ORDER OF BUSINESS

Call to Order

Convene Texas Board of Criminal Justice (TBCJ) Meeting

I. Regular Session – Horizon Ballroom
   A. Recognitions
   B. Consideration of Approval of Consent Items
      1. Hazardous Duty Pay Authorization Requests
      2. Personal Property Donations
      3. 220th TBCJ Meeting Minutes
      4. Excused Absences
   C. Report from the Executive Director, Texas Department of Criminal Justice (TDCJ)
   D. Report from the Chairman, TBCJ
   E. Report from the Agricultural Advisory Committee
   F. Discussion, Consideration, and Possible Action Regarding Purchases and Contracts Over $1 Million
   G. Internal Audit Status Report
   H. Discussion, Consideration, and Possible Action Regarding Proposed Land Transaction – Request for Access Driveways, Water Line and Water Meter Easements at the Stiles Unit, Jefferson County, Beaumont, Texas

I. Discussion, Consideration, and Possible Action Regarding Facilities Division Construction Projects
   1. Request to Replace Roofs at the Jester III Unit, Fort Bend County, Richmond, Texas
   2. Request to Replace Roof at the Estelle Unit Textile Mill, Walker County, Huntsville, Texas
   3. Request to Replace Roofs at the Ramsey Unit, Brazoria County, Rosharon, Texas
J. Discussion, Consideration, and Possible Action Regarding Proposed Revisions to Board Policy BP-01.04 (rev. 13), “Standards of Conduct for the Texas Board of Criminal Justice and the Executive Director of the Texas Department of Criminal Justice”

Recess

II. Executive Session – CH Boardroom

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. 221

The Texas Board of Criminal Justice convened on Friday, February 25, 2022, in regular session at 10:15 a.m. at the Overton Hotel & Conference Center, Lubbock, Texas, and adjourned at 11:41 a.m.

TBCJ MEMBERS PRESENT: Patrick L. O’Daniel, Chairman
Derrelynn Perryman, Vice-Chairman
Larry D. Miles, Secretary
Hon. Molly Francis
Hon. Faith Johnson
Eric Nichols

TBCJ MEMBERS ABSENT: Rodney Burrow, M.D.
E.F. “Mano” DeAyala
Ambassador Sichan Siv

TEXAS DEPARTMENT OF CRIMINAL JUSTICE STAFF PRESENT: Bryan Collier, Executive Director
Oscar Mendoza, Deputy Executive Director
Jason Clark, Chief of Staff

Andrew Barbee
Chris Carter
Allison Dunbar
Cody Ginsel
Jennifer Gonzales
Irma Gonzalez
Carey Green
Rene Hinojosa
Billy Hirsch

TBCJ STAFF PRESENT: Chris Cirrito
Jill Durst

OTHERS PRESENT: Katy Fallon-Brown
Madison Goll

Convene the Texas Board of Criminal Justice

Chairman Patrick L. O’Daniel convened the 221st meeting of the Texas Board of Criminal Justice (TBCJ or board) on Friday, February 25, 2022, 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.

**Recognitions**

Bryan Collier, Texas Department of Criminal Justice (TDCJ) Executive Director, recognized Jason Clark, Chief of Staff, for 15 years of service, and highlighted his career.

Bobby Lumpkin, Correctional Institutions Division (CID) Director, recognized John Werner, CID Deputy Division Director, for 30 years of service, and highlighted his career.

Chairman O’Daniel recognized the TDCJ employees who have dedicated 25, 30, 35, 40, and 45 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 January and February 2022, 64 employees attained 25 years of service, 15 employees attained 30 years of service, 17 employees attained 35 years of service, one employee attained 40 years of service, and one employee attained 45 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 Terrell Unit Equipment Operator Fernando Morales and outlined his career that began in 1980 at the Darrington Unit, now known as the Memorial Unit.

Chairman O’Daniel recognized John West, General Counsel of the Office of the Inspector General, and outlined his career that began with the TDCJ Internal Affairs Division in 1998.

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. 220th TBCJ Meeting Minutes
4. Excused Absences

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

Mr. Collier reported that the agency has continued to see increases in application submissions and has noted a sizeable increase in visits to the correctional staffing website, increasing from just less than 30,000 visits in December to more than 64,000 visits in January. The Warden’s Direct Hire Program is averaging 125 hires per month and continues to gain momentum.

Mr. Collier stated that retention specialists reported more than 2,200 interactions with correctional officers on the 12 units they are assigned to, and 345 applications have been submitted for the new Mobile Correctional Officer Teams. TDCJ participated in 209 hiring events during the last quarter and we anticipate that number to increase this quarter. Mr. Collier stated the agency projects 545 hires for February and 678 for March.

To assist in the daily unit staffing challenges, Mr. Lumpkin has established a staffing command center which is tracking and managing the day-to-day staffing needs and movement statewide.

