Texas Board of Criminal Justice
219th Meeting

Minutes

October 29, 2021
Austin, Texas
TEXAS BOARD OF CRIMINAL JUSTICE

Sheraton Austin Hotel at the Capitol
701 East 11th Street
Austin, TX 78701

October 29, 2021
10:15 – 11:45 AM

ORDER OF BUSINESS

Call to Order

Convene Texas Board of Criminal Justice (TBCJ) Meeting

I. Regular Session – Capitol Ballroom D
   A. Recognitions
   B. Consideration of Approval of Consent Items
      1. Hazardous Duty Pay Authorization Requests
      2. Personal Property Donations
      3. 218th TBCJ Meeting Minutes
   C. Report from the Executive Director, Texas Department of Criminal Justice (TDCJ)
   D. Report from the Chairman, TBCJ
   E. Report from the Presiding Officer, Judicial Advisory Council
   F. Internal Audit Status Report for Fiscal Years 2021-2022
   G. Discussion, Consideration, and Possible Action Regarding Purchases and Contracts Over $1 Million
   H. Discussion, Consideration, and Possible Action Regarding the Annual Review of Board Policy, BP-14.01, “Investment Policy,” and Resolution Adopting the Investment Policy
   I. Discussion, Consideration, and Possible Action Regarding Proposed Revisions to Personnel Directives
      2. PD-30, “Employee Grievance Procedures”
J. Discussion, Consideration, and Possible Action Regarding Adoption of Amendments to Board Rules Title 37 Texas Administrative Code
   1. 151.3, “Texas Board of Criminal Justice Operating Procedures”
   2. 151.53, “Family Leave Pool”
   3. 151.55, “Disposal of Surplus Agricultural Goods and Agricultural Personal Property”

K. Discussion, Consideration, and Possible Action Regarding Proposed Land Transaction – Request to Renew Pipeline Easement at the Clemens Unit in Brazoria County, Brazoria, Texas

L. Discussion, Consideration, and Possible Action Regarding Facilities Division Construction Projects – Request for Roof Replacement at the Montford Unit in Lubbock County, Lubbock, Texas

Recess

II. Executive Session – Tannehill Room

A. The TBCJ may convene into Executive Session.

B. Discussion of personnel matters relating to the Board of Criminal Justice, the Executive Director, the Inspector General, the Director of the Internal Audit Division, the Director of the State Counsel for Offenders, the Director of the Office of the Independent Ombudsman, and the Prison Rape Elimination Act Ombudsman or to hear a complaint or charge against an employee (closed in accordance with Section 551.074, Government Code).

C. Discussion regarding deployment of security personnel, devices, or security audits (closed in accordance with Section 551.076, Government Code).

D. Discussion regarding security assessments or deployments relating to information resources technology, confidential network security information, or the deployment, or specific occasions for implementation, of security personnel, critical infrastructure, or security devices (closed in accordance with Section 551.089, Government Code).

E. Consultation with legal counsel regarding pending or contemplated litigation or settlement offers; to receive legal advice on items posted on this agenda; or consultation on a matter where the TBCJ seeks the advice of its attorney as privileged communications under the Texas Disciplinary Rules of Professional Conduct of the State Bar of Texas (closed in accordance with Section 551.071, Government Code).

Adjourn

The TBCJ may discuss and/or take action on any of the items posted on this meeting agenda.
MINUTES OF THE
TEXAS BOARD OF CRIMINAL JUSTICE
Meeting No. 219

The Texas Board of Criminal Justice convened on Friday, October 29, 2021, in regular session at 10:15 a.m. in Capitol Ballroom D at the Sheraton Austin Hotel at the Capitol, Austin, Texas, recessed at 11:34 a.m., reconvened in executive session at 11:55 a.m., and adjourned at 1:32 p.m.

TBCJ MEMBERS PRESENT:  Patrick L. O’Daniel, Chairman
                          Derrelynn Perryman, Vice-Chairman
                          Larry D. Miles, Secretary
                          Rodney Burrow, M.D.
                          E.F. “Mano” DeAyala
                          Hon. Molly Francis
                          Hon. Faith Johnson
                          Eric Nichols
                          Ambassador Sichan Siv

TEXAS DEPARTMENT OF CRIMINAL JUSTICE STAFF PRESENT:  Bryan Collier, Executive Director
                                                           Oscar Mendoza, Deputy Executive Director
                                                           Jason Clark, Chief of Staff
                                                           Chris Carter          Carey Green
                                                           Tina Clark           Bobby Lumpkin
                                                           Monica De Velasco    Eric Miller
                                                           Marvin Dunbar        Jeffery Richardson
                                                           Leonard Echessa      Ron Steffa
                                                           Patty Garcia         Kristen Worman
                                                           Cody Ginsel         April Zamora
                                                           Carey Green

TBCJ STAFF PRESENT:  Chris Cirrito             Cassandra McGilbra
                     Jill Durst               Brian Patrick
                     Cris Love               Giustina Persich

OTHERS PRESENT:  Katy Fallon-Brown           Hon. Dale Spurgin

Convene the Texas Board of Criminal Justice

Chairman Patrick L. O’Daniel convened the 219th meeting of the Texas Board of Criminal Justice (TBCJ or board) on Friday, October 29, 2021, at 10:15 a.m., noted that a quorum was present, and declared the meeting open in accordance with Texas Government Code Chapter 551, the Open Meetings Act. He stated the TBCJ would be conducting business from the agenda posted in the Texas Register.

Chairman O’Daniel stated that the TBCJ is committed to providing the opportunity for public presentations on posted agenda topics and public comments on issues within its jurisdiction in
accordance with Board Rule 151.4, “Public Presentations and Comments to the Texas Board of Criminal Justice.” No speaker registration cards were received for public comment prior to the deadline.

