Enrollment and Initial Licensure.

Commissioner Atkins made a motion to approve final amendment three, §217.1. Minimum Standards for Enrollment and Initial Licensure. Commissioner Griffis seconded the motion. The motion passed unanimously.

- Final Amendment 4  
§218.3. Legislatively Required Continuing Education for Licensees.

Commissioner Atkins made a motion to approve final amendment number four, §218.3. Legislatively Required Continuing Education for Licensees. Commissioner Burruss seconded the motion. The motion passed unanimously.

- Final Amendment 5  
§219.1. Eligibility to Take State Examinations.

- Final Amendment 6  
§219.11. Reactivation of a License.

Final amendments 5 and 6 were discussed together. There was discussion by Commissioners Atkins, Hester, and Executive Director Vickers. Commissioner Hester made a motion to approve amendment number five, section §219.1, Eligibility to Take State Examinations. Commissioner Atkins seconded the motion. The motion passed unanimously. Commissioner Atkins made a motion to accept final amendment number six, §219.11, Reactivation of a License. Commissioner Hester seconded the motion. The motion passed unanimously.

- Final Amendment 7  
§221.31. Retired Peace Officer and Federal Law Enforcement Officer Firearms Proficiency.

Commissioner Hester made a motion to adopt final amendment number seven §221.31, Retired Peace Officer and Federal Law Enforcement Officer Firearms Proficiency. Commissioner Burruss seconded the motion. The motion passed unanimously.

- Final Amendment 8  
§223.19. License Revocation.

Commissioner Atkins made a motion to adopt final amendment number eight §223.19, License Revocation. Commissioner Lizcano seconded the motion. The motion passed unanimously.

- Final Amendment 9  
§227.7. School Marshal Renewals.

Commissioner Atkins made a motion to accept final amendment number nine §227.7. School Marshal Renewals. Commissioners Lizcano and Griffis seconded the motion. The motion passed unanimously.

A break was taken from 11:44 am to 11:53 am.

**Agenda item #9, Discussion of and take actions on proceedings for revocation, suspension, and other disciplinary actions.**

Raymond C. Winter reviewed the disciplinary actions.

*Default Revocation Order*

Ramirez, Rene D.                      Jailer                      Willacy Cnty. Sheriff's Office

Commissioner Hester moved that the Commission accept and adopt the recommendations of the Executive Director to enter a default final order to revoke the license of Rene Ramirez. Commissioner Griffis seconded the motion. The motion passed unanimously.

*Agreed Revocation Waiver Order*

Garcia, David R.                      Peace Officer                      San Antonio Park Police

Commissioner Hester moved that the Commission accept and adopt the recommendations of the Executive Director to enter a final agreed revocation waiver for David Garcia. Commissioner Griffis seconded the motion. The motion passed unanimously.



### *Agreed Suspension Waiver Orders*

Ennis, William M.	Jailer	Parker Cnty. Sheriff's Office
Fountain, Courtney D.	Jailer	Parker Cnty. Sheriff's Office
Herrera Jr., Marco A.	Jailer	Parker Cnty. Sheriff's Office
Trujillo, Jacob T.	Jailer	Parker Cnty. Sheriff's Office
Yohn, Tiffany P.	Jailer	Parker Cnty. Sheriff's Office
Webb, Curtis A.	Jailer	Parker Cnty. Sheriff's Office

Commissioner Hester moved that the Commission accept and adopt the recommendations of the Executive Director to enter a final agreed suspension waiver for William Ennis through Curtis Webb. Commissioner Griffis seconded the motion. The motion passed unanimously.

### *Agreed Suspension Order*

Beckman, Daniel L.	Peace Officer	The Colony Police Dep't
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Commissioner Hester moved that the Commission accept and adopt the recommendations of the Executive Director to enter a final Agreed Suspension Order for Daniel Beckman. Commissioner Griffis seconded the motion. The motion passed unanimously.

Lechuga, Gabriel	Peace Officer	El Paso Police Dep't
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Commissioner Hester moved that the Commission accept and adopt the recommendations of the Executive Director to enter a final Agreed Suspension Order for Gabriel Lechuga. Commissioner Griffis seconded the motion. The motion passed unanimously.

### *Proposal for Decision*

Harris, Curtis T.	Peace Officer	Smith Cnty. Constable Precinct 1
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Commissioner Hester moved that we accept the Proposal for Decision to suspend the license of Curtis Harris. Commissioner Hood seconded the motion. The motion passed unanimously.

Hough, Bruce A.	Peace Officer	Menard Cnty. Sheriff's Office
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Bruce Hough addressed the Commission. There was significant discussion from Commissioners Hester, Burruss, and Hood, and Assistant Attorney General Winter, and TCOLE General Counsel Beauchamp.

