

CONNECTIONS

TEXAS DEPARTMENT OF CRIMINAL JUSTICE

INNOVATION

June 2024

Our conversation today is someone
else's survival guide tomorrow
The Tank
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TEXAS DEPARTMENT OF CRIMINAL JUSTICE
CONNECTIONS



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CONNECTIONS

Before there was a Criminal Justice Connections, there was the **Newsletter**, the semimonthly publication of the Texas Department of Corrections (TDC). Its purpose was “to promote and convey interdepartmental communications among the employees.”

In 1974, when Volume 11 was published, Dolph Briscoe was Governor and W. J. Estelle Jr. was the TDC Director. Along with pertinent agency news, employees could submit items they had for sale. The **Newsletter** also posted surplus produce that was offered to employees each month. For example, in the February 1974 issue, Linda Highley was selling her 1969 Simca, and employees could purchase up to 10 pounds of turnip bottoms for six cents a pound.



Innovation in Action

DEAR TEAM:

The Texas Department of Criminal Justice (TDCJ) has a long and proud history, serving our state for 175 years. Throughout that time, we’ve faced challenges, but those challenges have often been the sparks that ignited our greatest progress.

Our core values – perseverance, integrity, courage, and commitment – have always fueled our success. Today, we’re doubling down on those values, while also embracing innovation as a key to overcoming new challenges.

In this issue of Connections, you’ll read about how we’re innovating across the agency, and we’ll spotlight some of the groundbreaking ways we are moving the needle forward in everything we do, from the digital victim impact statement, to prioritizing emerging technologies and offering life-changing programming opportunities for our inmates.

To achieve this mission, we need to capitalize on and harness the innovative spirit that already exists within our workforce. You inspire me with your unwavering work ethic, and anything is possible attitude. The cutting-edge work I’ve witnessed across the state is a testament to your ingenuity and character.

By embracing change and innovation together, we can tackle pressing issues and build a stronger TDCJ. This means fostering a culture that encourages innovation, agility and the courage to reinvent ourselves.

Innovation isn’t just a checkbox for TDCJ. It’s the spirit that runs through our veins. We’ve come a long way, but our mission remains the same: public safety, rehabilitation, reintegration and supporting victims.

This agency has always dared to dream of a better future and put in the hard work to make that dream a reality. That’s the exciting challenge before us – to build a better TDCJ and a better Texas.

Together, we can leverage the opportunities that come with change and drive breakthroughs that will shape a brighter tomorrow.

Thank you for your dedication.


Bryan Collier
Executive
Director

Cover photo: The Tank radio station and blog airs from the Polunsky Unit.

Back cover photo: All is quiet just before evening arrives at the Stevenson Unit in Cuero.



ESTELLE UNIT EMERGENCY DEPARTMENT AND MOBILE MEDICAL PROVIDES COMPASSIONATE AND TIMELY CARE

An alarm blares in the Estelle Unit Emergency Room. In rushes an inmate with a history of diabetes and several other underlying medical conditions. His blood sugar is a concern, but a more immediate issue takes center stage: a large blood blister on his foot bursts.

Registered Nurse Bryan Hancock, a familiar face at Estelle for years, wastes no time. He quickly assesses the inmate's vitals and begins stabilizing his condition while treating the infected blister. Relief washes over the inmate as he expresses his gratitude for being housed near the new Emergency Room (ER). Its proximity likely made a significant difference in his timely treatment.

The Estelle Unit ER, established in February 2023, operates 24/7 to serve not only its own population, but also inmates from eight other units: Byrd, Ellis, Ferguson, Goree, Huntsville, Holliday, Wainwright and Wynne.

To provide better medical services for incarcerated individuals, the Texas Department of Criminal Justice (TDCJ) collaborated with the University of Texas Medical Branch (UTMB) to create the Estelle ER. This partnership allows both organizations to deliver high-quality, 24/7 urgent and emergency care to those in TDCJ's custody.

"The creation of the Estelle ER and our joint efforts to

expand services across units is a significant accomplishment for TDCJ and UTMB," said Marjorie Cisneros, associate vice president of Inpatient Operations at UTMB. "This collaboration demonstrates the power of working together to achieve more than either agency could alone. It's a testament to the synergy and combined effort that led to innovative new services for the units we serve. I'm incredibly proud of everyone involved in making this a success."

The Estelle Unit ER delivers not only critical medical care, but also an extra layer of security by minimizing the need to transport inmates to free-world hospitals. Deputy Director of the TDCJ Health Services Division Chris Black-Edwards explained the advantage, "The Estelle ER allows us to treat medical emergencies more swiftly and reduce the number of inmates transported outside the system."

Black-Edwards highlighted the time saved compared to using an ambulance, "An inmate experiencing a crisis can be transported by a TDCJ van directly to Estelle, ensuring a quicker and

more secure response. Free-world ambulances face additional security protocols upon arrival and departure, adding crucial minutes to the transport time."

Even after hours, correctional officers assigned to the housing areas are trained to assist an ailing or injured inmate by transporting them to the unit's medical area and setting up a telehealth conference. The Estelle ER remains fully staffed with medical professionals, ensuring a doctor is always on-call or physically present on the unit. This approach allows TDCJ to fulfill its dual objective: delivering exceptional medical care for inmates while prioritizing public safety.

With over 20 years of correctional clinical experience, Jamie Williams-Collins, senior business manager with UTMB, leads the Emergency Room operations along with doctor Co Nguyen. With this new emergency room she said, "Inmate access to timely and urgent care has been significantly improved."

The Estelle Unit

The Estelle Unit transcends its reputation as a maximum-security prison. While it houses a general population, it also specializes in providing comprehensive medical and ophthalmic care for inmates across the state.

Estelle goes further, providing specialized care for a diverse population. This includes geriatric inmates, those with visual or hearing impairments, diabetic patients, and individuals with chronic illnesses. As a dedicated dialysis treatment facility, it ensures further support for those in need.

Warden Michael Britt, who began his career at Estelle in 1995, acknowledged the unique challenges of leading such a multifaceted facility. His dedication to both inmates and staff is readily apparent.

A recent example? During his daily operations, Britt took a moment to personally guide a disoriented blind inmate, demonstrating the unit's commitment to compassionate care. This act embodies the spirit of a typical day at Estelle – a place where security and specialized care coexist.

Mobile Medical Healthcare

While stepping up to deliver emergency medical care, TDCJ along with UTMB are also improving their ability to better provide diagnostic and preventative medical services.

Before February 2023, inmates requiring an MRI, mammogram, or specialized care faced a significant hurdle. They, along with all their belongings, would travel for days to units with the necessary medical equipment or to Hospital Galveston. This involved overnight stays in unfamiliar units, making annual mammograms, particularly crucial for women over 50, a daunting prospect.

Consequently, many inmates neglected this vital healthcare. Now, TDCJ and UTMB bring that care to the inmate. Mobile MRI and mammogram units eliminate the need for risky off-site transport, enhancing security for everyone involved. This convenience also removes the burden and anxiety of travel, encouraging inmates to prioritize preventative and diagnostic care.



Left to right: Dr. Margarta Hammeke, Envision Emergency Department Physician; Dr. Co Nguyen, Estelle Medical Director and Shelly Hanson Miller, Estelle Cluster Nurse Manager

FIXING FAUCETS AND RESTORING LIVES FEMALE MAINTENANCE CREWS

The sound of wrenching and banging from the bathroom echoes through an empty classroom at the Hobby Unit. You think, “Oh, the maintenance team is at it again,” and you’d be right ... almost.