Vice-Chairman Derrelynn Perryman announced that the Texas Board of Criminal Justice, Texas Department of Criminal Justice (TDCJ), and Windham School District staff wore purple to commemorate Domestic Violence Awareness Month. The Texas Council on Family Violence designated October 21st as Wear Purple Day to raise awareness of the impact of domestic violence on our communities. The total number of Texas family violence incidents that resulted in criminal offense reports in 2020 was 213,875, which only represents those incidents reported by Texas law enforcement agencies to the Texas Department of Public Safety (DPS). Ms. Perryman reported that only one in 10 incidents are ever reported to DPS, so a zero can be added to that number for an idea of how big this problem is. She estimated that approximately 2,138,750 incidents of domestic violence occurred in Texas in 2020.

The Texas Council on Family Violence produces an annual report honoring Texas victims and documenting domestic violence homicides. In 2020, 228 intimate partner homicides were identified, which is the highest number recorded since the first publication of the report. It is estimated that this record-high number is related in part to COVID-19, when victims were isolated in their homes with their abusers, and alternative resources were limited. Ms. Perryman said 228 Texans died last year at the hands of someone who claimed to love them, most of them in their own homes. Also killed in those incidents were 31 friends, family members, and bystanders, the youngest of whom was age three, and 17 friends, family members, and bystanders were injured in those incidents. Research has also shown that between 71% and 95% of incarcerated women have experienced physical violence from an intimate partner. Ms. Perryman stated that growing up in a home where there is violence puts children at an increased risk for alcohol and drug abuse, criminal behavior, and eventual entry into the criminal justice system. Adolescents are at risk of academic failure, school dropout, delinquency, and substance abuse.

Ms. Perryman indicated that the TBCJ and the TDCJ remain committed to coordinating efforts to end the cycle of violence and address this serious issue and expressed her appreciation to everyone for wearing purple. Chairman O’Daniel thanked Ms. Perryman for her timely remarks.

**Recognitions**

Kristen Worman, TDCJ General Counsel, introduced Eric Miller as the new Deputy General Counsel, and highlighted his background.

Marvin Dunbar, Administrative Review and Risk Management (ARRM) Division Director, introduced Leonard Echessa as a new Deputy Director of the ARRM Division, and highlighted his background.

Billy Hirsch, Manufacturing, Agribusiness and Logistics (MAL) Division Director, introduced Jeffery Richardson as a new Deputy Director of the MAL Division, and highlighted his background.
Rene Hinojosa, TDCJ Parole Division Director, introduced Monica De Velasco as a new Deputy Director of the Parole Division, and highlighted her background.

Chairman O’Daniel recognized the TDCJ employees who have dedicated 25, 30, 35, and 40 years of service to the state of Texas. He stated these individuals represent the strong commitment of this agency’s staff systemwide. On behalf of the TBCJ and Mr. Collier, he expressed deepest gratitude for the continued service of these employees. During the months of September and October 2021, 69 employees attained 25 years of service, 15 employees attained 30 years of service, 12 employees attained 35 years of service, and two employees attained 40 years of service. The chairman stated he would like to individually recognize the employees that have attained over 40 years of service for their dedication.

Chairman O’Daniel recognized Jester III Unit Correctional Officer Herbert Bracy and outlined his career that began in 1981 at the Ramsey Unit.

Chairman O’Daniel recognized Region IV Training Academy Officer Jaime Moreno and outlined his career that began in 1979 at the Jester II Unit, now known as the Carol Vance Unit.

Chairman O’Daniel stated that the names of these individuals would be submitted for inclusion in the official board meeting minutes. As a symbol of appreciation, these employees will receive a board certificate along with a personal letter of gratitude.

**Consideration of Approval of Consent Items**

1. Hazardous Duty Pay Authorization Requests
2. Personal Property Donations
3. 218th TBCJ Meeting Minutes

Chairman O’Daniel asked if there were any amendments, abstentions, or objections to the proposed consent items. Hearing none, the consent items were approved.

**Report from the Executive Director, Texas Department of Criminal Justice**

**Correctional Officer Staffing**

Bryan Collier, TDCJ Executive Director, stated correctional officer staffing continues to be the agency’s number one operational challenge. The number of correctional employment applications have increased over the past several months and now average 1,325 applications per month. The TDCJ is actively participating in job fairs and workforce events throughout the state. On November 4th, TDCJ recruiters will be on site at 14 locations participating in the “Red, White, and You!” veteran hiring events. The agency continues a wide range of advertising efforts on social media, job boards, and traditional methods such as radio, newspaper, and television.
Mr. Collier reported that the warden’s direct hire program that began in August is proving successful as more units become involved with this program. The new correctional pay structure went into effect on September 1st, which provides more career steps as well as pay enhancements for military credit, educational credit, and prior correctional or law enforcement experience. Officers are also allowed to choose between an eight- or 12-hour shift on any unit in the system.

The agency now offers a Mobile Correctional Officer team assignment, allowing officers selected to work in a mobile deployment cycle to help understaffed units for one year in exchange for their choice of unit assignment following one year of deployment.

Retention specialists are being added to the 12 units with the highest turnover rates to improve staff retention at those locations. Mr. Collier stated he will continue to provide updates on correctional officer staffing progress, which will remain the number one operational priority.

COVID-19 Update

Mr. Collier stated that the agency saw a significant rise in COVID-19 activity in September due to the Delta variant of the virus. During the past 60 days, the number of inmate positive cases increased from 300 to more than 1,600, and staff positive cases increased from 500 to more than 900. Agency testing and vaccination protocols have remained in effect, and more than 170,000 tests have been conducted in the past 60 days. The current number of positive cases is declining daily, indicating that the Delta variant is being worked out of the system.