Commissioner Hester moved that we adopt the PFD and revoke the license of Bruce Hough. Commissioner Burruss seconded the motion. The motion passed unanimously.

### **For Information Only**

#### ***Term Surrender***

Solis, Joshua B.	Peace Officer	San Saba Cnty. Sheriff's Office
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#### ***Permanent Surrenders***

Arellano, Joel F.	Peace Officer	Encinal Police Dep't
Avalos, Mark A.	Telecommunicator	El Paso Police Dep't
Baker, Morgan K.	Jailer	Lee Cnty. Sheriff's Office
Bobadilla, Joseph A.	Peace Officer, Jailer	Dallas Cnty. Sheriff's Office
Buchanan, Kolby K.	Peace Officer	Houston Police Dep't
Clevenger, Anthony W.	Jailer	Polk Cnty. Sheriff's Office
Cooper, Derick A.	Peace Officer	College Station Police Dep't
Crouch, David A.	Peace Officer, Jailer	Young Cnty. Sheriff's Office
Doege, Brandon L.	Peace Officer, Jailer	Bexar Cnty. Sheriff's Office
Evans, Rebecca R.	Peace Officer, Jailer	Dallas Cnty. Sheriff's Office
Flores IV, Leocadio	Peace Officer, Telecommunicator	Uvalde Consolidated I.S.D. Police Dep't
Fort, William M.	Peace Officer	Gregg Cnty. Constable Precinct 2
Gaitan, Robert J.	Peace Officer	San Antonio Police Dep't
Gonzales, Raul R.	Jailer	Bexar Cnty. Sheriff's Office
Hanna, Aaron L.	Peace Officer	Fort Worth Police Dep't
Henson, Francis M.	Peace Officer	Van Zandt Cnty. Constable Precinct 1
Holland, Kimberly D.	Peace Officer	Brownwood Police Dep't
Hoover, John R.	Peace Officer	Frisco Police Dep't
Ismail, Nawaaz	Peace Officer	Cedar Valley College L.E.A.
Johnston, Justin B.	Peace Officer	Liberty Cnty. Constable Precinct 1
Legg, Stephen M.	Peace Officer	Harris Cnty. Sheriff's Office
Lopez, Kimberly J.	Peace Officer	Harris Cnty. Constable Precinct 4
McCoy, Jerrod P.	Peace Officer	Temple Police Dep't
Nelson, Jason L.	Peace Officer	Texas A&M University Central Texas
Ramirez, Ernest T.	Peace Officer	Aldine I.S.D. Police Dep't
Reed Jr., Kenneth D.	Peace Officer, Jailer	Texas Dep't of Public Safety
Santos II, Nelson	Peace Officer	Dallas Area Rapid Transit

Shelton, Steven C.	Peace Officer	Van Zandt Cnty. Sheriff's Office
Sowder, Andrew W.	Peace Officer	Kempner Police Dep't
Teruel, Sergio M.	Peace Officer, Jailer	Wichita Cnty. Sheriff's Office
Velasquez III, Peter T.	Peace Officer	Mesquite Police Dep't
Wazdrag, Joshua	Peace Officer	Houston Police Dep't
White, Michael D.	Peace Officer	Holiday Lakes Police Dep't
Wright, Shelby A.	Peace Officer	Texas City Police Dep't

### *Reprimands for Administrative Violations*

Braly, Terry D.	Peace Officer	Dickens Cnty. Sheriff's Office
Chism, James R.	Peace Officer	Killeen Fire Dep't
Coe, Brad M.	Peace Officer	Kinney Cnty. Sheriff's Office
Gallardo Jr., Lazaro	Peace Officer	Hidalgo Cnty. Constable Precinct 3
Hughes, Scott	Peace Officer	Polk Cnty. Constable Precinct 1
McCaslin, Jimmy L.	Peace Officer	Swisher Cnty. Sheriff's Office
Richardson, Brandon S.	Peace Officer	Hale Center Police Dep't
Stevens, Donald W.	Peace Officer	Archer Cnty. Constable Precinct 2
Vojdodich, Mark S.	Peace Officer	Bexar Cnty. Constable Precinct 3