The Texas Department of Criminal Justice (TDCJ) made history in September 2023 with the launch of its first all-female inmate traveling maintenance crew. This innovative team tackles plumbing repairs across facilities, alleviating pressure on existing TDCJ crews. While their primary focus is the Hobby Unit, they function as a mobile “assist” team, ready to address needs wherever they arise. Importantly, the program equips these women with valuable job skills

that will benefit them upon release. “There’s a large plumbing need across facilities,” explained Maintenance Supervisor IV Melissa Beckett, who oversees the crew. “So, plumbing is our primary focus. We also tackle minor electrical issues like fixing lights, and we deploy based on expertise. They even went to Bartlett State Jail to lend a hand with sheetrock and steel framing.” Stationed at the Hilltop Trusty Camp in Gatesville, the women

inmates, even those in different units. “The women are so grateful that we come in and help, even with basic things like toilets or sinks,” Lee said. A full plumbing crew can have up to five or six women. Currently, they’re down to two. One crew member celebrated her release, another achieved her goal by transferring to a truck driver position in the Manufacturing, Agribusiness, and Logistics (MAL) Division, and the last one opted to pursue cosmetology training. While this turnover can be challenging, Beckett, a TDCJ staff member of 16 years, takes it in stride.

“It’s good for them to discover their talents, what they’re good at and career paths for life after release,” she said. So, it’s a ‘I don’t want you to go, but yes, I want you to go’ situation. Their success is our goal.” Lee feels that encouragement from Beckett. “She cares about us. She wants us to succeed, and that makes a huge difference. Her encouragement, especially

travel to different units within Region VI. Amy Lee, a crew member, acknowledges the long days. “We sometimes get back at 8:30 p.m., call our families, unwind, and then it’s lights out to gear up for another day.” They don’t mind, though. In fact, they enjoy the work and find satisfaction in helping fellow



when we're unsure of ourselves, is nice." Lee said. "Most of us are new to this, so it's helpful to have somebody that encourages you to learn and experience new things."

Lee, who never worked on plumbing prior to her incarceration, found the job boosted her self-esteem.

"It gives you a new sense of independence," Lee said, "like not having to rely on others. When I go home, if my toilet breaks, hey, I can fix that! It's a good feeling knowing I have the independence to tackle small things, maybe even some big ones, on my own."

Beckett finds immense satisfaction watching her crew learn and succeed.

"When you do something for the first time and succeed," she explained, "you're empowered. There's a confidence they gain, one they will carry the rest of their lives, knowing they accomplished something. Here's this huge task, and we conquered it."

As for Lee, she's ready to take on new tasks at home and in the job market when she releases.

"I'm all about girl power" Lee said. "I may not be as strong, but I can do anything a guy can do, and wear pink too."

Preceding page: Monica Owens and Amy Lee moving around different housing areas at the Hobby Unit in Marlin; Above: Working on toilets at the Hobby Unit gym; Right: Amy Lee reassembling a flushing mechanism.



eVIS THE VOICE OF CRIME VICTIMS ONLINE

The aftermath of a crime can leave a victim feeling voiceless. While a “guilty” verdict may have been read, their journey to healing has just begun. They might wonder, “Will anyone understand the impact the crime has had on my life?” The Victim Services Division (VSD) is here to help with the innovative Electronic Victim Impact Statement (eVIS).

eVIS is the digital version of the Victim Impact Statement (VIS), a formal document for victims to indicate the physical, psychological, and financial impacts of the crime. Sharing their experience in their own words is a critical step in their healing journey.

Jenny Brantley, manager of the VSD Notification section, explained the process: Law enforcement agencies are required to provide victims with written notice of their rights as a crime victim. This often includes a copy of the VIS. Before a trial, the Victim Assistance Coordinator in the District Attorney’s office guides the victim through the criminal justice system, helping them complete the VIS either digitally

via the eVIS or through a paper copy. The Victim Assistance Coordinator is responsible for submitting the statement to the District Attorney who will provide the statement to the judge for consideration prior to sentencing.

If the defendant is convicted and sentenced to TDCJ, the VIS is added to the inmate’s file and is also considered by the Texas Board of Pardons and Paroles during the parole review process. If the victim did not complete the VIS prior to sentencing, they may still do so at any time for the document to be included in the inmate’s file.

The VSD added eVIS as a new feature to the Integrated Victim Services System (IVSS) portal, which was launched in 2019. Brantley described the IVSS portal as a great resource to crime victims.

“It allows the victim to register to receive notifications regarding the inmate post-conviction, including information about



parole, offender release, or discharge. They can update their contact information and review their previous notifications. It also saves the eVIS as it is being created, so that the victim can save their progress and take breaks if needed. The IVSS portal also hosts the Texas Victim Resource Directory, a links library, a staff wellness library, recordings of previous webinars hosted by the Texas Crime Victim Clearinghouse, and pdf versions of the brochures published by VSD.”

The vision for eVIS is clear: to create an additional way for a victim to exercise their right to be heard in the criminal justice process.

Brantley emphasized the program’s success. “The process works,” Brantley said, “and we are proud of the positive impact it has on victims.



EARNED INCENTIVE HOUSING

A FEW SMALL CHANGES HAVE A BIG IMPACT

From the outside, the E4 pod looks no different than any other cell block at the Clements Unit. The only indication it's any different is the secure sliding door at the entrance that is painted a deep maroon and decorated with an ornate gold filigree design. The words "INCENTIVE HOUSING" are painted across the top.

But inside, you will find small changes that have had a big impact.

For Clements Unit Senior Warden Adam Gonzales, it started with a need: How do we change the culture? How do we modify behavior and create a less stressful environment—one that benefits inmates and employees?

It began simply enough with a mural and a few accent walls, but the change was almost immediate.

"Usually, you would walk into the housing area and you'd see boot marks on the walls, or disrespect – scuff marks from a trash can being thrown," Gonzales said. "All of that has stopped. You see the ownership. The whole atmosphere has started to tone down."

Gonzales, who spearheaded this initiative, told the story of an older inmate who fell asleep while watching TV, something that is highly unusual in the clamor of a normal prison day room. Initially, Gonzales was concerned the inmate had a medical issue, but discovered he just found the space so peaceful and calm he was able to take a nap.

"This is a huge change from a year ago when these inmates, who have long sentences but are serving their time without incident, were housed in the same cell blocks as more disruptive inmates," Gonzales said. "You know, we've got guys that have been here 20-plus years and never get in trouble, but they're living in the same areas as the others."

The clash of personalities and chaotic atmosphere created a stressful environment for everyone, including the correctional officers and staff working on the wing.

"You can already see the difference. The inmates come in here and they know what they're supposed to do."

- Dale Shaw, CO V



Entry into the Clements Unit Incentive Housing.

“By creating a space these inmates want to be in, you’re giving them ownership and a reason to behave,” Gonzales said. “To be eligible for earned incentive housing, inmates have to be disciplinary-free, drug-free, and free of any gang affiliation. They also have to submit to more frequent drug testing. And they’re happy to do it. With the whole totality of what we’ve incorporated into this housing area, you see the men being thankful and appreciative and just behaving respectfully.”