There are now 26 units with a 70% or higher vaccination rate, allowing those units to resume pre-COVID-19 operations. There have not been significant numbers of COVID-19 positive cases at those locations. The agency continues to offer vaccines within the units for inmates and staff. TDCJ began offering booster vaccines last month and will continue vaccine and booster efforts throughout the coming months.

Mr. Collier reported that the Delta variant of COVID-19 proved to be devastating to agency staff, with TDCJ experiencing the loss of 19 staff over the past 60 days. Lakeisha Brantley, Laundry Manager at the Plane State Jail; Honorato Antones, Correctional Officer at the Allred Unit; Huey Prymus, III, Parole Officer at the Tyler District Parole Office; Glenn Skeens, Correctional Officer at the Hughes Unit; Codie Whitley-Turner, Food Service Manager at the Huntsville Unit; Shad Hammond, Sergeant of Correctional Officers at the Clemens Unit; Echo Rodriguez, Correctional Officer at the Garza West Unit; Jose Hernandez, Correctional Officer at the Torres Unit; Chris Watson, Correctional Officer at the Hodge Unit; Ollen Halsey, Human Resources Specialist in the Training and Leader Development Division; Lacy Bennett, Clerk at the Hughes Unit; Cledad Sherman, Correctional Officer at the Travis County State Jail; Charles Hughes, Correctional Officer at the Holliday Unit; Connell Foreman, Correctional Officer at the Skyview Unit; Melissa Maldonado, Correctional Officer at the Garza West Unit; Theresa Carter, Administrative Assistant at the Fort Worth District Parole Office; Thomas Collora, Correctional Officer at the Luther Unit; Garland Chaney, Correctional Officer at the Skyview Unit; and Amy Mashburn, Administrative Assistant in the Rehabilitation Programs Division. Mr. Collier stated that each of these employees lost their battle with COVID-19; however, they will never be forgotten for their bravery and commitment to public safety, and for the ultimate sacrifice they each paid. He said, “We continue to pray for their families and co-workers, who still mourn each of these losses, and we will honor each of them in our fallen officer service.” TDCJ has also lost
14 inmates since the last board meeting due to COVID-19. Mr. Collier also offered prayers to their families during this time.

On October 16th, the agency participated in the National Law Enforcement Memorial Service in Washington D.C. This ceremony honors fallen peace officers and correctional employees from around the country. There were 12 names of TDCJ staff read and placed on the memorial wall. Those employees lost their lives due to COVID-19 during the past year.

Mr. Collier stated TDCJ employees continue to be true heroes throughout this event. He said we as an agency, and as a state, are very fortunate to have such dedicated public servants who despite the risk and challenge, still push through and get the job done.

**Cognitive Life Skills Coach Program**

During the August board meeting, Mr. Chris Carter provided an update for the Rehabilitation Programs Division (RPD) and activities within the Chaplaincy Department. Also referenced in the briefing was the new Cognitive Life Skills Coach program that began in June 2021.

The Cognitive Life Skills Coach program trains inmate coaches to deliver a cognitive behavioral training model to inmates assigned to the same unit. Coaches are referred by unit wardens to the Rehabilitation Programs Division for final screening. Once selected, coaches are transferred to the Wynne unit to participate in a six-week cognitive curriculum that focuses on teaching decision making, emotion management, and how to adjust to the correctional environment. The goal of this program is to expand the number of coaches to the level that each inmate and unit within the system has an opportunity to participate in the program.

Mr. Collier reported that so far, three classes of 15 coaches have graduated and there are cognitive coaches on 10 TDCJ units. He expressed his appreciation for Mr. Carter and the RPD staff for their hard work to make this program a reality.

Chairman O’Daniel thanked Mr. Collier for his report and allowed time for questions and comments from the board members. Mr. Eric Nichols asked for a refresher on resources being made available to inmates and staff related to the COVID-19 vaccine and helping them make careful consideration of whether to get those vaccines. Mr. Collier replied that the agency continues to advertise that those vaccines are available at every unit. The agency offers vaccine clinics regularly, and polls both staff and the inmate population regularly to see if those who are not vaccinated have had a change of interest in taking it. The agency is also offering booster clinics. He reported that the agency has also produced media to play at shift change and in dayrooms regarding the importance of considering the vaccine and asking those that have chosen not to take the vaccine to please do research and make an informed decision. Judge Faith Johnson asked Mr. Collier if the agency is able to offer incentives for taking the vaccine. Mr. Collier replied that the agency offered time to employees that took the vaccine. Mr. Collier stated that he could not confirm if those incentives changed the vaccination numbers. Ambassador Siv commented that the COVID-19 Vaccination Record Card was widely accepted, and he expressed appreciation for the agency providing those cards. Mr. Collier confirmed that the cards are not only provided to the staff who receive vaccinations, they are also provided to the inmate population for future use.
Report from the Chairman, TBCJ

Chairman O’Daniel stated that as we move into the fall season, the world continues to suffer through this terrible pandemic. Each day lives are impacted, loved ones are lost. This is, unfortunately, too true for TDCJ. Chairman O’Daniel recognized 19 individuals who have succumbed to COVID-19.

In Matthew 11:28, Jesus instructs those who are weary and carry heavy burdens to bring them to him. Chairman O’Daniel acknowledged that many are weary, and the weight of these deaths is immense. He encouraged the weary to take that scripture to heart.