### *Reprimands for Failing to Complete Legislatively Required Continuing Education*

Abdalla Jr., Victor J.	Peace Officer	Harris Cnty. Sheriff's Office
Acosta Ruiz, Fernando	Jailer	Harris Cnty. Sheriff's Office
Adagun, Hakeem O.	Peace Officer	Harris Cnty. Sheriff's Office
Adams III, Garrett	Peace Officer	Harris Cnty. Sheriff's Office
Akinwande, Temidayo A.	Jailer	Harris Cnty. Sheriff's Office
Alanis Jr., Miguel A.	Peace Officer	Humble Police Dep't
Aleman, Andrew M.	Telecommunicator	Pasadena Police Dep't
Anderson, Chacun J.	Jailer	Harris Cnty. Sheriff's Office
Anderson, Glenn E.	Jailer	Harris Cnty. Sheriff's Office
Andrus, Karen G.	Jailer	Harris Cnty. Sheriff's Office
Anthony Sr., Dennis R.	Peace Officer	Harris Cnty. Sheriff's Office
Anthony, Octavin T.	Peace Officer	Harris Cnty. Sheriff's Office
Arceneaux Sr., George M.	Peace Officer	Harris Cnty. Constable Precinct 7
Arnold, Zachary M.	Peace Officer	Harris Cnty. Sheriff's Office
Atkinson, Cortney L.	Peace Officer, Jailer	Harris Cnty. Sheriff's Office
Aulds, Anthony D.	Peace Officer	Harris Cnty. Sheriff's Office

Avalos, Danny	Peace Officer	Harris Cnty. Constable Precinct 6
Bailey, Amber S.	Jailer	Harris Cnty. Sheriff's Office
Bailey, Walter J.	Peace Officer	Harris Cnty. Sheriff's Office
Balderas, Julianne	Jailer	Harris Cnty. Sheriff's Office
Barkins, Iesha N.	Peace Officer	Harris Cnty. Sheriff's Office
Barnett, LaToya D.	Peace Officer	Harris Cnty. Sheriff's Office
Barnot, Edward N.	Jailer	Harris Cnty. Sheriff's Office
Bates, Ronald W.	Peace Officer	Harris Cnty. Sheriff's Office
Baylor, Reginald L.	Peace Officer	Harris Cnty. Sheriff's Office
Beall, Allen B.	Jailer	Harris Cnty. Sheriff's Office
Belcher, Brittany C.	Jailer	Harris Cnty. Sheriff's Office
Benitez, Jonathan J.	Peace Officer	Pasadena Police Dep't
Benjamin, Jantrese E.	Peace Officer	Harris Cnty. Sheriff's Office
Berezin, Joshua N.	Peace Officer	Fort Bend I.S.D. Police Dep't
Bernabeo, Anthony M.	Peace Officer	Harris Cnty. Sheriff's Office
Bludso Osborne, Ashleigh M.	Jailer	Harris Cnty. Sheriff's Office
Bohac, Jill L.	Telecommunicator	Bell Cnty. Communications Center
Boothe, Thomas G.	Peace Officer	Harris Cnty. Sheriff's Office
Borowski, John	Jailer	Harris Cnty. Sheriff's Office
Bousalmi, Mohamed F.	Peace Officer	Harris Cnty. Sheriff's Office
Branch, Darrell	Peace Officer	Waller Cnty. Constable Precinct 4
Breaux, Sededra L.	Peace Officer	Harris Cnty. Sheriff's Office
Bryan, Gregory A.	Jailer	Harris Cnty. Sheriff's Office
Burke, Frederick D.	Peace Officer	Harris Cnty. Sheriff's Office
Burton, John K.	Jailer	Harris Cnty. Sheriff's Office
Bustamante, Alma R.	Jailer	Hudspeth Cnty. Sheriff's Office
Butler, Deborah D.	Peace Officer	Harris Cnty. Sheriff's Office
Cagle, Fred	Peace Officer	Harris Cnty. Sheriff's Office
Camacho, Kevin	Jailer	Hudspeth Cnty. Sheriff's Office
Cantu, Marco A.	Jailer	Harris Cnty. Sheriff's Office
Casillas, Dennis R.	Peace Officer	Zavala Cnty. Sheriff's Office
Castaneda, James R.	Peace Officer	Harris Cnty. Sheriff's Office
Castillo, Andre L.	Telecommunicator	Colorado City Police Dep't
Castleberry, Grady L.	Jailer	Harris Cnty. Sheriff's Office
Caufield, Lee E.	Peace Officer	Bell Cnty. Sheriff's Office
Cervantes, Julie L.	Peace Officer	Harris Cnty. Sheriff's Office