The Murray Unit in Gatesville has taken cues from the Clements Unit and recently opened an earned incentive dorm that houses 100 low-custody women.

While it’s only been open for a few months, Dale Shaw, correctional officer IV, has noticed a change.

“You can already see the difference. The inmates come in here and they know what they’re supposed to do. It’s a more mature atmosphere; they’ve started to appreciate things more,” he said.

“It makes my job a whole lot easier. That’s an outstanding thing. You don’t have to do as many corrections on this dorm,” Shaw said. “When I go in there to do count, I don’t have to say, ‘Hey, it’s count time’ Everybody’s already ready to go.”

Murray Unit Senior Warden Audrey England noticed a change throughout the unit.

“The other inmates see these women sitting out on the patio drinking their coffee, playing dominoes, reading a book and they want that and I wanted them to see it: ‘Hey, if you do right and you’re doing what you’re supposed to be doing, this is what you can have,’” she said.

In just the past few months, England received over 100 requests from women in other housing areas asking to be moved to the new earned incentive dorm.

“They see what’s going on in there and they want to be a part of it. It changes the atmosphere on the entire unit,” England said.

Back on the Clements Unit, they’ve just added two new murals: one of a cozy fireplace

with a crackling fire, the other an aquarium filled with jellyfish and stingrays. The incentive housing areas also have other perks, including big TVs, better mattresses, filtered water bottle fillers and quality exercise equipment.

To the detractors who think this is no way to treat convicted inmates serving time, Gonzales said, “If we’re not comfortable coming out of our shell and thinking of innovative ways to modify behavior and create an environment where the staff want to be at work and feel safe, we’re in the wrong line of business.”

“We’re humanizing corrections for the benefit of our staff, the inmates, and the communities they’ll return to.”

SPECIALIZED DORMS BUILDING COMMUNITY AND CONNECTION

The recently renamed Patrick L. O’Daniel Unit sits on the outskirts of Gatesville. With a capacity of 644 inmates, the unit houses females of all custody levels. There are six unique housing dorms within the unit that were created to serve the individualized needs of specific populations such as veterans or those overcoming substance use. For just over 200 of those women, that housing is more than just a cell; it’s a community.

With an understanding that a sense of connection can be created when you bring together people with similar backgrounds, the dorms house women who share common experiences, which allow them to relate on a deeper level.

Kristen Gamez, a peer support coach in the Recovery Opportunity Dorm said, “This is a place where we are all working to be our best selves and we’re doing it together in a place that is supportive and motivational.”

The Recovery Dorm is a space for empathy and understanding, where these women can learn to get sober and stay sober, where they begin to understand the foundations of recovery and sobriety, and discover what their lives can look like beyond addiction.

“I believe it is a space that is supportive and caring, where we can share and connect and uplift each other. It has been monumental to my recovery journey,” Gamez said.

April Zamora, director of the Reentry and Integration Division which oversees the STRIVE Reentry Dorm and the S.T.A.R.S. Dorm, described that sense of community.

“They’re really going on a journey and working on discovering who they are now and who they want to be in the future. These dorms have created a safe place for them to work through their

trauma and begin to heal. They’re not necessarily thinking about their past; they’re working toward the future.”

In the S.T.A.R.S. dorm, all the women living there are military veterans. S.T.A.R.S. stands for Service Through Action Reveals Strength. For this group of women, that service is now about giving back to their community, both within the prison and beyond.

They give back to their fellow inmates by conducting



New outdoor furniture for the recreation area at the Murray Unit.



Lucinda Wilson, former hospital corpsman, U.S. Navy



themselves with dignity and self-respect as they post the colors during unit graduation ceremonies as members of the first-ever female inmate honor guard. They give back to the community by participating in the Patriot PAWS program and training puppies that will eventually be service animals for veterans in need.

“Being able to train these dogs that I know are going to go back to the veterans is really special because I’m giving back to my fellow veterans,”

Patriot PAWS trainer Ginger Dorsey said.

In each of these dorms, the connecting thread is that they all have shared experiences which allows them to come together and feel a sense of connection and belonging. In that space, they can be vulnerable enough to talk about their traumas and learn what it means to live as a productive and integral member of a community.

INDIVIDUALIZED HOUSING DORMS AT THE O’DANIEL UNIT

G3 Faith Based Dorm: A 12-month faith-based program facilitated by Prison Fellowship Academy that focuses on bible studies, trauma care and community building activities.

Faith-Based Dorm: A 15-month faith-based program facilitated by Discipleship Unlimited that focuses on bible studies, small group discussions and community building activities.

Recovery Housing Opportunity Dorm (RHOP): Led by Peer Support Coaches, RHOP is an opportunity to improve character, elevate the mind, identify and correct self-defeating behaviors, and instill the value of self-examination, which will create a servant-leader mentality as participants build the road to long-term sobriety and restoration.



Beauty from Ashes



*Strength & Dignity
are her clothing*

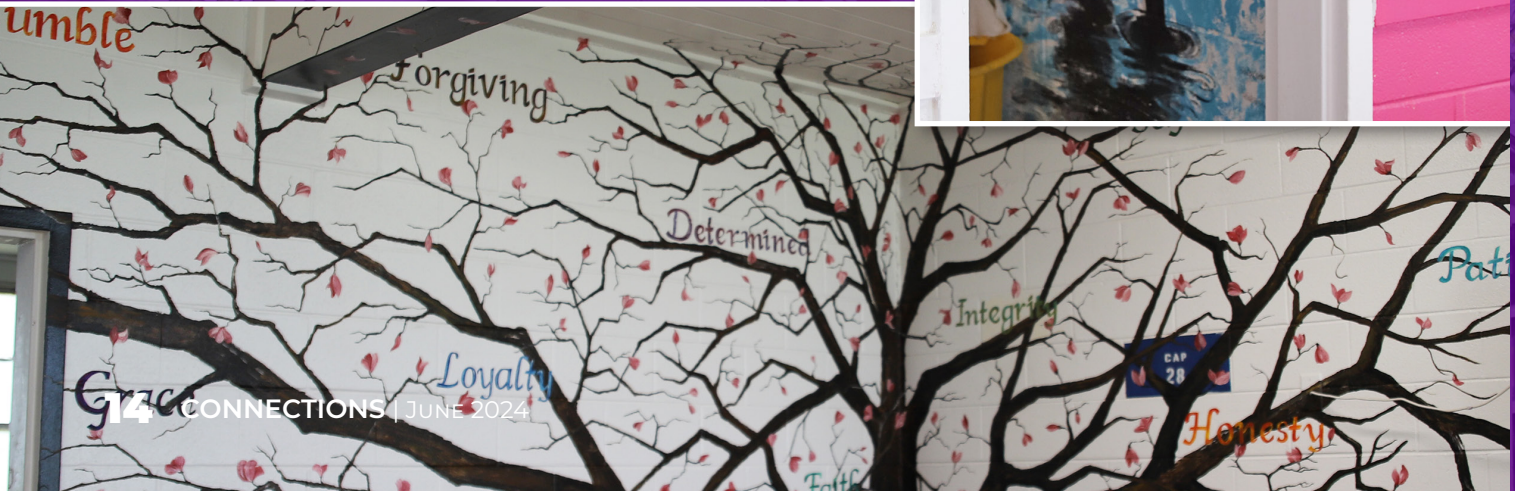
The Transitional Dorm: Based on the Cognitive Life Skills program and led by life coaches, the Transitional Dorm is a place that encourages participants to improve their ways of thinking, practice healthy decision-making and problem-solving strategies and strengthen their interpersonal communication skills. The goal is to inspire individual growth and positive change.