Lakeisha Brantley was a little sister to many of her co-workers at the Plane State Jail. But she was also someone who many knew they could shed a tear with or confide in whenever needed. In her 11 years with the agency, Lakeisha had served as a Correctional Sergeant and Lieutenant before taking the role of Laundry Manager. Correctional Institutions Division (CID) Director Bobby Lumpkin said, “She gave 110% every day, and was a huge part of the Plane team.” He added, “She was a hard worker and always looked to the positive.” She had health problems, but that did not stop her from being the lovable person that everyone knew at the Plane State Jail. Anyone who met her was instantly her friend and she nourished those relationships. Both on and off the job, Lakeisha loved to laugh and sing. And her world revolved around her 16-year-old son, David. Lakeisha Brantley, age 41, died from the coronavirus on August 31, 2021.

A little humor goes a long way to help uplift the spirit of employees and Honorato Antones always had a joke or anecdote to do that for his co-workers. Honorato Antones, a Correctional Officer IV at the Allred Unit, had a total of eight years of service with TDCJ. He worked for the agency twice, with his most recent tour beginning in February 2019. Allred Unit Warden Jimmy Smith said, “He always completed his duties with integrity and fairness,” and that many of his co-workers strived to be like him. Honorato loved listening to music of all kinds. He didn’t care what station the radio was tuned to, as long as it was playing some tunes. He also enjoyed going to the gym and working out to keep himself in shape. His favorite pastime was gardening. He enjoyed supporting his favorite major league baseball team, the Texas Rangers, and he tried to make it to as many games as he could. If he wasn’t able to attend, he was watching them on TV. He also loved the Houston Texans and the Alabama Crimson Tide. He was married to Christy and had two daughters, Angel and Harmony; one son, Robert; and a stepson, Aaron. He was so proud of his granddaughters, Charlie Jo, Daisy, Charlie, Lily, Nadia, and Corben. Honorato Antones, age 61, died from the coronavirus on September 3, 2021.

Huey Prymus, III, was known as a ‘gentle giant’ by his friends and co-workers. It was what endeared him to so many people at the Tyler District Parole Office where he was a Parole Officer. Huey worked the sex offender caseload and had 14 years of service with the agency. He previously worked at the Nacogdoches District Parole Office. Parole Division Director Rene Hinojosa said, “Officer Prymus was loved and respected by everyone who worked with him. His smile always lit up the room, and he had a positive presence on all who met him.” He added, “Huey truly loved working for the agency.” When not on the job, Huey enjoyed spending time with his wife, La Mia, and their three-year-old daughter, Violet. He was also a big fan of the New Orleans Saints. Huey Prymus, III, age 38, died from the coronavirus on September 5, 2021.
A mentor to many employees during his 34 years with the agency, Glenn Skeens was a dedicated employee whose friendly attitude automatically attracted people to him. Glenn was a Correctional Officer V at the Hughes Unit in Gatesville who started his career at the Memorial Unit in November 1985. He retired in November 2012 but just couldn’t stay away and returned in January 2014. During his tenure with the agency, he was also assigned to the Beto Unit, and the Middleton Unit. Hughes Unit Senior Warden Bruce Armstrong said, “Glenn was an excellent Correctional Officer who was fun loving and had a great sense of humor.” He added, “Glenn liked everyone, and everyone liked him. I’ve lost a friend and a co-worker.” That fun attitude was seen in how he loved to show off and drive around the Hill Country in his 2008 and 2016 Chevrolet Corvettes. He was a fan of the Texas Longhorns and the Minnesota Vikings. He also would eat almost anything put in front of him, but his favorite thing was steak. As one co-worker put it, for Glenn, eating steak was a hobby. Glenn was looking forward to marrying his longtime girlfriend, Constance Bonds, soon. He has three adult children, Tiffany, Brittany, and Brandon. He also has seven grandchildren, Jason, Amiyah, Annaleyah, Asaiah, Angel, E.J., and Noah. Glenn Skeens, age 58, died from the coronavirus on September 7, 2021.

There are some people who have a true zest for life, and that was the case with Codie Whitley-Turner. No matter what the occasion, he enjoyed being “in the moment.” Codie was a Food Service Manager at the Huntsville Unit and was employed by the agency for more than 10 years, all of it at “The Walls.” The first three years he was a Correctional Officer, and then he moved over to the Food Service Department. It was a natural move for Codie because when he was away from the unit, he loved being the top chef on the grill. He loved listening to music, playing his guitar, and riding his skateboard around Huntsville. He also enjoyed playing video games. Making people laugh and enjoying the outdoors, especially the East Texas piney woods, were a joy to him. His favorite holiday was Halloween, which he celebrated annually with family and friends. Huntsville Unit Senior Warden Dennis Crowley said, “We remember Codie as a loving and caring person with a beautiful heart. He was an exceptional employee who was dedicated and loyal, as well as a true asset to our unit.” Warden Crowley added that Codie “was happy being in love and enjoying the company of his girlfriend, Melissa.” Codie Whitley-Turner, age 32, died from the coronavirus on September 9, 2021.

A mentor to many, Echo Rodriguez loved sharing her knowledge and passion for her job as a Correctional Officer with her fellow trainees at the Garza West Unit. It was what endeared her to so many of her co-workers. A Correctional Officer III, Echo began working for the agency in 2005 and left in 2014. Her love for the work brought her back in June of this year. Echo was a joy to be around, both on and off the job. She always had something interesting to tell. It might be about her latest weekend trip to San Antonio or about something she bought on Amazon. She loved listening to all kinds of music or watching the latest programs on Netflix. She took particular pride in her nails and loved showing them off to everyone. And her cats were precious to her, but most of all, she loved her son Kyle, who is 18 years old and plays the trumpet in his high school band. She was the quintessential ‘band Mom’ and never missed a football game when he was performing at halftime. Echo Rodriguez, age 37, died from the coronavirus on September 12, 2021.