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

Over the past 60 days, the agency has experienced another wave of COVID-19 as the omicron variant moved through the state. During this wave, COVID-19 positives increased for staff and inmates; however, the duration of the symptoms was shorter for many. TDCJ continues to offer COVID-19 vaccine boosters, as well as regular COVID-19 vaccines, to staff and inmates, and remains diligent with COVID-19 protocols. Mr. Collier reported that nine additional units have been added to the 70% or higher vaccination rate bracket with a total today of 40 units. At these locations, operations are as they were pre-COVID-19.

Mr. Collier reported that since the last board meeting the agency has lost 10 staff members to COVID-19; Mark Loecken, Correctional Officer at the Huntsville Unit; Adrian Harding, Equipment Operator at the Wynne Unit; Armando Rodriguez, Clerk at the Fort Stockton Unit; Carlos Moreno, Correctional Officer at the Hughes Unit; Alfredo Urbina Jr., Correctional Officer at the Ney Unit; Darrel Avery, Food Service Manager at the Hutchins State Jail; Jonathan Glover, Correctional Officer at the Torres Unit; John Broadaway, Correctional Officer at the Jordan Unit; Kay Zeger Jr., Correctional Officer at the Dalhart Unit; and Curtis Wollam, Administrative Assistant for Private Facility Contract Monitoring/Oversight Division. He said, “These 10 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. 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 memorial service.”

TDCJ also lost 14 inmates since the last board meeting due to COVID-19. Prayers are offered to their families during this time.
Realignment of Inmate Transportation

Mr. Collier reported that on March 1st, the operations of Inmate Transportation will formally move from the Correctional Institutions Division to the Manufacturing, Agribusiness and Logistics Division. This realignment will place Inmate Transportation and Fleet Transportation within the same division to allow for a comprehensive approach to moving inmates and goods throughout the system. Last year, between both operations, TDCJ drivers logged more than 10 million miles on Texas roads.

Report from the Chairman, TBCJ

Chairman O’Daniel paid tribute to 10 staff members who have succumbed to COVID-19 and referenced 2 Timothy 4:7, they have fought the good fight, they have finished the race, they have kept the faith. The men and women honored played important roles both inside and outside the prison walls and leave behind someone who loved them and a void that is hard to fill.

Truckers are sometimes referred to as modern-day cowboys and Adrian Harding was one of them. In fact, he even had a passion for the rodeo circuit in his younger days. Adrian grew up in the trucking industry at his father’s side when he was barely big enough to look over the steering wheel. For decades, Adrian loved being a part of the transportation industry. He came to work for the agency in January 2020 after traveling the country’s roadways as an independent trucker. He was well-liked by everyone he worked with at the Wynne Freight Terminal in Huntsville. He loved telling stories about his trucking experiences and was always willing to pass along his knowledge to other drivers. Co-workers described him as extremely dependable, hard-working, and approachable. He always took the time to speak with anyone he met with a broad smile on his face. He enjoyed life and seemed to bring the laughter every day in almost any situation. Known as “Gator” to his many friends, co-workers, and relatives, he loved to go fishing, watch wrestling on TV, or play a good hand of cards or dominoes. It’s said that he could turn any night into a fun one with his playful smile and competitive spirit. Adrian has 14 grandchildren and eight great-grandchildren. His wife Beatrice was the one constant in his life. Sadly, she passed from the virus just five days after Adrian. Adrian Harding, age 67, died from the coronavirus on January 10, 2022.

Years of working as a correctional officer leads to knowledge and respect. Such was the case with Correctional Officer V Mark Loecken at the Huntsville Unit, who had almost four decades of TDCJ experience to share with the staff at The Walls. Officer Loecken started his employment with the agency in January 1982 at the Eastham Unit, now known as the Wainwright Unit, and retired in August 2003. But he just couldn’t stay away and returned to work in January 2004 at the Goree Unit and then resigned in July 2015. But once again, the call of the job brought him back in August 2016 and he was assigned to the Huntsville Unit. Officer Loecken enjoyed going to the shooting range on his days away from the Huntsville Unit. He also loved to go fishing and was especially proud of the chickens he raised at his home near Huntsville. A U.S. Army veteran, he has three sons, one daughter and 11 grandchildren. Huntsville Unit Senior Warden Dennis Crowley said, “He loved his job, and he was loved by everyone at The Walls. We were blessed to have him on our staff the last several years.” Officer Mark Loecken, age 68, died from the coronavirus on January 10, 2022.
There are certain people in our lives who leave a lasting impression on us, and such is the case with Armando Rodriguez. He was a mentor to many young people in west Texas before they began their careers with the Texas Department of Criminal Justice. Mr. Rodriguez, who was also known as Mr. Rod or Mando, was an employee of the Fort Stockton Independent School District for 28 years before his employment with the agency. He was a teacher, coach, counselor, bus driver, and principal who touched many lives throughout the Fort Stockton area. A lifelong resident of that area, he got his bachelor’s degree and master’s degree from Sul Ross State University in Alpine. After his time in public education, he was a jail administrator for the Pecos County Sheriff’s Department for a couple of years and then went to work for the Windham School District in February 2004. In November 2005, he began working as a Clerk in the Fort Stockton Unit count room. In October 2013, he was promoted to Case Manager III until he resumed responsibilities as a Clerk in the count room in February 2014 where he remained until his passing. Mr. Rodriguez was an avid golfer, but his true passion was working in his yard. He could not stand to see a weed pop its ugly head out of the ground and he loved working on “honey-dos” that his wife, Delma, assigned to him around the house. Even though he was a Sul Ross graduate, he enjoyed watching the University of Texas football games on Saturdays. Fort Stockton Senior Warden Benny Bundy said, “Mr. Rodriguez always put others first and was as generous as they come. He had a great sense of humor and was known for joking with anyone he met. His constant smile was contagious, and he will be greatly missed by all of us at the Fort Stockton Unit.” Armando Rodriguez, age 78, died from the coronavirus on January 16, 2022.