Service Through Action Reveals Strength (S.T.A.R.S.) Dorm: This dorm houses 34 female veterans from all branches of the military.

Women are members of the unit Honor Guard and participate in training service animals for veterans through the Patriot PAWS Program. The mission of the S.T.A.R.S Veteran Reentry program is to prepare veteran participants for reentry through a fostered rehabilitative social environment where each woman is working towards the goal of reentering their community.

Strength Through Restoration, Independence, Vision and Empowerment (STRIVE) Dorm: The STRIVE Dorm houses women who are participating in the 12-week STRIVE program which focus on communication, trauma and abuse, coping mechanisms and relationships

In collaboration with the Windham School District, the program also provides education and skills training to empower participants to achieve their goals. This collaborative effort has resulted in residents securing employment prior to their release.





Examples of the artwork of inmate Stephen Ashford in the Hughes Unit veterans' pod and the Incentive Dorm.

INNOVATIVE LEADERS

JESSICA O'DONNELL & CARL HAZLEWOOD

JESSICA O'DONNELL started with the Texas Department of Criminal Justice (TDCJ) in 2007 when she joined the Region I Director's Office as a clerk while attending Sam Houston State University.

In those 17 years, O'Donnell has learned as much as she can about the agency and its operations. Currently, she serves as the deputy director of Programs for the Manufacturing, Agribusiness and Logistics (MAL) Division.

She attributes that much of her learning came during her time with the Correctional Institutions Division (CID) in which she served in several capacities.

"The bulk of my career was with CID, but I got the opportunity to transfer divisions and learn something new," O'Donnell said. "I've always been told that if you want to understand the big picture you need to move around."

One person O'Donnell said played a significant role in her growth is former CID division deputy director and MAL division director Billy Hirsch, who retired in 2023. Hirsch instilled in her a vision of leading a team and always

looking for new and innovative ways to enhance her role.

"For me, innovation happens when you can take a step back and understand your mission," O'Donnell said. "Mr. Hirsch made a point of always making sure everybody understood how their position plugs into the agency's mission. So, I have a really firm understanding of how I help promote public safety and assist in that part of the mission."

Through her position, O'Donnell collaborates daily with other divisions within the agency to build new programs for inmates, as well as employees, to help them grow in their field. Recently, MAL worked with other divisions and outside agencies such as Windham School District to develop the Skills Demonstrations and Career Expos.

These expos, held at units around the state, allow inmates to show off their newly learned skills in different trades to prospective employers. It's one of many new initiatives she has helped establish and

is part of the agency's 2030 Plan.

"One of our goals is to have 95 percent of the inmates employed before their release.



One of MAL's big strategies is educating employers. We bring employers into our facilities to the Skills Demonstrations and Career Expos, so they get the opportunity to come in and watch inmate job skills firsthand. We also bring them in through individual tours."

For O'Donnell, innovation and collaboration go hand-in-hand. By working with fellow TDCJ staff, they examined programming needs and brainstormed ways to bring their ideas to fruition.

"Our 2030 goals are looking at employability. How do we make an individual more employable?" O'Donnell said. "We are looking at more education opportunities and at certification expansions because that's another way we can articulate to employers the skills of these individuals."

Whether it's considering ways to upgrade equipment used by MAL or exploring new education and career channels for inmates, O'Donnell strives each day to set the standard for employment among corrections agencies.

"We want to be great. When you settle for the status quo, you remove that opportunity to be great and to accomplish the mission to the fullest extent," O'Donnell said. "You've got to be able to reflect and be honest with yourself about where you and your team are and where you would like to

be. You have to be able to pull in different individuals with different backgrounds and perspectives and make them feel empowered to help move you towards that goal."

CARL HAZLEWOOD

Innovation is the birth of new ideas that help bring about change and new beginnings for organizations. For Carl Hazlewood, Director of the Records Management Department, finding new ways of streamlining different services in the agency is what he strives to do to help the agency evolve.

Hazlewood began his career in the Information Technology Division (ITD) and served in several positions working to improve computer data systems, as well as bring in new technology to the Hughes and Murray Units. In his current role, and as part of the Correctional Officer Technology Committee, he continues to bring new technology to the agency to better connect TDCJ employees throughout the state.

"That committee is really about finding technology to help our correctional staff. I am starting to go to units to talk to correctional staff and get their feedback about what type of technology would help them," Hazlewood said. "One of my plans with that is to transition those paper-driven processes to a digital form."

One project he recently helped complete with that goal in mind is the new Employee Digital Timekeeping, which allows

officers and staff to scan their agency identification card when they arrive and leave for work each day to ensure employee's time is reported accurately.

The project was a collaborative effort between agency divisions and initially started in the beginning of 2020; however, with the onset of the COVID-19 pandemic the project came to a halt.

The project resumed in 2021 with Hazlewood and ITD staff brainstorming how they can take the time application on the TDCJ website and bring it to the unit level.

"We started spitballing ideas and one of the ideas was that since we have the time app, is there any way that we can move our units up to the 21st century and have time clocks and do that with their work IDs," Hazlewood said. "We started trying to figure out how we can do that, and in 2022 the idea became a little more solid."

The implementation of the new digital time clocks eliminated the need for paper timesheets and have been fully installed in all units throughout the state. Hazlewood said the feedback from officers and unit staff has been positive.

The completion of the project allowed Hazlewood and his team to get one step closer to accomplishing the agency's 2030 goal of reducing the use of paper and other supplies.

"The transition to paperless processes is one of our 2030

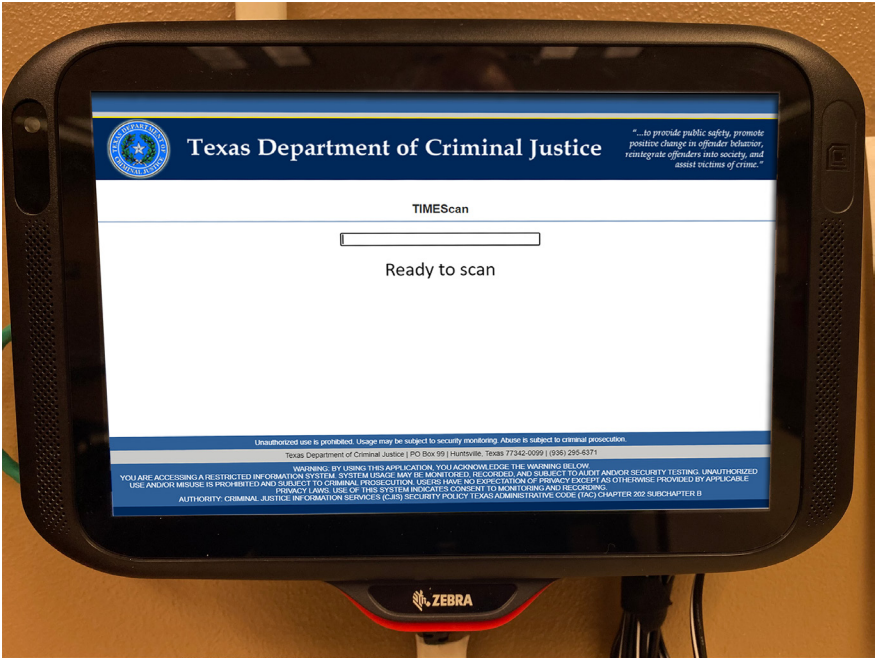
goals and we've talked about a number of different ideas," Hazlewood said. "One of them being the employee mobile app for employees to access their paystubs online."