Chacon, Richard Jr.	Peace Officer	Harris Cnty. Sheriff's Office
Charanza, Casey L.	Jailer	Milam Cnty. Sheriff's Office
Claiborne IV, Eli	Peace Officer, Jailer	Harris Cnty. Sheriff's Office
Coleman Jr., Otis L.	Peace Officer	Harris Cnty. Sheriff's Office
Compton, Michael L.	Peace Officer	University of Texas System Police
Conejo, Marcos	Peace Officer, Jailer	Harris Cnty. Sheriff's Office
Conner, Robin A.	Peace Officer	Kimble Cnty. Sheriff's Office
Cook, Cedrick R.	Jailer	Harris Cnty. Sheriff's Office
Cooke, Nicholas T.	Peace Officer	Harris Cnty. Sheriff's Office
Copher, Jeremy L.	Peace Officer	Harris Cnty. Sheriff's Office
Cote, Kevin W.	Jailer	Harris Cnty. Sheriff's Office
Craig, John E.	Jailer	Harris Cnty. Sheriff's Office
Cross, Bryan A.	Peace Officer, Jailer	Harris Cnty. Sheriff's Office
Crouch, Chris A.	Peace Officer, Jailer	Harris Cnty. Sheriff's Office
Culberson, Carl E.	Peace Officer	Harris Cnty. Sheriff's Office
Daniels, Sean P.	Peace Officer	Harris Cnty. Sheriff's Office
Davis, Brister J.	Peace Officer	Harris Cnty. Constable Precinct 7
Davis Jr., Lee A.	Peace Officer	Harris Cnty. Sheriff's Office
Day, Douglas D.	Jailer	Harris Cnty. Sheriff's Office
Dean Jr., Earl B.	Peace Officer	Harris Cnty. Sheriff's Office
Deanda Jr., Felipe G.	Peace Officer	Baylor Cnty. Sheriff's Office
De La Fuente, Jesus L.	Peace Officer	Harris Cnty. Sheriff's Office
Delaine, Absalom J.	Peace Officer	Harris Cnty. Sheriff's Office
Deweese, Donald L.	Peace Officer	Harris Cnty. Sheriff's Office
Diaz, Ruben	Peace Officer	Harris Cnty. Sheriff's Office
Dones, Yolanda M.	Jailer	Harris Cnty. Sheriff's Office
Doty, Ann M.	Peace Officer	Hill Cnty. Sheriff's Office
Doucet, Antonio D.	Peace Officer	Harris Cnty. Sheriff's Office
Duke Jr., Kenneth M.	Peace Officer	Harris Cnty. Sheriff's Office
Dumas, Lisa J.	Peace Officer	Harris Cnty. Sheriff's Office
Duncan, Andrew J.	Jailer	Grimes Cnty. Sheriff's Office
Dupont, Yvonne	Jailer	Harris Cnty. Sheriff's Office
Dussette, Nakeitha R.	Jailer	Harris Cnty. Sheriff's Office
Easthagen, Linda A.	Jailer	Harris Cnty. Sheriff's Office
Eatmon, Michael W.	Peace Officer	Harris Cnty. Sheriff's Office
Ebdon III, James F.	Peace Officer	Galveston Cnty. Constable Precinct 1

Edmond, Kevin W. Sr.	Peace Officer, Jailer	Harris Cnty. Sheriff's Office
Edwards, Tracy L.	Peace Officer	Limestone Cnty. Sheriff's Office
Elofson, Gary S.	Jailer	Harris Cnty. Sheriff's Office
Esqueda, Armando A.	Jailer	Harris Cnty. Sheriff's Office
Farley, Mary J.	Peace Officer	Limestone Cnty. Sheriff's Office
Ferrell, Alex K.	Peace Officer	Groves Police Dep't
Fleming, Keenan N.	Peace Officer	Harris Cnty. Sheriff's Office
Filippo, Kimberley D.	Telecommunicator	Live Oak Cnty. Sheriff's Office
Flores, Toby	Peace Officer	Bexar Cnty. Sheriff's Office
Fonteneaux, James L.	Jailer	Harris Cnty. Sheriff's Office
Ganaway, Jason A.	Jailer	Harris Cnty. Sheriff's Office
Garcia, Felipe Jr.	Jailer	Starr Cnty. Sheriff's Office
Garcia, Miguel	Peace Officer	Harris Cnty. Sheriff's Office
Garcia, Rebecca A.	Peace Officer	Harris Cnty. Attorney's Office
Garza, Travis E.	Peace Officer	Harris Cnty. Sheriff's Office
Gemelo, Arman O.	Jailer	Harris Cnty. Sheriff's Office
Gerac, Anthony J.	Peace Officer	Harris Cnty. Sheriff's Office
Gholar, Charles E.	Jailer	Harris Cnty. Sheriff's Office
Giboyeaux, William	Jailer	Harris Cnty. Sheriff's Office
Gingerich, Gala J.	Peace Officer	Bell Cnty. Constable Precinct 4
Goffner, Richard L.	Peace Officer, Jailer	Harris Cnty. Sheriff's Office
Gonzales, Melissa	Peace Officer	Harris Cnty. Sheriff's Office
Gonzales III, Russell B.	Peace Officer, Jailer	Harris Cnty. Sheriff's Office
Gonzalez II, Guillermo E.	Peace Officer	Los Fresnos Police Dep't
Gonzalez, Israel	Peace Officer	Houston Police Dep't
Graham, Justin L.	Peace Officer	Hubbard Police Dep't
Green, Paul A.	Peace Officer	Metro Transit Police Dep't
Grifno, George W.	Jailer	Harris Cnty. Sheriff's Office
Guerrero, Cesario	Peace Officer	McLennan Cnty. Constable Precinct 4
Guerrero, Viviano	Jailer	Harris Cnty. Sheriff's Office
Hall, Keith P.	Peace Officer	Harris Cnty. Sheriff's Office
Hall, Nicholas R.	Peace Officer	Runaway Bay Police Dep't
Hardwick, Liam J.	Jailer	Harris Cnty. Sheriff's Office
Harris, Shamanda W.	Jailer	Harris Cnty. Sheriff's Office
Harrold Jr., Edward T.	Peace Officer	Harris Cnty. Sheriff's Office
Herix, Da'Jauh Z.	Peace Officer	Harris Cnty. Sheriff's Office