There are some employees who go the extra mile to help out when the need arises, and Jose Hernandez was one of them. Among his co-workers at the Torres Unit, he was respected and admired for his great work ethic. Jose Hernandez, Correctional Officer V, had 11 years of service with TDCJ and all of it was at the Torres Unit. Senior Warden Kevin Belt says, “Officer Hernandez was a stellar and dedicated employee of the agency, who always volunteered to take
extra shifts or to help a co-worker whenever needed.” When he wasn’t working, Jose enjoyed listening and dancing to country music. He had a reputation as a great dancer. He was one of the biggest Dallas Cowboys fans and never missed a game on TV, if it didn’t interfere with his duties at the unit. He was also fond of the New York Yankees and the Los Angeles Dodgers. But most of all, he looked forward to spending time with his friends and family, especially his three daughters, Aliza, Karla, and Zalila. Jose Hernandez, age 47, died from the coronavirus on September 13, 2021.

Have you ever heard the saying, “Work at what you enjoy doing?” That was the case with Shad Hammond. He loved working for TDCJ, and he showed it every day while on the job over the past two and a half decades. Shad began his career with the agency in the 1990s. He was promoted to Sergeant in November 2011 and was assigned to the Clemens Unit in January 2021. His peers and co-workers speak highly of him and recall him being a beloved individual and supervisor. When Shad was not at the Clemens Unit, he enjoyed traveling with his wife and two daughters, especially on cruises. He was also passionate about being outdoors and all sports, especially football. Another passion was ‘off roading’ in his truck. CID Director Bobby Lumpkin, who worked with Sergeant Hammond in the 90s, spoke highly of him and noted that his loss “will be felt for many years to come.” Shad Hammond, age 47, died from the coronavirus on September 13, 2021.

With two and a half decades of service to the agency, Chris Watson was a man who had a lot of experience and knowledge to share with his co-workers. He always had a message of uplifting thoughts or words of encouragement, which is why his supervisors and co-workers at the Hodge Unit liked and respected him. Chris began his TDCJ career in May 1994 and worked at the Memorial Unit. He came to the Hodge Unit in October 2017. Hodge Unit Senior Warden Larry Berger said that Chris was an asset who “was a quiet individual, but when he spoke, you listened.” He added that Chris made everyone who came into contact with him feel like they were the most important person in the world. Chris was originally from College Station. His favorite activities were fishing, playing the saxophone, traveling, playing with remote control cars, attending church, and spending time with his family. He was married to Niketha Watson, and they had three sons, Christopher II, Brandon, and Jaquarus. Chris Watson, age 48, died from the coronavirus on September 15, 2021.

Barbecue cook-offs and Ollen Halsey were a staple. If there was a chance to fire up the grill and cook some ribs, brisket, and sausage, Ollen was at the top of his game. A Human Resources Specialist in the Training and Leader Development Division (TLDD) in Huntsville, Ollen served the agency for 10 years. TLDD Director David Yebra said, “Ollen was admired by the entire TLDD team because of his commitment to our mission.” He added that Ollen “ensured that he did everything he could to help the agency.” When not helping the agency hire new personnel, Ollen was either participating in a Dungeons and Dragons game, fishing, or barbecuing with his friends. He was a proud member of the award-winning Houston Livestock Show and Rodeo barbecue team. Ollen was engaged to his longtime girlfriend, Holly Cook. His mother, Sharon, is also a TDCJ employee in the Payroll Department. Ollen Halsey, age 35, died from the coronavirus on September 15, 2021.

Lacy Bennett always had a smile on her face, whether she was at work at the Hughes Unit or spending time with her children, who were her entire life. Lacy began working for TDCJ on September 1, 2016, as a Correctional Officer at the Crain Unit, where she worked until September 2020. Like so many, she just couldn’t stay away and returned to the agency in June.
2021 as a Clerk in Inmate Records at the Hughes Unit. Lacy loved the outdoors and enjoyed everything from fishing and hunting, to spending time on the beach, especially with her horses. She met her “cowboy” Jeremy Dossey and moved out to the country with him, where her dreams were coming true, working on their small patch of land which they called their “own little heaven.” Her children, Riley and Chasity, were what mattered more to her than anything else. She attended every game, wrestling match, or choir concert they were in. She was their biggest fan. Senior Warden Bruce Armstrong described Lacy as “someone people were automatically comfortable around, no matter what the circumstances were.” Lacy Bennett, age 36, died from the coronavirus on September 17, 2021.

There’s a saying that “not all superheroes wear capes” and that was exactly the case with Cleadas Sherman, who was a Correctional Officer V at the Travis County State Jail. He was a superhero in the eyes of his co-workers and his family because of his dedication to his job. Cleadas began working for TDCJ in June 2012, with his first assignment at the Pam Lychner State Jail. He later moved on to the San Saba Unit and finally to the Travis County State Jail. Senior Warden Charles Meador said, “Officer Sherman was well-respected by his co-workers and supervisors. He was dedicated to the agency and loved working alongside his family in gray.” Cleadas also had his own family, his wife Adreana, to whom he was married for five years, and his daughter, Sarina. When he wasn’t on the job, Cleadas enjoyed reading comic books and watching superhero movies. His favorite comic character is perhaps the most famous superhero of them all, Superman. Cleadas Sherman, age 43, died from the coronavirus on September 22, 2021.