Hazlewood looks forward to working with other divisions to continue to bring the agency into more efficient processes in various aspects of its daily operations, whether that is employee time keeping, communication, inmate record databases and others. For Hazlewood, being innovative is about looking at ways to use new technology to further enhance the agency's efforts of accomplishing its mission of public safety and rehabilitation.

"The goal is to find technology to make things easier for

correctional staff. My first step is to go to the source, the boots on the ground and ask them," Hazlewood said. "Technology is a part of all of our lives and people

have a better understanding of what it can do and how it can make your life easier. I believe they can be a valuable resource for us to get their insight."



Above: Time scanner at the Ney Unit in Hondo.
Below: Carl Hazlewood.





go be the light

The **Peer Support Coach Program** is an innovative program that educates and trains qualified inmates in TDCJ to serve as role models and support peers for inmates who want to maintain a healthy drug- and alcohol-free lifestyle. Peer Support Coaches like Scott Flynn offer hope through service by challenging the thinking of those who feel hopeless in their struggle with drug use. Flynn measures himself against a high standard, and to maintain this standard, he asks himself these daily questions:

- Would I follow me?
- Would I listen to me?
- Would I believe in me?
- And, most importantly, would I trust me?

Flynn has a deep dedication for those who are hurting, and he has experienced many testimonies of changed lives, some who feel they would not be alive had it not been for the Peer Support Coach Program.

Flynn proudly emphasized that being a Peer Support Coach has taught him and inspired him in ways that he would never have had the opportunity to know had he not become one. He strives to inspire and provide the hope he wanted as a young adult with a substance use disorder.



CUTTING-EDGE LEARNING TECHNOLOGY VIRTUAL REALITY TRAINING DELIVERS INNOVATIVE SOLUTIONS

Texas, one of the nation's largest states, boasts 254 counties that sprawl for hundreds of miles. This vastness makes the Texas Department of Criminal Justice (TDCJ) one of the Lone Star State's biggest agencies. However, this very size can create challenges, particularly in delivering essential training to TDCJ staff and officers spread across the state.

Recognizing this obstacle, the Training and Leader Development Division's (TLDD) TDCJ Online team set out to find solutions. In 2021, a collaborative effort began between TLDD and other agency divisions to address the challenge of providing cost-effective training for staff unable to travel to TDCJ headquarters in Huntsville. Their solution?

Leveraging online training and cutting-edge learning technology.

"We have helped the agency save money by cutting back on travel costs and lodging," Saphon Ren, TDCJ Online Supervisor said. "In terms of learning impact,

the combination of design aesthetic and online assessments have proven to be a successful strategy for driving continuous learning and development."

Ren and her team script, design and build the online training modules. This process typically requires a dedicated effort of four-six weeks, or approximately 400 hours. The completed modules are hosted on a learning management system (LMS) like Blackboard, allowing TDCJ staff to access them conveniently around the state. The interactive format keeps participants engaged with the curriculum, facilitating better retention of the material.

The online platform also offers flexibility for participants to complete modules at their own

pace, enabling them to balance training with their daily tasks. This approach also ensures consistency in training delivery, guaranteeing all staff receive the same high-quality training.

"We've also seen an impact on time efficiency and staff satisfaction. Keeping staff at their offices to complete their training means a lot to them," Ren said. "Additionally, online training offers a level of consistency that can sometimes be lacking in traditional in-person instruction."

The innovation doesn't stop there. With the evolution of technology, the agency began looking into ways to implement a VR component to staff training. It was made possible through a \$1.25 million grant from the Bureau of



“Virtual reality allows us to do training in a more immersive way.”
- Matthew Ade, TLDD Deputy Division Director



Justice Assistance to provide crisis response intervention training for correctional, parole and probation officers. The VR training uses real-life simulations to further train officers.

“Virtual reality allows us to train in a more immersive

way,” TLDD Deputy Division Director Matthew Ade said. “There are certain job aspects of a correction, parole or probation officer that can have an element of risk and VR allows us to recreate those type of scenarios and situations

in a safe environment. It’s not a replacement for in-person training, but rather a valuable tool to enhance our existing programs.”

By embracing online education and VR, the agency bridges the geographical divide inherent in a vast state like Texas. This fosters a more unified culture, bringing TDCJ staff together despite the physical distance.

“Technology has the potential to significantly improve efficiency, and I believe we’re on the right track,” Ren said. “We’re excited to be part of this innovative movement and continue to embrace this forward-thinking approach.”



Above and previous page: Training sergeant, Ambur Hale, in virtual training gear. Above: Image of what she is seeing in the goggles. Her weapon “moves” in the screen as she moves.

DISAPPEARING INK: NEW LASER TREATMENT REMOVES TATTOOS TO OPEN DOORS

The doctor walks up to Reginald Toliver, a Texas Department of Criminal Justice (TDCJ) inmate at Hospital Galveston, and hands him a pair of visors to protect his eyes during the procedure. The inmate smiles, slips them on, and suddenly he looks like he’s about to climb into a tanning booth.

“It’ll feel like a rubber band snapping you over and over,” said the doctor. “Are you okay with that?”

“Oh yeah. I’m just ready to get this stuff off my face.”

Toliver lies back and the doctor begins the process of removing several tattoos from his face.

With each snap of the laser, heat obliterates ink particles under the skin, which allows the body to remove the ink particles over time. Toliver winces after the first zap, but his face relaxes, and after a few minutes, the doctors complete the procedure and Reginald has a brand-new look.



“We see tattoo removal as a method of empowering victims of human trafficking.”
- Sherri Cogbill, RID Deputy Division Director

About 84 percent of TDCJ’s prison population has been identified as having a tattoo. Coupled with the fact that most inmates will release back into the public sometime in the future, the demand for tattoo removal within the system is great.

“We are prioritizing tattoos that are on the neck, face, and hands and are either vulgar or related to organized crime or human trafficking,” said Sherri Cogbill, deputy division director

of the Reentry and Integration Division (RID). “Those tattoos that are visible and would make most anyone conducting a job interview think twice about hiring.”

The inmates receiving the procedure that day explicitly stated that improving their post-release job prospects was the main reason they volunteered to have their tattoos removed.

“The job that I get in construction management, I can’t have tattoos above my neck,” said Salomon Diaz Jr., an inmate preparing to release on parole this year. “I was talking to my boss, and he was like, ‘You better have no tattoos on your face.’”

“It’s important to keep in mind that we’re not doing all of this for cosmetic reasons,” Cogbill said. “These tattoos are very real barriers to employment for our releasees. If we want 95 percent of our inmate population to have employment once they’re out, then we’re going to have to be innovative and meet inmates where they’re at.”