Some folks know what they want to do from the moment they are old enough to work because they have such strong family ties to a certain career or a place of employment. That was the case with Carlos Moreno, Correctional Officer IV at the Hughes Unit. Carlos came to work for TDCJ in November 1990 at the Darrington Unit, now known as the Memorial Unit and a few years later he moved over to the Hughes Unit in Gatesville. He was there until May 2016, but the lure of the job called him back in November of that same year. Carlos was part of what we call the “TDCJ family” in more ways than one. His two sisters, Blanca Evans and Miranda Moreno, and his brother, Victor Moreno, had also worked at the Hughes Unit. Officer Moreno had taken some time off from work on January 5th to care for a loved one who tested positive for COVID-19, and during this time, he also tested positive. He was hospitalized on January 11th. Hughes Unit Senior Warden Bruce Armstrong said, “Officer Moreno was an amazing officer who was always uplifting and positive while on the job, as well as away from it. He would do anything for anybody.” When he was not working his shift at the Hughes Unit, Officer Moreno enjoyed fishing and hunting, or being with his family. He especially enjoyed watching his favorite football team on TV, the Dallas Cowboys. Officer Carlos Moreno, age 56, died from the coronavirus on January 22, 2022.

There are some TDCJ employees who work through great adversity to continue doing their jobs and such was the case with Alfredo Urbina, Jr. at the Ney Unit. Alfredo was a Correctional Officer V who was dealing with some serious health issues during the pandemic, but that did not deter him from coming to work and fulfilling his assignments. “He always put others first and mentored many of the officers on the unit,” said Ney Unit Assistant Warden Luis Hernandez. “He was respected by his peers, as well as the inmate population. He never complained and was a real motivator to everyone he met,” he added. Alfredo began his TDCJ career at the Cotulla Unit in September 1995 as a Correctional Officer. In December 1996, he transferred to the Ney Unit. He promoted to Correctional Officer IV in December 2000, and in December 2004 he promoted to Correctional Officer V. He retired in May 2020 and was re-hired in April 2021 with his assignment back at the Ney Unit. When he was not at the Ney Unit, Officer Urbina had a
passion for riding motorcycles or going fishing, but his greatest joy was spending time with his children, Amanda, Alejandro, Abram, and Alfredo III, and especially his grandchildren, Aneka, Seraphine, and Cesar. Alfredo Urbina, Jr., age 51, died from the coronavirus on January 24, 2022.

The coronavirus pandemic has affected people in all walks of life over the past two years but none more than those in the health care profession, especially nurses who are on the front line caring for the sick in hospitals, nursing homes, and even prisons. Tammy Martinez, a nurse at the Michael Unit, was someone who cared deeply for all of her patients. Tammy began her nursing career with the University of Texas Medical Branch as a Patient Care Assistant at the Coffield Unit in March 2006. In 2009, she promoted to a Licensed Vocational Nurse at the Michael Unit. In 2013, she transferred to the Beto Unit, and in March 2018, she transferred back to the Michael Unit. In August 2019, she promoted to a Nurse Clinician at the Michael Unit and continued her education by receiving her Bachelor of Science degree. Pam Pace, Practice Manager at the Michael Unit, said “Tammy strived each day with whatever her role was to be the best advocate for the patient, as well as UTMB and TDCJ. She was a compassionate, determined person who never gave up achieving her dreams.” Tammy had more than just a career connection to TDCJ. Her husband, Joe Martinez, is a retired TDCJ employee. When she wasn’t on the job, Tammy loved to take trips with her friends and family, usually wearing a large sombrero-style hat. Her world was her family. She enjoyed spending time with her five daughters: Kasey, Maria, Jessika, Tabita, and Heather, and her many grandchildren. Tammy Martinez, age 51, died from the coronavirus on January 27, 2022.