Hernandez, Eric	Jailer	Harris Cnty. Sheriff's Office
Hernandez, Julia	Peace Officer	Maverick Cnty. Sheriff's Office
Herndon, Jennifer M.	Jailer	Harris Cnty. Sheriff's Office
Hess, Darren L.	Peace Officer	Montgomery Cnty. Fire Marshal's
Hewett, Kim C.	Peace Officer	Harris Cnty. Sheriff's Office
Hicks, Byron	Jailer	Harris Cnty. Sheriff's Office
Hilz, Ryan M.	Peace Officer	Harris Cnty. Sheriff's Office
Hopkins, Connie S.	Jailer	Coryell Cnty. Sheriff's Office
Horn, James M.	Jailer	Harris Cnty. Sheriff's Office
Hornstein, Brent S.	Peace Officer	Victoria Cnty. Constable Precinct 3
Hoschar, Nicholas W.	Jailer	Harris Cnty. Sheriff's Office
Howe, Robert C.	Peace Officer	Harris Cnty. Sheriff's Office
Huayamave, Andy E.	Peace Officer	Texas Dep't of Public Safety
Hubnik, Michael W.	Peace Officer	Rockdale Police Dep't
Hudson, Kelley L.	Jailer	Harris Cnty. Sheriff's Office
Hughes Jr., Lamount	Peace Officer	Enchanted Oaks Police Dep't
Jackson, Jasmyne M.	Jailer	Harris Cnty. Sheriff's Office
James, Tyler R.	Peace Officer	Sundown Police Dep't
Jenkins, Deditra A.	Jailer	Harris Cnty. Sheriff's Office
Johnson, Calvin	Peace Officer	Montgomery Cnty. Constable Precinct 5
Johnson, Johnivon D.	Jailer	Harris Cnty. Sheriff's Office
Johnson, Kimbla L.	Jailer	Harris Cnty. Sheriff's Office
Johnson, Lileatha C.	Peace Officer	Harris Cnty. Sheriff's Office
Johnson, Stephen G.	Peace Officer	Wharton Police Dep't
Jones, Chad A.	Jailer	Brazoria Cnty. Sheriff's Office
Jones, John G.	Peace Officer	Montgomery Cnty. Constable Precinct 5
Jones Jr., Kenneth A.	Peace Officer, Telecommunicator	Texas Dep't of Public Safety
Jonesia, Prime C.	Peace Officer	Harris Cnty. Sheriff's Office
Journet, Christopher J.	Peace Officer, Jailer	Harris Cnty. Sheriff's Office
Kelley, Richard W.	Peace Officer	Harris Cnty. Sheriff's Office
Kelly, Brian W.	Peace Officer, Jailer	Harris Cnty. Sheriff's Office
Kennedy Jr., Charles E.	Peace Officer	Waller Cnty. Constable Precinct 2
Key, Stephanie M.	Peace Officer	Harris Cnty. Sheriff's Office
King, Michael R.	Jailer	Harris Cnty. Sheriff's Office
Kirk, Matthew J.	Peace Officer	Mexia Police Dep't