However, there are special qualifications for removing tattoos, particularly if they are gang related. Inmates must be parole-eligible and participating in pre-release programming or must have successfully completed a gang

renouncement program and be identified as a confirmed ex-gang member. Because the removal process can take up to ten sessions, depending on the complexity of the tattoo, inmates must be a year or more away from their release date. Eligible inmates must have no disciplinary history of tattooing or possession of tattoo paraphernalia within one year prior to beginning the removal process.

Despite these restrictions, any inmate at any point in their incarceration is eligible to have human trafficking tattoos removed.

“We see tattoo removal as a method of empowering victims of human trafficking,” Cogbill said.

“Traffickers use tattoos to brand people who they view as property. What we are doing is intervening and saying, ‘No, these people do not belong to you. They are the authors of their own story now.’”

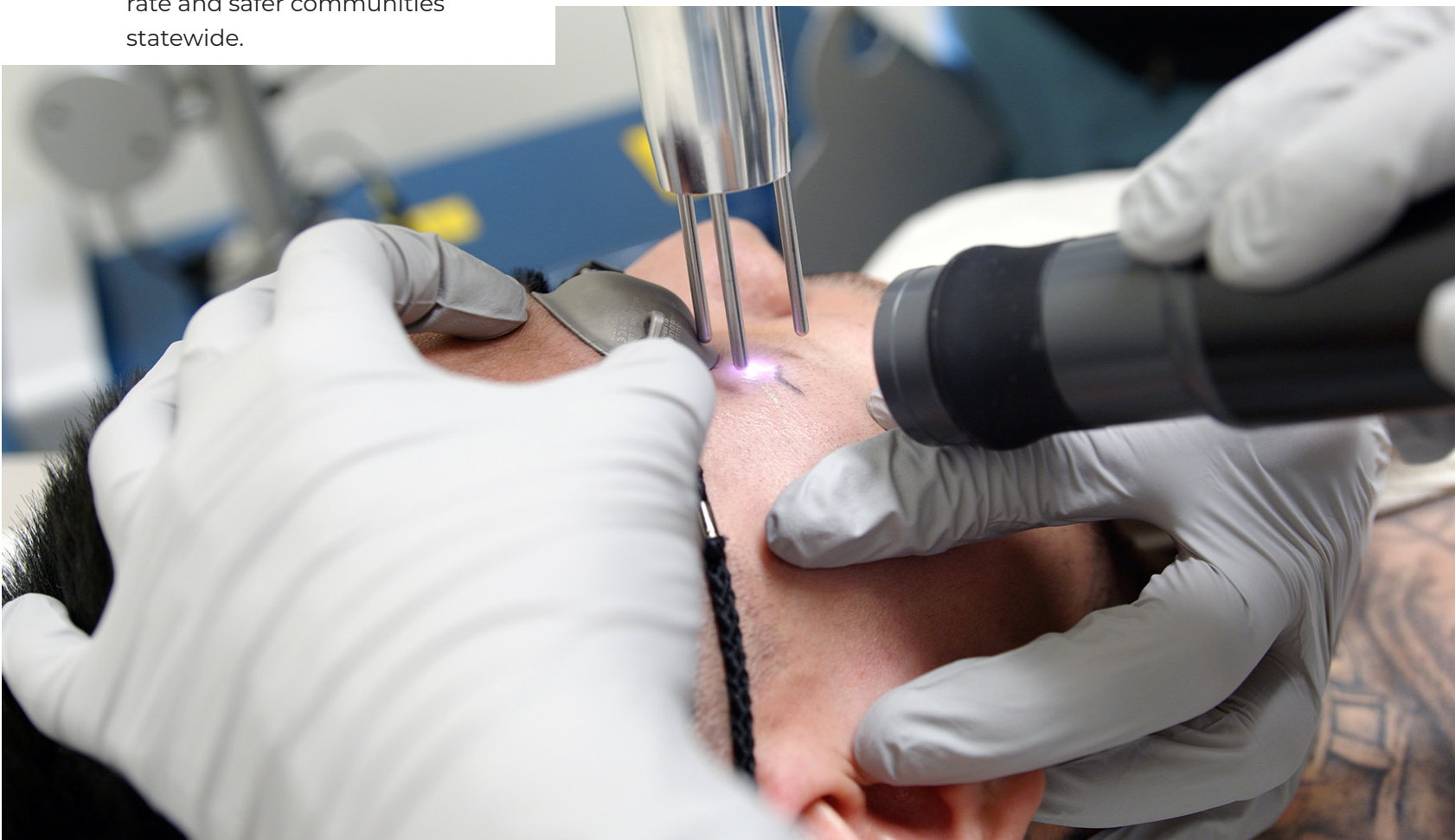
This philosophy is also an important reason behind removing gang-related tattoos: Remove the markings used to claim people and you undermine the power and influence of organized criminal enterprises.

That notion of taking back one’s own identity is part of the

equation, as well, and tattoo removal is one of the ways that releasees can change their outward appearance to reflect the internal change that rehabilitation facilitates.

“I did this on my own. I was young. I was selfish,” said Christopher Fisher, one of the inmates who had several tattoos removed from around his eyes and face. “Now, I’m trying to do other things. I’ve been gone thirteen, almost fourteen years. I got my education. I’m in the entrepreneur program. I’m trying to go out there and get more opportunities.”

When he does release, Fisher and any other inmate who undergoes the procedure will have one fewer barrier to overcome when looking for a job or applying for housing, which then translates to a lower overall recidivism rate and safer communities statewide.



Tattoo removal in progress at the UTMB Hospital Galveston.

RADIO REDEMPTION

PRISON RADIO GIVES HOPE TO INMATE COMMUNITIES

The success of The Tank, the first radio station launched inside a Texas Department of Criminal Justice (TDCJ) facility in 2020, has sparked a wave of expansion. Now, The Tank paves the way for more stations to bring connection and programming to TDCJ facilities across Texas.

Chaplain R. E. Martin, who currently oversees the radio station at the Polunsky Unit said, “It began as a tool for administration during COVID-19 to communicate to the unit. It was helpful for the inmates to hear directly from the warden and administration in real time.”

Ramy Hozaifeh, also known as Mega Mind, is an inmate DJ of The Tank at the Polunsky Unit. His role not only entails being a host, but bringing motivation,

joy and peace to the inmate community.

“This is probably the most dynamic station ever,” Hozaifeh said. “It’s a powerful community-building tool. Once you feel like you belong to something, you’re invested in its success. We even receive letters from inmates in other units who find our programs inspiring.”

Through the radio station, culture and community has grown significantly across TDCJ and has benefitted not only the

inmates but those around them. The Tank has broken barriers with its unique perspective to reaching inmates, families and even staff.

“It’s helped reduce isolation; inmates feel like they’re a part of a larger community,” Martin said. “The Tank gives a sense of connection to others, and they think ‘I have a voice, I have a say, people can hear me.’ Which I think is valuable when you feel like you’re lost or forgotten. It provides a positive outlet and

reminds us that there’s more to life than what’s immediately in front of us.”

With the success of The Tank at the Polunsky Unit, the agency decided to

The Tank is a popular faith-based radio show and tablet podcast platform, hosted by Ramy “Megamind” Hozaifeh, on the left, and Alan “Surfside” Rogers.

The female version of The Tank radio station and podcast, featuring Rosalyn “Boss Roz” Burdett and crew will be on the air soon from the O’Daniel Unit.

expand the stations to other regions. As of Spring 2024, the O’Daniel and Michael Units are in the process of being established.