Cooking was one of Darrell Avery’s greatest joys. He enjoyed it so much, he turned it into a career with TDCJ. Darrell was a Food Service Manager at the Hutchins State Jail near Dallas. Darrell began his TDCJ career in 2014 as a Correctional Officer at the Powledge Unit. Not too long afterwards, he took the Food Service Manager III position at the Hutchins State Jail. Spending time with his family, especially his daughter, Clarice Avery, was his favorite thing to do when he was not on duty. He was also very devout in his faith and enjoyed spending time at his church and with his fellow church members. Cooking was another favorite hobby, and if he was watching any sports, it was his favorite basketball team, the Dallas Mavericks. “He was an outstanding correctional professional who stood out among his peers,” said Hutchins State Jail Senior Warden Fredrick Merida. “He was dependable and took great pride in always doing the job right,” he added. Darrell Avery, age 55, died from the coronavirus on February 6, 2022.

Since the day he entered the academy, Johnathan Glover knew that being a correctional officer was the job for him. He embraced it and became a mentor to others seeking the same career over the years. Johnathan Glover joined TDCJ in September 2012 and was always assigned to the Torres Unit in Hondo. Assistant Warden Luis Hernandez said, “Officer Glover mentored many officers over the years and always put others first. He was a real motivator to everyone on the unit and he never complained.” One of Officer Glover’s co-workers said, “He was easy going and easy to talk to despite being a man of few words.” They also said that he was a ‘team player’. When Johnathan was not on duty, he enjoyed spending time with his wife, two sons and daughter. Their favorite activity was playing video games or traveling. He also enjoyed trying out new foods. And when it came to sports, he was a fan of all the Houston professional teams, the Texans, Astros, and Rockets. Johnathan Glover, age 43, died from the coronavirus on February 6, 2022.
Sometimes you work with someone who’s just an all-around great person to have by your side, and that’s exactly who John Broadaway was. John Broadaway was a Correctional Officer IV at the Rufe Jordan Unit in Pampa, where there’s a tight-knit group of officers who are always there for each other, through thick and thin. John began his TDCJ career in 2016 and was always assigned to the Rufe Jordan Unit. Senior Warden Robert Almanza said, “John was a dedicated Correctional Officer who was always willing to help anyone in need. He had a great attitude and a positive spirit.” Correctional Officer IV Tammy Johnson was one of John’s co-workers. She said, “He was so laid back and good-natured. He was just a real likeable person to be around. And he didn’t mind being the brunt of my jokes every now and then, either!” When he wasn’t on duty, Officer Broadaway kept busy with his hobbies of boating and gardening. But what he enjoyed more than anything else was being with his family. He was married for 21 years to his wife, Sue Ann, and they had five children, Matt, Cara, Wyatt, Scott, and Ryan. He has 15 grandchildren and four great-grandchildren. John Broadaway, age 68, died from the coronavirus on February 8, 2022.

There’s a saying, I wasn’t born in Texas but I got here as fast as I could. That may have been something that Kay Zeger said when he arrived at the Dalhart Unit to begin his career with TDCJ. Kay Zeger was born in Germany and raised in Ohio. He would later move to California and Arizona before eventually settling in Texas. That’s when he joined the agency as a Correctional Officer at the Dalhart Unit in March 2014. Officer Zeger tested positive for the coronavirus on February 7, 2022, and was admitted to the hospital in Dalhart on February 13. Senior Warden Joe Tovar said, “Officer Zeger was a quiet, private person. But he had a strong personality. His co-workers thought of him as a ‘father figure’ as well as a respected brother in gray. He was reliable and a great asset to all of us at the Dalhart Unit.” When not working the night shift at the Dalhart Unit, Officer Zeger enjoyed spending time with his dogs and shooting his guns at a nearby range. He is survived by his brother, Kevin Zeger, who lives in Arizona. Kay Zeger, age 60, died from the coronavirus on February 13, 2022.

Curtis Wollam was a dedicated employee of the Texas Department of Criminal Justice. Even when he had to take some time off from the agency for a serious medical condition, he always knew he would return. Curtis was born in Freeport, Texas in October 1968. He went on to serve his country proudly in the United States Navy for five years. In April 2002, Curtis went to work for TDCJ as a Correctional Officer at the Eastham Unit, now known as the Wainwright Unit. He left in 2005 to deal with some health issues but returned 13 years later to work at TDCJ in the Huntsville Placement and Release, Parole Division until this past year. He was then promoted to an Administrative Assistant III with the Private Facility Contract Monitoring/Oversight Division. “Curtis loved what he did and the people he worked with,” said Private Facility Contract Monitoring/Oversight Division Director Allison Dunbar. “He was loved by so many and will truly be missed by all who knew him.” Curtis enjoyed spending time with his family more than anything else. He was married to his wife, Mary, for more than 30 years and they had two children, their son, Dustin, and their daughter, Elizabeth, and a grandson, Trey. Curtis Wollam, age 53, died from the coronavirus on February 18, 2022.