Klosterman, Todd V.	Peace Officer	Harris Cnty. Sheriff's Office
Kugler, Mike C.	Peace Officer	Sugar Land Arson Inv.
Lacy, Nicole T.	Jailer	Harris Cnty. Sheriff's Office
Lara, Jorge	Peace Officer	Mexia Police Dep't
Leal Jr., Ben M.	Jailer	Harris Cnty. Sheriff's Office
Le Blanc III, Walter	Jailer	Jefferson Cnty. Sheriff's Office
Lee Jr., Roy G.	Jailer	Harris Cnty. Sheriff's Office
Levingston Sr., Dennis L.	Jailer	Harris Cnty. Sheriff's Office
Liggins Jr., Elijah	Jailer	Harris Cnty. Sheriff's Office
Linton, Mark E.	Peace Officer, Jailer	Harris Cnty. Sheriff's Office
Lopez, Juan J.	Peace Officer	Harris Cnty. Sheriff's Office
Lopez, Osvaldo	Peace Officer	Maverick Cnty. Sheriff's Office
Lopez, Pedro J.	Peace Officer	Metro Transit Police Dep't
Lozano Jr., David	Peace Officer, Jailer	Harris Cnty. Sheriff's Office
Mabery, Jeffrey A.	Peace Officer	Harris Cnty. Sheriff's Office
Manzer, Jeffery R.	Peace Officer	Harris Cnty. Sheriff's Office
Mapp, Charmaine L.	Jailer	Harris Cnty. Sheriff's Office
Martinez, Adalberto Z.	Jailer	Harris Cnty. Sheriff's Office
Martinez, David X.	Peace Officer	Harris Cnty. Sheriff's Office
Martinez, Joel	Peace Officer, Jailer	Harris Cnty. Sheriff's Office
Mathew, Kevin J.	Peace Officer	Harris Cnty. Constable Precinct 4
Matthews, Minesha M.	Peace Officer	Harris Cnty. Constable Precinct 4
McDuffy, Julianne L.	Peace Officer	Harris Cnty. Sheriff's Office
Meinardus, Bret D.	Peace Officer	La Grange Police Dep't
Melara-Ward, Stephanie	Peace Officer	Cameron Police Dep't
Mendoza Jr., Efren	Peace Officer	Harris Cnty. Sheriff's Office
Miller, Buck B.	Jailer	Menard Cnty. Sheriff's Office
Miller, Claude R.	Peace Officer	Arcola Police Dep't
Miller, Robert W.	Peace Officer, Jailer	Harris Cnty. Sheriff's Office
Miller, Sidney D.	Jailer	Harris Cnty. Sheriff's Office
Minchew Jr., Robert L.	Jailer	Harris Cnty. Sheriff's Office
Miniel III, Elias L.	Peace Officer, Jailer	Harris Cnty. Sheriff's Office
Mondy, James N.	Jailer	Harris Cnty. Sheriff's Office
Mook, John A.	Peace Officer	Harris Cnty. Sheriff's Office
Moore, Anthony D.	Peace Officer	Naples Police Dep't
Moore, Matthew S.	Jailer	Harris Cnty. Sheriff's Office



Moreno, Manuel	Jailer	Harris Cnty. Sheriff's Office
Munguia III, Michael A.	Peace Officer	San Antonio Park Police
Murray, Brian L.	Peace Officer	Liberty Cnty. Constable Precinct 4
Murray, Vincent R.	Peace Officer	Harris Cnty. Sheriff's Office
Murrel, Angela N.	Telecommunicator	Harris Cnty. Sheriff's Office
Nanez, Edward	Peace Officer	Harris Cnty. Sheriff's Office
Navarro, Lissette	Peace Officer	Fort Bend Cnty. Constable Precinct 1
Nentwich, Jennifer L.	Peace Officer	Stagecoach Police Dep't
Nino, Jacob	Peace Officer	Runnels Cnty. Sheriff's Office
Noguera Jr., Jose M.	Peace Officer	Harris Cnty. Sheriff's Office
Norris, Anthony J.	Peace Officer	Harris Cnty. Sheriff's Office
Obannion, Shaun C.	Jailer	Harris Cnty. Sheriff's Office
Oeller, Zachary R.	Peace Officer	Nolanville Police Dep't
Olivarez, Edgar D.	Peace Officer, Jailer	Harris Cnty. Sheriff's Office
Oliver, Chandra D.	Jailer	Harris Cnty. Sheriff's Office
Orlando, Stephen E.	Jailer	Harris Cnty. Sheriff's Office
Osornio, Luis A.	Peace Officer	Menard Cnty. Sheriff's Office
Owens III, Timothy J.	Jailer	Harris Cnty. Sheriff's Office
Palmer, James E.	Peace Officer	Montgomery Cnty. Constable Precinct 4
Parsons, Michael S.	Peace Officer	Harris Cnty. Sheriff's Office
Pate, Jeremy D.	Jailer	Polk Cnty. Sheriff's Office
Pena, Adrian	Jailer	Harris Cnty. Sheriff's Office
Pena, Adrian R.	Peace Officer	Hidalgo Cnty. Constable Precinct 1
Pena, Christopher A.	Peace Officer	Harris Cnty. Constable Precinct 2
Peters, Timothy K.	Peace Officer	Waller Cnty. Constable Precinct 2
Phippen, Shaunna L.	Peace Officer	Orange Cnty. Sheriff's Office
Pinkins, Gregory D.	Jailer	Harris Cnty. Sheriff's Office
Pitts, Deondrik D.	Peace Officer	Harris Cnty. Constable Precinct 7
Pope, Cameron M.	Jailer	Harris Cnty. Sheriff's Office
Potier, Lawrence K.	Peace Officer	Harris Cnty. Sheriff's Office
Pouncy, Bobby C.	Peace Officer	Harris Cnty. Sheriff's Office
Powell, Nicholas J.	Jailer	Harris Cnty. Sheriff's Office
Puente, Corey S.	Peace Officer	Rockdale Police Dep't
Quintanilla, Mario G.	Jailer	Harris Cnty. Sheriff's Office
Ramirez III, Arthur	Jailer	Harris Cnty. Sheriff's Office
Rauder, Ludwig E.	Peace Officer	Harris Cnty. Sheriff's Office