Though they’re still in the early stages of development, Officer Dezmond Stollings is excited to oversee the ladies of The Tank at the O’Daniel Unit.

“The women will be producing and capturing content for all types of media. Our plan is to get coverage for all female events in Gatesville to spread knowledge, positivity, and inspiration to all incarcerated,” Stollings said.



It’s not only a goal for Stollings to make this vision come to life, but for all involved.

“Our goal for the Patrick O’Daniel radio station and podcast is to communicate to every individual that sees a podcast or listens to a radio show that they are not on this journey alone. Incarceration is a journey. You just have to be clear about your destination,” inmate DJ, Rosalyn Burdett “Boss Roz” said. “There are people on this journey with you

that know what you’re going through, that understand your struggles, and that are here to help. Our mission and vision are to empower those incarcerated to make positive and lasting changes in their lives in order to build stronger communities both inside and outside the fence.”

The success of The Tank has demonstrated the power of radio to foster connection and community, making it a blueprint for a network of stations.

“Twelve federal institutions, multiple other institutions, the world is hearing this,” Martin said. “To think that what we’re doing has an impact beyond this little footprint in Livingston is huge.”

Chaplain R. E. Martin.



THE FUTURE OF SAFETY

HOW MODERN TECHNOLOGY CAN BENEFIT PRISON UNITS WHILE IMPROVING THE SAFETY FOR OFFICERS, INMATES AND THE GENERAL PUBLIC

During a recent board meeting, Facilities Division Director Ron Hudson spoke to the Texas Board of Criminal Justice about new projects for consideration. Hudson gave details on the installation of updated security fences at TDCJ units. One moment in the conversation that got everyone’s attention, “if you touch it, it’s going to hit you with anywhere from 8,000 to 10,000 volts!”

A traditional security perimeter at a prison consists of inner and outer fencing, barbed or

razor wire, security lights and cameras, as well as manned guard towers positioned along the perimeter. TDCJ employees refer to these guard towers as “pickets” from the French word piquet signifying a group of soldiers placed on a defensive forward position to provide warning of an enemy attack.

The voltage Hudson was describing is part of a modern pulse detection fencing system. This new pulse fence would attach to the inner fence. Fifty-four wires would run horizontally

up 15 feet to the top of the fence throughout the entire perimeter of the unit. The system is broken into zones so if there is any need of repair, one zone can be shut down without affecting the rest of the zones.

The pulse fences use sensors to measure the tension and vibration of the wires. When an intruder is detected, a notification is sent to a controller or command center. If the wires are electrified, energy is

constantly sent through it. This will deliver a shock to an intruder making it almost impossible to climb the fence. Several other states have implemented this type of system in their correctional facilities including Ohio, Colorado, Florida and Georgia.

Hudson explained that the voltage of the wires is divided into two phases. If someone were to touch the bottom of the fence, they would be met with 8,000 to 10,000 volts. Further up the fence, if someone managed to make it that high, they would be hit with 16,000 to 20,000 volts.

Beyond this shocking deterrent, the new pulse fencing system eliminates the need for manned pickets around the unit. From the new fencing projects already in use at other units, 22 pickets have already been closed, which means about 60 TDCJ employees were moved from those pickets to other much needed positions inside those units. From a financial standpoint, after all these fences are installed and the correctional officers moved to other available positions, the entire system pays for itself within eight years.

Pulse fence at the Michael Unit.

Another new technology being implemented at TDCJ is the MailSecur T-Ray mail screening system. Eighty-seven machines will be sent to the units and post offices. Although personal inmate correspondence has already transitioned to digitized mail going to the inmate’s tablets, these new mail screening systems will be for special mail and packages, such as legal mail.

The new scanning systems can detect materials such as liquids, powders and chemically treated paper. These scanners use a multicolored screen display to assist employees in detecting all nine of the Department of Homeland Security’s designated substances compared to only three out of nine from a traditional x-ray machine.

Amanda Flinn, Assistant Director of Classifications and Records explained, “The saying is that ‘Ink does not float,’ so if the scanner detects certain movements within the envelope this could be cause for concern. It doesn’t necessarily mean it’s something bad. But if there is some type of fluid or powder in the envelope, it will need to be further examined.”

Mail scanner.

All mail arriving at a unit is scanned through the MailSecur machines, including mail for the warden, legal mail for inmates, media correspondence and business mail. After legal mail is inspected, it is then given to the inmate where it is opened in view of an officer or other TDCJ employee.

“Sometimes we will receive mail that appears to come from politicians or attorney general’s offices with anomalies in the packages,” Flinn said. “What we are finding out is inmates are getting the documents then mailing it back out to their family, who then mail it back in with contraband.”

Flinn feels positive about these new scanning systems.

“I think this will have a huge impact on our contraband interdiction,” she said. “I think it’s made a big difference in the amount of contraband that is seized.”

TDCJ is constantly examining new techniques and resources to help improve the health and safety for inmates and employees.

“We are always looking for new technologies and updating procedures. We talk to other states as well trading ideas to see what works,” Bobby Lumpkin, Correctional Institutions Division Director said. “We are always examining the latest trends and practices to see what might work for Texas.”



JANUARY/FEBRUARY 2024

10 YEARS

- John A. Abodunrin

Rockson Acheampong

Clarisse Acosta

Samantha D. Adams

Abayomi K. Adedayo

Dorcas F. Adeleye

Rafiu A. Adeniji

Olusegun S. Ajala

Abraham O. Akioyamhe

A D Andrewson

David M. Apodaca

Tyler R. Arbuckle

Andrew J. Ashley II

Chi Atiah

Rilwan O. Ayinde

Rohan Bailey

Shanon K. Baker

Tonya J. Barber

Charles D. Barrington

Jerry W. Biggs

Tyson N. Bollinger

Elsa M. Bolton

Edsel V. Bonane

Shayla G. Broussard

Brandon W. Brown

Felicia S. Bullock

Taylor A. Burnett

Lakeisha R. Byrd

Charlene Z. Cano

Eric L. Cardenas

Tamika D. Carrington

John E. Cauley

Arik D. Chavira

Virginia W. Chege

Esmeralda S. Chene

Patti K. Cherry

Tye B. Clark

Rose R. Crampton

Trish L. Cyr

Olaniyi B. Dada

Kevin G. Daniels

Juette M. Danns

Vicente A.

Daviladominguez

Melanie A. Davis

Upchurch

Jennifer G. Dickerson

Augustine A. Dike
- Lynette E. Dingrando

Joe D. Driskell

Candace E. Duncan

Christie A. Duncan

Lucky O. Egwai

Logan D. Elkins

Rosa R. Emerson

Abram R. Enriques

Cheryn G. Estes

Anthony P. Etim

Olamide A. Falade

Abiodun D. Fasunlua

Vanessa T. Flores

Garrett Foglesong

Kenneth R. Forman

Annette C. Frost

Preston H. Gajan II

Jose Galnares Jr.