At the age of 79, most folks have retired and are taking it easy in their recliner while watching TV, or they’re doing some type of craft work to keep their minds and hands busy. But not Charles R. Hughes. He was still working as a Correctional Officer IV at the Holliday Unit in Huntsville. Charles was a Vietnam veteran, who retired as a Lieutenant after the war, and then went to work in the automobile industry in Arlington, Texas. He was married to his beloved wife, D.J., for 18 years and they raised two children, Alyson and Erik. Sadly, D.J. passed on several years ago and Charles moved to Willis, Texas, to live with his brother, Neal, and his wife, Taylor. That’s when Charles decided to come work for TDCJ. Warden Brian Smith at the Holliday Unit said, “Officer Hughes’ work ethic with the agency was exemplary. His resiliency was a characteristic that stood out the most.” Charles was devoted to his physical fitness, exercising two or three times weekly to keep himself in shape. He was also a loving and devoted grandfather to his grandchildren, Andrew, Beau, and Maura. Charles R. Hughes, age 79, died from the coronavirus on September 25, 2021.

Connell Foreman had almost four decades of service to the state of Texas. Her motherly demeanor and joyful attitude were legendary among the staff and visitors at the Skyview Unit. Connell worked at the Rusk State Hospital for more than 23 years before coming to work at the Hodge Unit in August 2005. She moved over to the Skyview Unit and retired from there in July 2013 and was rehired in May 2014. Her assignment was the Skyview 4 Building desk where she greeted each visitor with a beautiful smile and a joyful attitude. Everyone was family to her, whether a co-worker, a friend, or a visitor. She deeply loved and enjoyed her job. Skyview Senior Warden Larry Berger said, “With 39 years of dedicated service to the state, it’s easy to say that she loved her job.” Family was so important to Connell, both her TDCJ family and her own. She was married to Jeffrey Foreman for 32 years, and they raised a son, Derrick. Connell also loved her daughter-in-law, Essence, as well as her two granddaughters, eight-year-old Knamara and one-year-old Genesis. When not spending time with her family, Connell loved to
travel and play the card game, Spades. Connell Foreman, age 59, died from the coronavirus on September 25, 2021.

Melissa Maldonado was a very humble and quiet person, but when it came to the responsibilities of her job, she meant business. Melissa began working for the agency in January 2008, at the Garza East Unit. In September 2020, she transferred to the Garza West Unit, following in the footsteps of her father, Manuel Maldonado, who retired from Garza West after a dozen years of service. Beeville, Texas, is where Melissa was born in 1970, and where she lived and worked her whole life. She loved spending time with her family, especially her only nephew, Patrick, and enjoyed her mother’s delicious home-cooked Mexican dishes whenever possible. In her spare time, she took in as many movies as she could, especially the ones with her favorite superhero, Wonder Woman. She also enjoyed reading and watching her favorite NFL football team, the Dallas Cowboys. Garza West Senior Warden Michael Crow said, “Officer Maldonado was an extraordinary, hard-working, and dedicated employee, who was respected by everyone she met. She will be greatly missed by everyone who was lucky enough to know her.” Melissa is from a TDCJ family with several cousins who work at the Garza West Unit, including Gracie Escamilla, Dolores Rodriguez, Norma Sauceda, Richard Guerrero, Erica Maldonado, and Bennie Hernandez. Melissa Maldonado, age 51, died from the coronavirus on October 3, 2021.

Taking care of others was Theresa Carter’s greatest joy. She took pride in being able to help anyone who needed it, whether it was on the job at the Parole Division’s Fort Worth office or away from it. It was just in her nature to help others. Theresa began her employment with the Parole Division in October 2012, as a clerk at the Mineral Wells District Parole Office. In February 2021, she promoted to Administrative Assistant II at the Fort Worth Parole Office. “Theresa had a heart of gold,” said Region II Parole Division Manager Alethea Robinson. “She always greeted everyone with her amazing smile and kind personality. She was willing to help anyone who needed or requested her help,” she added. When not at work, Theresa was involved with her family, her husband, Terry Carter, to whom she was married for 22 years, and their 20-year-old daughter, Bailey, who was also Theresa’s best friend. She was an outstanding wife and mother. Theresa loved caring for the family dog, Belle, and she was also an Oklahoma Sooners fan, even though she really didn’t care much for sports. Her favorite food was anything spicy, especially Mexican food. Theresa Carter, age 46, died from the coronavirus on October 3, 2021.

Some employees are called to certain lines of work because it’s their passion. Scott Collora is a perfect example of someone who loved his job and enjoyed every moment of it. Scott began working for the agency in 2003, at the Pack Unit and later transferred to the Luther Unit. He was a true leader and a mentor to many of the younger officers on the unit. He was loved and respected by everyone who worked with him. Luther Unit Senior Warden Gene Miller said, “Officer Collora was a very hard-working man. He strived for success.” He added that “Scott had a servant’s heart.” One of Scott’s greatest joys was spending time with his sons, Thomas and Timothy. He was married to his wife, Denise, for 27 years. His favorite past times were listening to all kinds of music and barbecuing. Scott Collora, age 54, died from the coronavirus on October 5, 2021.

The perimeter pickets at most units can be some of the loneliest and most uncomfortable assignments for officers, but Garland Chaney embraced being in one of those towers because he knew it was his job and he relished it. A Correctional Officer IV at the Skyview Unit, Garland began working for the agency in September 2014, with an assignment at the Hodge Unit. In August 2015, he pursued another job, but the lure of TDCJ was too much for him, and he was
rehired at the Skyview Unit in January 2019. “Officer Chaney cared for his co-workers and was well-liked by all who knew him,” said Skyview Senior Warden Larry Berger. “He greeted everyone with a smile and never had an unkind word to say about anyone,” he added. Before coming to TDCJ, Garland was a private investigator and a United States Postal Inspector. He has one son, Ben, who described his father as “a jokester” who also enjoyed traveling whenever the opportunity presented itself. Garland Chaney, age 73, died from the coronavirus on October 5, 2021.