Readore McCalpin, Susan F.	Peace Officer	Harris Cnty. Sheriff's Office
Reel, Jason E.	Peace Officer	Montgomery Cnty. Constable Precinct 3
Resendez, Christina L.	Peace Officer	Fort Bend Cnty. Constable Precinct 1
Richard, Andre	Peace Officer	Harris Cnty. Sheriff's Office
Richardson, Allen D.	Peace Officer	Cisco College Police Dep't
Richmond, Jerome W.	Peace Officer	Bexar Cnty. Sheriff's Office
Ritchie, David A.	Peace Officer, Jailer	Harris Cnty. Sheriff's Office
Rivas, David	Peace Officer	Harris Cnty. Sheriff's Office
Robinson, Carolyn	Peace Officer	Harris Cnty. Sheriff's Office
Robinson, Derrick N.	Jailer	Harris Cnty. Sheriff's Office
Rocha, Alexander	Jailer	Harris Cnty. Sheriff's Office
Ruff, Paul F.	Jailer	Menard Cnty. Sheriff's Office
Russell IV, Ben W.	Jailer	Harris Cnty. Sheriff's Office
Sanchez, Joel A.	Peace Officer	Bexar Cnty. Sheriff's Office
Sanders, Neosha B.	Jailer	Harris Cnty. Sheriff's Office
Scott, Dexter L.	Peace Officer, Jailer	Harris Cnty. Sheriff's Office
Scott Jr., Earlie	Jailer	Bell Cnty. Sheriff's Office
Scott, Ivery G.	Peace Officer	Damon I.S.D. Police Dep't
Scott, J.D.	Jailer	San Saba Cnty. Sheriff's Office
Serrano, Bryan	Peace Officer	Harris Cnty. Sheriff's Office
Sigala, Miguel A.	Peace Officer	Montgomery Cnty. Constable Precinct 5
Silva, Edwin A.	Peace Officer	Harris Cnty. Sheriff's Office
Simmons, Brandy M.	Peace Officer	Harris Cnty. Sheriff's Office
Small, Christopher	Peace Officer	San Antonio Park Police
Small, Dwayne L.	Peace Officer	Harris Cnty. Sheriff's Office
Smidt, Gary W.	Jailer	Harris Cnty. Sheriff's Office
Smith IV, Lloyd J.	Peace Officer	Harris Cnty. Sheriff's Office
Snell, Terrance L.	Peace Officer	La Vega I.S.D. Police Dep't
Snider, Angela M.	Telecommunicator	Travis Cnty. Sheriff's Office
Sonier Sr., Michael E.	Peace Officer	Harris Cnty. Sheriff's Office
Soto, Ezequiel	Peace Officer	Texas Dept. of Public Safety
Stensland, Walter S.	Peace Officer	Harris Cnty. Sheriff's Office
Stewart-Funes, Lakasha D.	Peace Officer	Aldine I.S.D. Police Dep't
Strawn, Jared W.	Peace Officer	Travis Cnty. Sheriff's Office
Sullivan, Julian J.	Jailer	Harris Cnty. Sheriff's Office
Summers, Daniel M.	Peace Officer	Chambers Cnty. Sheriff's Office