Chairman O’Daniel stated the families of these heroes are mourning. He asked that the families of the inmates who have also died from the virus be kept in prayer, along with all of those hurting during this difficult time.

Chairman O’Daniel then highlighted some of the hard-working men and women in TDCJ who make the organization outstanding. He stated that regardless of the challenge, the work of the
agency must go on and tens of thousands of men and women get up each morning to carry out
the TDCJ mission. They don’t ask for recognition and much of their work goes unnoticed;
however, Chairman O’Daniel recognized three individuals from Region V who exemplify the
core values of this agency and get the job done.

Throughout this pandemic, many people have stepped up and taken responsibility for the health
and well-being of others, sometimes with no expectations of any payback for themselves. Such is
the case with Damon Shipp, an Agricultural Specialist IV at the Price Daniel Unit in Snyder.
Over the past year, Mr. Shipp has driven more than 20,000 miles to gather supplies necessary for
use during the pandemic. He has made the drive weekly from the Panhandle to Gatesville to pick
up vital personal protective equipment that he delivers weekly to the Region V Office in
Plainview. And he did all this while still completing his regular duties at the Daniel Unit.

Born and raised in Fisher County, Damon attended school in Roby, Texas, where he was active
in 4-H, FFA, and different sports. He got a great deal of satisfaction showing horses, steers, and
pigs. He’s been in agriculture all his life and when he went to work for TDCJ in August 2013, he
felt it would be an opportunity to change people’s lives for the better. Damon is responsible for
the agricultural operations at the Daniel Unit and other facilities throughout Region V. He plays
an instrumental role in the green bean harvest. It is grown under contract and then harvested by
the agency before being transported to the cannery at the Terrell Unit in Rosharon, where it is
processed and ultimately consumed on facilities throughout the state.

Damon said, “The most enjoyable part of my job is seeing the look on a young inmate’s face,
who has never been involved in farming, when a crop he planted comes up for harvest and he
knows he had a hand in it.” Senior Warden Dessie Mack at the Daniel Unit said, “I’ve known
Mr. Shipp for more than 10 years. He makes the organization what it is today because he takes
such pride in his job and always strives for excellence. He’s always the first to volunteer with a
helping hand, regardless of the situation. Even though he’s a non-uniformed employee, he truly
understands the concept of teamwork, which is greatly appreciated by everyone at the Daniel
Unit.”

Damon has been married for 38 years to his wife, Shelby, and they have two daughters and one
grandson. When he’s not traveling across Texas or working in the field, he enjoys doing just
about anything with horses, which includes training and showing them or judging at youth
shows. He says his favorite sports team is whichever one that his grandson plays on.

Making a difference in people’s lives is what drives Lieutenant Placido Ramirez, whether it’s on
the job at the Allred Unit or away from work with young people in the greater Wichita Falls area.
Lieutenant Ramirez and his four brothers were raised in Burk Burnett, Texas, where he graduated
from high school. After a friend persuaded him to apply for employment with TDCJ, he went to
work for the agency in October 2005. He achieved the rank of Sergeant in 2017 and at the end of
December 2021, he promoted to Lieutenant.

Lt. Ramirez says what he enjoys the most about his TDCJ role is the relationships he builds with
the other officers and letting them know that he will always have their backs. He says his biggest
challenges are the turnovers in staffing and new officers not knowing certain duties, which Lt.
Ramirez quickly helps them understand. He says he promoted later in his career because he
wanted to do his part to make a positive change for the officers around him. That same attitude
has carried over to his time away from the Allred Unit. Allred Unit Senior Warden Jimmy Smith
says this about Ramirez, “I can describe Lt. Ramirez with four character traits. Compassion, for
helping those in need; flexibility, adjusting to change with a good attitude; resilience, recovering
from adversity; and availability, willingness to change priorities to meet a need.”

Lt. Ramirez worked as a mentor for the Wichita Falls Independent School District where his role
was to hang out with young people that were either underprivileged or special needs. He says, “I
would bring them lunch and sit with them while we played games or read books or went outside
on the playground for recreation.” He was assigned two young men to mentor and help them
with their homework and other areas related to their schooling. For his dedication to those young
people, he was awarded the Mentor of the Year award by the Wichita Falls Independent School
District in 2015.

When he is not on duty at the Allred Unit or mentoring young people in Wichita Falls,
Lieutenant Ramirez spends time with his family, which includes his wife of 24 years, Rhianna,
who is a Visual Impairment teacher in Wichita Falls. They have an adult son, Anthony, and four
grandchildren, Marcus, age 10; Faith, age 9; Kayzlee, age 5; and Leia, age 3. Lt. Ramirez’s
favorite sports teams are the Dallas Cowboys, the Texas Rangers, and the Texas Longhorns. He
says he tries to attend as many football games as possible, as well as baseball games.