Amy Mashburn enjoyed traveling and outdoor activities when she was not at work for the agency. She was so happy about her adventures that she and her husband dreamed of getting an RV and traveling around the country after they retired. Amy began her TDCJ career as a clerk at the Goree Unit in 2004. She eventually moved on to an Administrative Assistant III position with the RPD Sex Offender Rehabilitation Program in Huntsville. RPD Division Director Christopher Carter said, “Amy exemplified our agency core values through her dedicated service to the Rehabilitation Programs Division.” He added that because of her, “thousands of men and women successfully completed programs and have reintegrated into society.” Amy and her husband, Dewayne, were married for over six years. Although they did not have any children, Amy considered her ‘fur babies’ boys and girls. Amy had three dogs named Bella, Pepper, and Roddy; three cats named Calimay, Colby Jack, and Maui, like the Hawaiian island; and Speckles, the turtle. She loved spending time with them and her friends. She also loved experiencing new things and going to museums during her travels. Amy Mashburn, age 43, died from the coronavirus on October 22, 2021.

Chairman O’Daniel stated COVID-19 does not care if you’re a TDCJ employee or inmate. Individuals incarcerated within TDCJ and on supervision within our communities have also succumbed to this virus. They are grieved for as well. He asked that the broken-hearted be lifted up, that they may find comfort during this dark time. As the Bible says in Psalm 9:9, “The Lord is a refuge for the oppressed, a stronghold in times of trouble.”

**Report from the Presiding Officer, Judicial Advisory Council**

Chairman O’Daniel announced that due to an unexpected conflict, there would not be a presentation from the Judicial Advisory Council.

**Internal Audit Status Report for Fiscal Years 2021-2022**

Chris Cirrito, Internal Audit Director, recognized five interns from the UT McCombs School of Business, who are part of the Internal Audit internship program. There are currently eight interns working with Internal Audit from the McCombs School of Business. There is also an internship program with Sam Houston State University. Mr. Cirrito reported that there are no changes to the Internal Audit Status Report.
Discussion, Consideration, and Possible Action Regarding Purchases and Contracts over $1 Million

Chairman O’Daniel abstained from taking action on this agenda item due to his firm representing an entity listed.

Ron Steffa, Chief Financial Officer, reviewed the purchases and contracts over $1 million. The one item for consideration and approval is an increase to an agency-wide FY 2021 contract with Federal Express Governmental Services. The agency had operational changes in response to the pandemic, which caused an increase in the utilization of these services.

Chairman O’Daniel asked for any questions, comments, or abstentions. Eric Nichols abstained from taking action due to his firm representing Federal Express. Chairman O’Daniel called for a motion and a second.

Derrelynn Perryman moved that the Texas Board of Criminal Justice approve the purchases and contracts over $1 million as presented.

Judge Faith Johnson seconded the motion, which unanimously passed when called to a vote.

Discussion, Consideration, and Possible Action Regarding the Annual Review of Board Policy, BP-14.01, “Investment Policy,” and Resolution Adopting the Investment Policy

Mr. Steffa presented BP-14.01, “Investment Policy,” and resolution to adopt, in accordance with the Public Funds Investment Act, Chapter 2256, Texas Government Code (Act), which requires the agency to have a board policy regarding investments and requires an annual review. He stated the changes to the policy are non-substantive.

Chairman O’Daniel asked if there were any questions or comments. Hearing none, he called for a motion and a second.

Pastor Larry D. Miles moved that the Texas Board of Criminal Justice approve the Annual Review of Board Policy, BP-14.01, “Investment Policy,” and Resolution Adopting the Investment Policy, as presented, and that the Chairman sign the Resolution Adopting the Investment Policy.

Dr. Rodney Burrow seconded the motion, which unanimously passed when called to a vote.
**Discussion, Consideration, and Possible Action Regarding Proposed Revisions to Personnel Directives**


Ms. Worman presented the proposed revisions to PD-22, “General Rules of Conduct and Disciplinary Action Guidelines for Employees.” The proposed revisions include an updated notice of the employee hearing, the addition of BP-01.03 to the Authority section, and the addition of the TBCJ to the Applicability section. Several sections were amended for clarity and several of the disciplinary action violations were revised.

Chairman O’Daniel asked if there were any questions or comments. Hearing none, he called for a motion and a second.

*Judge Faith Johnson moved that the Texas Board of Criminal Justice approve revisions to PD-22, “General Rules of Conduct and Disciplinary Action Guidelines for Employees,” as presented.*

*Judge Molly Francis seconded the motion, which unanimously passed when called to a vote.*

2. **PD-30, “Employee Grievance Procedures”**

Ms. Worman presented the proposed revisions to PD-30, “Employee Grievance Procedures.” The proposed revisions include the addition of BP-01.03 to the Authority section, and the addition of the TBCJ to the Applicability section. The proposed revisions also replace “offender” with “inmate” throughout the policy, and several sections were amended for clarity.

Chairman O’Daniel asked if there were any questions or comments. Hearing none, he called for a motion and a second.

*Dr. Rodney Burrow moved that the Texas Board of Criminal Justice approve revisions to PD-30, “Employee Grievance Procedures,” as presented.*

*Derrelynn Perryman seconded the motion, which unanimously passed when called to a vote.*

**Discussion, Consideration, and Possible Action Regarding Adoption of Amendments to Board Rule Title 37 Texas Administrative Code Section 151.3, “Texas Board of Criminal Justice Operating Procedures”**

Ms. Worman requested the adoption of amendments to Board Rule 151.3, “Texas Board of Criminal Justice Operating Procedures.” The amendments would allow meetings of the TBCJ to be held at a location in Texas as determined by the TBCJ chairman; no public comments were received.
Chairman O’Daniel asked if there were any questions or comments. Hearing none, he called for a motion and a second.