Summers, Robert T.	Peace Officer	Hamilton Cnty. Sheriff's Office
Swain, Jordan K.	Peace Officer	Beverly Hills Police Dep't
Thompson, Daniel A.	Jailer	Harris Cnty. Sheriff's Office
Tieuel, Nikeshia W.	Jailer	Harris Cnty. Sheriff's Office
Tijerina, Gerardo	Peace Officer, Jailer	Harris Cnty. Sheriff's Office
Tijerina, Maxine	Peace Officer	Harris Cnty. Sheriff's Office
Toner, James R.	Jailer	Harris Cnty. Sheriff's Office
Torres Jr., Jesus G.	Peace Officer	Harris Cnty. Sheriff's Office
Trevino III, Edmund D.	Peace Officer	Harris Cnty. Sheriff's Office
Tucker, Shawndel R.	Jailer	Travis Cnty. Sheriff's Office
Turner, Thomas A.	Jailer	Harris Cnty. Sheriff's Office
Vaughn, Troy A.	Peace Officer, Jailer	Harris Cnty. Sheriff's Office
Venegas, Raul	Peace Officer	Harris Cnty. Sheriff's Office
Vera, Alfred	Jailer	Harris Cnty. Sheriff's Office
Vickery, Jeffery A.	Peace Officer	Harris Cnty. Sheriff's Office
Vincent, James C.	Peace Officer	Stagecoach Police Dep't
Wakefield, Ernest R.	Peace Officer	Midland Cnty. Sheriff's Office
Wallace, Virginia A.	Telecommunicator	Garza Cnty. Sheriff's Office
Waller, Rickey L.	Peace Officer	Harris Cnty. Sheriff's Office
Watkins, Michael E.	Peace Officer, Jailer	Harris Cnty. Sheriff's Office
Watson, Dion A.	Peace Officer	Galveston Police Dep't
Webster, Pamela T.	Peace Officer	Harris Cnty. Sheriff's Office
Wiley Jr., Ronald J.	Peace Officer, Jailer	Harris Cnty. Sheriff's Office
Wilks Jr., Tommy M.	Peace Officer	Harris Cnty. Sheriff's Office
Williams, James B.	Peace Officer	Harris Cnty. Sheriff's Office
Wilson, David C.	Peace Officer	Harris Cnty. Sheriff's Office
Wolfford III, Dennis L.	Jailer	Harris Cnty. Sheriff's Office
Wyatt Jr., Wallace W.	Jailer	Harris Cnty. Sheriff's Office
Yarborough, Rufus	Peace Officer	Harris Cnty. Sheriff's Office
Young, Travis W.	Jailer	Harris Cnty. Sheriff's Office
Zelaya, Paul S.	Peace Officer	Harris Cnty. Sheriff's Office

**Agenda item #10, Discuss and take action on the progress of the strategic plan, if necessary.**

Director Grigsby gave an overview of the strategic plan. From the Commissioner Workshop, the decision was made to change the wording of the Data-driven decision-making component to Decision Making.

**Agenda item #11 Discuss and take action on legislative items to include exceptional items and performance measures, data information provided by TCOLE staff, and updates from TCOLE divisions, if necessary.**

A subcommittee will be formed to look at the exceptional items.

**Agenda item #12, Discuss and take action on the Appointment of Licensee (L1) form to include the pay status designation, if necessary.**

Executive Director Vickers explained that the pay status will be removed from the L1. The form will be changed to reflect full time or not full time.

**Agenda item #13, Discuss and take action on the process, procedure, and qualifications related to the selection of the next Executive Director, if necessary.**

Presiding Officer Lemaux reviewed the discussion that took place during the Commissioner Workshop the previous day. The timeline for selecting an Executive Director was reviewed. A subcommittee will be formed to review the qualifications for an applicant for Executive Director.

**Agenda item #14, Receive public comment on any topic, without action.**

The Presiding Officer invited anyone in the audience to address the Commission. Bret Batchelor from the North Central Texas Emergency Communication District and Chris Briggs of Parker County Hospital District EMS addressed the Commission.

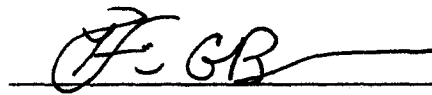
**Agenda item #15, Executive Session to discuss pending or contemplated litigation, settlement offers, and personnel issues, including evaluation of executive director's job performance, pursuant to sections 551.074 and .071 of the Texas Government Code, Open Meetings Act.**

Executive Session was held.

**Agenda item #16 Return from Executive Session to report and /or discuss further actions to be taken as a result of the Executive Session. Take action, if necessary.**

**Agenda item #17, Adjourn.**

Presiding Officer Lemaux made closing remarks. Commissioner Griffis made a motion to adjourn. Commissioner Whitaker seconded the motion. The motion passed unanimously. The meeting adjourned at 1:50 P.M.

A handwritten signature in cursive script, appearing to read 'PGB', is written over a horizontal line.

Patricia G. Burruss, Secretary  
PGB/lj