Some folks know what they want to do for a career at a very early age and then go on to achieve
it as an adult. Such is the case with Irma Gonzalez, Correctional Officer V at the Bill Clements
Unit in Amarillo. She’s always been interested in law enforcement and corrections. Officer
Gonzalez was raised in Ciudad Juarez, Mexico but moved to the United States in 1998. She
attended and graduated from Palo Duro High School in 2003. She continued her education at
Amarillo College and the University of Phoenix with an emphasis on Criminal Justice.

Her career with the Texas Department of Criminal Justice began as a wager when someone told
her that she would not be able to handle a job in this field of work. Never backing down from a
challenge, she embraced it and entered the Plainview Training Academy in 2010. Her intention
was to experience the criminal justice system, understand it and then move on to a career in law
enforcement. But once she began working for the agency, she saw the many opportunities
available to her within the agency itself. When Officer Gonzalez graduated from the academy,
her first assignment was at the Bill Clements Unit. She was uncertain of how long she would
stay, but everything about TDCJ fascinated her, such as how an inmate is classified, their
behavior during classification, as well as the pride that Correctional Officers have as a public
servant. She also understood that she has a responsibility to ensure the safety and welfare of the
inmates, as well as her fellow officers.

In 2011, Officer Gonzalez attended First Aid training and became a member of the Emergency
Response Team. She also attended Mentor Training to help guide new TDCJ employees in their
careers. In 2012, she was selected as a Field Force Officer and attended Horsemanship Training
in 2013. The next year, she attended Key Control and Armory Training and became the Key
Control and Armory Officer. In 2018, she became the Clements Unit Field Training Officer, a
position which she still holds.

Officer Gonzalez said, “Dealing with inmates is a challenge all on its own. Knowing how to
manage them while setting boundaries to accomplish the day’s goals comes with a lot of
responsibilities and decision-making which can make the difference in between being safe or
being put in a precarious situation.” She says what she enjoys the most about her job is keeping
the inmates safe, as well as her co-workers. Clements Unit Senior Warden Adam Rene Gonzales said, “Officer Irma Gonzales is the kind of employee every warden looks for because she exemplifies the agency’s core values while upholding our policies and procedures with confidence. She’s never too busy to assist others, even if it extends her day beyond her normal working hours. Field Training Officer Gonzales truly believes that the Clements Unit is part of her own family. She’s a true asset to the agency and stands ready to assist whenever the need arises.”

When not at the Clements Unit, Officer Gonzalez enjoys watching football and baseball games, and spending time with her family. Her spouse, Debra Tebo, is a former TDCJ employee. She and their three sons, Skyler, age 23; Delco, age 17; and Carlos, age 15; know that Irma’s job comes with a risk and that it has its challenges. Officer Gonzalez concluded, “TDCJ opened up a whole new world of opportunities for me, and I am especially grateful to my mentors who believed in me and gave me the opportunity to accomplish my goals for a successful TDCJ career.”

Chairman O’Daniel announced that Damon, Placido, and Irma were in attendance at the meeting, and requested that they stand for recognition.

Eric Nichols stated that in our hearts and minds we will never forget the brave and dedicated members of the TDCJ family who have succumbed to the coronavirus, those that have been recognized at this meeting and at prior meetings. He reported that as a board, the members have recognized that it would be appropriate to have a permanent, physical memorial to honor those who have fallen in the line of duty. Mr. Nichols stated that there is an effort to raise funds to install a permanent memorial at the Texas Prison Museum, and for more information, those interested could visit the Texas Prison Museum website. He mentioned that as a challenge amongst the board members, Chairman O’Daniel has already stepped forward to contribute and that several other members would follow to engage in the effort to raise funds. Mr. Nichols thanked Chairman O’Daniel for his leadership on this project and the opportunity to discuss it.

Mr. Collier reported that the agency has distributed information recently regarding the fundraising efforts. He stated the memorial will be a wall, similar to the Vietnam Memorial, with names of not only those that passed away due to COVID-19, but all who have died in the line of duty throughout the history of the agency. It will be a permanent marker that can be added to, as necessary, at the Texas Prison Museum in Huntsville, Texas. Mr. Collier indicated that the agency is grateful to the Prison Museum for working with agency staff to help identify the best way to honor these employees. He thanked the board members for their support.

Report from the Agricultural Advisory Committee

Billy Hirsch, Manufacturing, Agribusiness and Logistics (MAL) Division Director, reported on the recent activities of the Advisory Committee on Agricultural, which is chaired by Pastor Larry D. Miles. The committee is governed by Texas Government Code §497.111 and consists of five members, one member of the TDCJ, who serves as Committee Chairman, which is Pastor Miles; one faculty member of Texas A&M University, which is Dr. Cliff Lamb, Acting Director of Texas A&M AgriLife Research; two citizens with knowledge of agriculture, appointed by the TBCJ, which are Walt Roberts, Texas Department of Agriculture Assistant Commissioner for
Legislative Affairs and External Relations and Thomas Fordyce, former Director of TDCJ Agribusiness, Land and Minerals Department; and one citizen appointed by the Commissioner of Agriculture, which is Jay Brent, an entrepreneur, fifth generation rancher, commodity exchanger, and owner of Public House restaurant in Amarillo, Texas. The committee holds quarterly meetings and shall present to the TBCJ twice a year regarding agricultural operations, suggestions for new areas, and use of inmate labor.