_E.F. “Mano” DeAyala moved that the Texas Board of Criminal Justice adopt amendments to Board Rule, Title 37, Texas Administrative Code Section 151.3, “Texas Board of Criminal Justice Operating Procedures,” as published in the Texas Register, and that the chairman sign the order to this effect._

_Eric Nichols seconded the motion, which unanimously passed when called to a vote._

**Discussion, Consideration, and Possible Action Regarding Adoption of New Board Rule Title 37 Texas Administrative Code Section 151.53, “Family Leave Pool”**

Ms. Worman requested the adoption of new Board Rule 151.53, “Family Leave Pool,” in which the Board would establish a family leave pool in compliance with HB 2063 that was passed by the 87th Legislature, Regular Session. No public comments were received regarding the new rule.

Chairman O’Daniel asked if there were any questions or comments. Hearing none, he called for a motion and a second.

_Judge Molly Francis moved that the Texas Board of Criminal Justice adopt the new Board Rule, Title 37, Texas Administrative Code Section 151.53, “Family Leave Pool,” as published in the Texas Register, and that the chairman sign the order to this effect._

_Judge Faith Johnson seconded the motion, which unanimously passed when called to a vote._

**Discussion, Consideration, and Possible Action Regarding Adoption of Amendments to Board Rule Title 37 Texas Administrative Code Section 151.55, “Disposal of Surplus Agricultural Goods and Agricultural Personal Property”**

Ms. Worman requested the adoption of amendments to Board Rule 151.55, “Disposal of Surplus Agricultural Goods and Agricultural Personal Property.” She stated the proposed amendments include minor word changes, clarifications, and organizational changes; no public comments were received.

Chairman O’Daniel asked if there were questions. Hearing none, he called for a motion and a second.

_Eric Nichols moved that the Texas Board of Criminal Justice adopt amendments to Board Rule, Title 37, Texas Administrative Code Section 151.55, “Disposal of Surplus_
Agricultural Goods and Agricultural Personal Property,” as published in the Texas Register, and that the chairman sign the order to this effect.

Pastor Larry D. Miles seconded the motion, which unanimously passed when called to a vote.

Discussion, Consideration, and Possible Action
Regarding Proposed Land Transactions

Request for Renewal of a Pipeline Easement at the Clemens Unit in Brazoria County, Brazoria, Texas

Chairman O’Daniel abstained from taking action on this agenda item due to his firm representing Chevron Phillips Chemical Company, LP.

Mr. Hirsch presented the request for renewal of a pipeline easement at the Clemens Unit in Brazoria County, Brazoria, Texas. Chevron Phillips Chemical Company, LP is requesting to renew an existing pipeline easement at the Clemens Unit in Brazoria County, Brazoria, Texas, to include an area of approximately 2.64 acres of land being 697.62 rods or 11,510.80 feet long by 10 feet wide to transport propylene gas. Chevron Phillips Chemical Company, LP has agreed to pay $523,215.00 for this easement renewal with a 10-year term. The first easement renewal was granted on November 22, 2011, with compensation of $244,167.00. Mr. Hirsch pointed out that the easement includes language requiring indemnification as the grantee’s responsibility, the most favored nation clause, and general liability insurance coverage for a minimum of $3 million. Mr. Hirsch recommended the TBCJ approve the request for renewal of the pipeline easement to Chevron Phillips Chemical Company, LP.

Chairman O’Daniel asked if there were any questions or comments. Eric Nichols abstained from taking action due to his firm representing various entities associated with Chevron Corporation. Chairman O’Daniel called for a motion and a second.

Ambassador Sichan Siv moved that the Texas Board of Criminal Justice approve the request for renewal of a pipeline easement at the Clemens Unit in Brazoria County, Brazoria, Texas as presented.

E.F. “Mano” DeAyala seconded the motion, which unanimously passed when called to a vote.

Discussion, Consideration, and Possible Action
Regarding Facilities Division Construction Projects

Request for Roof Replacement at the Montford Unit in Lubbock County, Lubbock, Texas

Cody Ginsel, Facilities Division Director, presented a request for roof replacement at the Montford Unit in Lubbock County, Lubbock, Texas. The project includes replacing the roofing
system of multiple buildings at the Montford Unit. The work will consist of the removal of approximately 252,000 square feet of existing roofing system materials, wood components, and roofing accessories for building structures. The new roofing system and mechanical equipment will meet new energy conservation requirements, codes, and standards. The total estimated program cost is $10,329,100.

Derrelynn Perryman moved that the Texas Board of Criminal Justice approve the request for roof replacement at the Montford Unit in Lubbock County, Lubbock, Texas, as presented.

Pastor Larry D. Miles seconded the motion, which unanimously passed when called to a vote.

Chairman O’Daniel thanked everyone for attending the meeting and announced that the next meeting of the Texas Board of Criminal Justice will be Friday, December 10, 2021, in Huntsville, Texas.

The 219th meeting of the Texas Board of Criminal Justice recessed at 11:34 a.m.

**Executive Session**

The meeting reconvened into Executive Session at 11:55 a.m.

**Adjournment**

There being no further business following the Executive Session, Chairman O’Daniel adjourned the 219th meeting of the Texas Board of Criminal Justice at 1:32 p.m.

[Signatures]

Chairman

Secretary