Mr. Hirsch reported that the inaugural meeting of the committee was held June 18, 2021, where the committee members met agriculture leadership staff, received an extensive overview of Agribusiness, Land and Minerals, and toured the equine operations at the Goree Unit. Mr. Hirsch stated that all TDCJ horses are bred at the Goree Unit. Agency-wide, there are approximately 1,200 head, with 750 of those used for security, 150 are stock horses used for ranching operations, 200 horses are always in some form of growing or training since horses are not used in the field until they are at least two years old, and approximately 100 broodmares and stallions.

The committee met again on September 9, 2021, at Buffalo Ranch to tour the ranch; be briefed on updates regarding harvesting, feral hogs, and the impact of COVID-19 on inmate labor; and discuss recommendations to present to the TBCJ. The most recent meeting was held December 8, 2021, in Huntsville, where the committee further discussed recommendations to the TBCJ and toured MAL operations at the Wynne Unit.

Mr. Hirsch presented recommendations related to upgrading agency tractors, poultry operations, and the Terrell Unit cannery. He reported that the agency has an inventory of 387 tractors, with the oldest being a 1965 Ford. Mr. Hirsch stated that the agency has several old tractors, with backup equipment being necessary since approximately 213 tractors are required for the core operations. The committee suggested that the agency begin leasing tractors to reduce repair costs and remove some of the older tractors from the fleet; therefore, MAL is working with the Contracts and Procurement Department on a proposal for such.

The goal of agency poultry operations is to produce one and a half eggs per offender, per day, which is approximately 180,000 eggs needed each day. There are currently 24 poultry houses in the agency at six units, with the oldest being built in 1962 and the most recent being built in 1983. Upon the committee’s recommendation for changes to the poultry operations, MAL is preparing a proposal to build a new poultry house and increase the chicken population.

Mr. Hirsch reported that the committee plans to visit the Terrell Unit cannery in March 2022; however, staff have provided cannery information to the committee during previous meetings. The cannery was built in the 1980s and much of the equipment is original. The agency currently cans green beans, carrots, yellow and butternut squash, sweet potatoes, white potatoes, leafy greens, pinto beans, and sauerkraut. The committee recommended that cannery operations be increased, which will require additional resources.

Mr. Hirsch thanked Pastor Miles for the leadership and vision he brings to the committee. He reported that the agency recently held a Top Hand Award ceremony honoring 25 agriculture employees. Several committee members attended, as well as Mr. Collier and the Texas Agricultural Commissioner, Sid Miller. Mr. Hirsch expressed his appreciation to everyone who was able to participate.
Pastor Miles commented that Mr. Hirsch has made it easy for the committee to come together and they are looking forward to making progress with TDCJ Ag operations and discussed how hard the agriculture employees work. He thanked Mr. Hirsch, and Mr. Brent, who was also in attendance, and said the committee is hopeful to make progress on their recommendations for Agribusiness, Land and Minerals.

**Discussion, Consideration, and Possible Action Regarding Purchases and Contracts over $1 Million**

Ron Steffa, Chief Financial Officer, reviewed the purchases and contracts over $1 million. There were six items for consideration, with the first five being renewals for existing residential re-entry services contracts that, if extended, will all be operated through CoreCivic, Inc. covering the areas of Del Valle, near Austin; Dallas; two locations in El Paso; and Fort Worth for fiscal year 2023. The sixth item was for the procurement of electricity, which would cover the 45 units in deregulated areas. As done in the past, this would be a reverse auction process in which the vendors are pre-qualified and would bid in reducing price increments. Once there is a winning bid, they will bid in three-, four-, and five-year terms and the agency will choose the term and bid that is the best value for the state of Texas. Mr. Steffa reported that the agency is also seeking a 10% variance that would accommodate both the bid amount and any variance in usage during that timeframe.

Chairman O’Daniel asked for any questions; hearing none, he 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._

**Internal Audit Status Report**

Chris Cirrito, Internal Audit Director, presented the Internal Audit Status Report, with one update, stating that a walk-through of the correctional officer recruitment process will be conducted. Upon completion of the walk-through, Internal Audit leadership will review the results and determine if the annual audit plan should be modified to conduct additional work related to correctional officer recruitment.
Discussion, Consideration, and Possible Action
Regarding Proposed Land Transaction

Request for Access Driveways, Water Line and Water Meter Easements at the Stiles Unit, Jefferson County, Beaumont, Texas

Mr. Hirsch presented the request for access driveways, water line and water meter easements at the Stiles Unit, Jefferson County, Beaumont, Texas. Lamar State College Port Arthur (LSCPA) and the City of Beaumont are requesting easements co-located on the Stiles Unit. Mr. Hirsch stated the proposed easements will provide vehicle access and water to a proposed truck driving training facility. Two easements are for access driveways, which include an area of approximately 0.3114 acres of land to use for ingress and egress. One easement is for a water line to contain a two and one-half-inch potable water line being 0.0233 acres or 44.34 feet long, which will provide service to the LSCPA facility. One easement is to the City of Beaumont for a water meter that will service the LSCPA facility, which includes 0.0045 acres of land. LSCPA and the City of Beaumont request a term of 30 years and offer no compensation. He stated the request includes language requiring indemnification as the grantee’s responsibility, the most-favored nation clause, and general liability insurance coverage for a minimum of $3,000,000. Mr. Hirsch recommended the TBCJ approve the request.

Pastor Larry D. Miles moved that the Texas Board of Criminal Justice approve the request for access driveways, water line and water meter easements at the Stiles Unit, Jefferson County, Beaumont, Texas, as presented.

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

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

1. Request to Replace Roofs at the Jester III Unit, Fort Bend County, Richmond, Texas

Cody Ginsel, Director of the Facilities Division, presented a new project for consideration requesting board approval to replace the roofing systems of the Jester III Unit, which will consist of removing approximately 157,750 square feet of existing roofing system to be replaced with a new galvanized steel panel 22-gauge roofing system to meet energy conservation requirements, building codes and standards, along with the repair and replacement of all existing mechanical equipment. Mr. Ginsel reported that three bids were received for this project in December of 2021, and if approved, the work will be performed by Gutier LLC. Mr. Ginsel asked that the Board approve the total estimated program cost of $11,249,300.

Judge Molly Francis moved that the Texas Board of Criminal Justice approve the request to replace roofs at the Jester III Unit, Fort Bend County, Richmond, Texas, as presented.

Derrelynn Perryman seconded the motion, which unanimously passed when called to a vote.
2. Request to Request Roof at the Estelle Unit Textile Mill, Walker County, Huntsville, Texas

Mr. Ginsel presented a new project for consideration requesting board approval to replace the roofing system of the textile mill on the Estelle Unit, which will consist of removing approximately 36,000 square feet of existing roofing system and replacing all mechanical equipment and perimeter lighting. Installation includes new insulation and a new polyvinyl chloride membrane roofing system to meet energy conservation requirements and building codes and standards. Mr. Ginsel reported that two bids were received for this project in January of 2022, and if approved, the work will be performed by L.D. Tebbin Company, Inc. Mr. Ginsel asked that the Board approve the total estimated program cost of $2,392,200.

Eric Nichols moved that the Texas Board of Criminal Justice approve the request to replace roof at the Estelle Unit Textile Mill, Walker County, Huntsville, Texas, as presented.

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

3. Request to Replace Roofs at the Ramsey Unit, Brazoria County, Rosharon, Texas

Mr. Ginsel presented a new project for consideration requesting board approval to replace the roofing system of multiple buildings on the Ramsey Unit, which will consist of removing approximately 31,720 square feet of existing roofing system. Installation includes new insulation and a new polyvinyl chloride membrane roofing system to meet energy conservation requirements and building codes and standards. Mr. Ginsel reported that three bids were received for this project in January of 2022, and if approved, the work will be performed by Atlas Universal, Inc. Mr. Ginsel asked that the Board approve the total estimated program cost of $2,808,000.

Pastor Larry D. Miles moved that the Texas Board of Criminal Justice approve the request to replace roofs at the Ramsey Unit, Brazoria County, Rosharon, Texas, as presented.

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

Discussion, Consideration, and Possible Action Regarding Proposed Revisions to Board Policy BP-01.04 (rev. 13), “Standards of Conduct for the Texas Board of Criminal Justice and the Executive Director of the Texas Department of Criminal Justice”

Kristen Worman, General Counsel, presented the proposed revisions to BP-01.04 (rev. 13), “Standards of Conduct for the Texas Board of Criminal Justice and the Executive Director of the Texas Department of Criminal Justice.” Ms. Worman stated the revisions are to implement Senate Bill 282, enacted in the 87th Legislature, Regular Session, which created Texas Government Code §576.001 that prohibits appropriated funds from being used to settle or
otherwise pay a sexual harassment claim made against a TBCJ member or an employee who serves as staff for a TBCJ member. Grammatical and formatting updates were also made to the policy.

     Eric Nichols moved that the Texas Board of Criminal Justice approve the revisions to Board Policy BP-01.04 (rev. 13), “Standards of Conduct for the Texas Board of Criminal Justice and the Executive Director of the Texas Department of Criminal Justice,” 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, April 22, 2022, in Austin, Texas.

     Adjournment

There being no further business, Chairman O’Daniel adjourned the 221st meeting of the Texas Board of Criminal Justice at 11:41 a.m.

Chairman

Secretary