Michael A. Garcia

Cynthia L. Gardovsky

Alfredo Garibay

Mariah K. Garrett

Joel A. Gonzales

Hannah M. Guest

Heather P. Gutierrez

Angel A. Guzman

Thirston D. Hall

Barrett C. Hamilton

Christopher T. Harper

Maria I. Harris

Mattae Hatchett

Antionette L. Hayden

Jaclyn M. Hein

Gilberto Hernandez

Willie S. Hightower

Veronica E. Hooper

Matthew A. Howard

Jeremy Hunt

Kaylee L. Hutchison

Laura R. Ibarra

Idemudia S. Ijiekhuemen

Shakiria D. Ivery

Krystal R. Jablonski

Larry M. James

Viveca M. Jaynes

Steven K. Jenkins

Nickey N. Johnson

Tierra M. Johnson-Hall

Edward L. Jones

- Josephine W. Kanai

Megan J. Kennedy

Joan King

Lisha King

Harun N. Kiriru

Olawunmi G. Kotun

Beth A. Like

Judy L. Lilley

Mindy L. Lovejoy-Carpenter

Michelle C. Loza

Michael A. Maduagwu

Rachel W. Mathenge

Micheal D. McBride

Kimberly C. Mcdougald

Maria E. Medina

Kenneth P. Miiller

Whitney S. Moore

Ava A. Moore

Edwin E. Muñoz

Margaret Mwangi

Uwen Ndiok

Wilson L. Newman

Geoffrey S. Ngatia

Stanley C. Nwakamma

Martin Obeng

Solomon T. Odoi

Humphrey C. Ogbu

Olakunle Ojifinni

Yemi W. Ojo

Saundra K. Oliver

Oyeleye S. Olufemi

Ann Oodo

Omoboade R. Oparinde

Leslie C. Ortego

Luis M. Ortiz

Brian L. Osborne

Samantha D. Pantoja

Carly A. Parkinson

Heather R. Parsley

Kimberly F. Phillips

Suresh Pillai

Konrad B. Plata

Patricia A. Prieto

Maegan D. Quayle

Victoria L. Ramos

Kevin B. Ray

Gina A. Reaves

Bianca F. Reed

Hugh F. Reinhardt

Shay K. Retzlaff

Giliw E. Reyes
- Andrew P. Reynolds

Rae L. Ringo

Shelly L. Rios

Victoria E. Rodriquez

Jim B. Rogers II

Jose S. Romero Jr.

Destiny N. Ross

Harry E. Rowe Jr.

Gbolahan S. Salako

Jessie C. Salgado

Jassmone S. Sanders

Brooke C. Schuster

Markee J. Scott

Keisha L. Scott

Christine M. Scroggins

Timothy J. Sharpe

Matthew O. Shepherd

Jeramy R. Sherman

Janita A. Shirley

Sekinat A. Shoneye

Kamal M. Simmons

Felice A. Simmons

Douglas F. Skaggs

Gregory Smith

Denise M. Snively

Norma A. Sosa

Leo Soto

Cynthia L. Speir

Brenda F. Stell

Jason N. Stone

Cheryl D. Straughter

Qamardeen A. Sulaimon

Adesola F. Talabi

Richard W. Taliaferro

Gerry L. Taylor Jr.

Robert Tayo

Anitra T. Traylor

Hilda N. Ubochioma

Angela P. Veld

Denise R. Vickery

Israel J. Vidaurre

Marie E. Villarreal

Brian W. Villella

Kerry W. Vyoral

Pamela D. Washington

Autumn C. Watson

Wayman B. Welch

Loraina R. White

Carl O. Wiggins

Elizeth Willacker

Courtney L. Williams

- Christopher U. Wilson

Tiffiney Y. Wood

Rolonda R. Wyatt

Leeann Yates

Nedum S. Young
- 15 YEARS

Clinton T. Adams

Olusegun Adebogun

Idowu T. Adegaju

Chinelo A. Ajaegbu

Michael K. Akinola

David R. Alvarado

Candice P. Anders

Eritrea L. Arnold

Trevor A. Atkinson

Hilda L. Bellard

Jonathan C. Bettendorff

Vincent L Born

Benjamin B. Bosch

Jeremy S. Bridges

Charlotte M. Briggs

Keisha D. Brown

Victoria A. Brown

Gregory F. Buescher

Gilbert J. Bustamante

Harrison S. Campollo

Amber N. Carter

Osvaldo Castro

Ebony W. Chambers

Cindy Chapa

Grace O. Chigozie

Erek L. Cole

Eugina O. Collier

Oscar G. Couch III

Pamela A. Cougot

Venus E. Creese

Shelly N. Crossland

Diana S. Crotwell

Theresa A. Crowder

Kristi M. Crutcher

Elizabeth S. Daniel

Carlos Davila

Arlene S. Defillo

Alicia J. Dickerson

Diane C. Dorward

Louisa O. Nnamene

Aidan C. Nnubia

Aniefiok A. Nsekpong

Autumn R. Obenhaus

Andrew M. Obi

Samuel O. Okesola

- Jesse J. Flores

Cynthia C. French

Deana K. Galvan

Monica M. Gaona

Belinda M. Garza

Craig J. Glass

Xavier G. Guedea

Thelma P. Guy

Deborah J. Hall

Buddy C. Hanson

Lisa C. Hebert

Vincent K. Henderson

Wanda G. Hinton

Patrick C. Hoskins

Kevin M. Howley

Tesalynn Ikehara

Veronica Inmon

Lori A. Isely

Amanda L. Johnson

Dennis S. Johnson

Vanessa A. Johnson

Jason D. Johnson

Michael Jones

Richard R. Kamer

Jennifer M. Keski

Stanley B. Kuti

David S. Lancaster

Lyndon L. Lawson

Tracy D. Lewis

Patricia A. Lloyd

Kristi M. Loza

Spencer R. Lucas II

Jennifer Lucero

Joyce M. Martell

Mark A. Martin

Angel K. Martin

Adam D. Mason

Alice N. Mburu

Natasha M. McMillion

Kenneth W. Merryman

Matthew O. Morolani

Breanniea M. Morrow

Jackson

Andrel L. Mosley

Laura L. Motal

Louisa O. Nnamene

Aidan C. Nnubia

Aniefiok A. Nsekpong

Autumn R. Obenhaus

Andrew M. Obi

Samuel O. Okesola
- Taiwo T. Oladokun

Rene Contreras Olguin

Davis Olowoniyi

Brenda J. Palmer

David D. Paquin

Richard M. Pascual

Shawn M. Patterson

Haydee L. Pena

Magdalena M. Porras

Jason W. Rains

Sandra L. Real

Kari A. Reeves

Angie A. Ricks

John M. Roberts

Jeremy A. Rockwell

Marcos L. Rodriguez

Gerardo G. Rodriguez

Carla Rodriguez

Kisha L. Rogers

Terrilyn F. Ross

Elizabeth R. Rudder

Regina S. Russell

Nicole J. Ryan

Latamayalyn M. Sargent

Placido R. Saucedo

Charles J. Schulze

Wendi M. Shaw

Annette Smith

James E. Smith III

Jeffrey A. Springfield

Kerry B. Strand

Brittany D. Streetman

James J. Sweat III

Kathleen D. Taylor

Jinny P. Thompson

Roger Thompson

Kevin W. Thornton

Jeffrey L. Townsend

Jesus R. Tremillo

Aundrea T. Walker

Alan W. Walts

Nelda A. Warner

Jody L. Wherry

Jameeka V. White

Debra B. Wiese

Tyla M. Wilkinson

Ida D. Williams

Ulysses Williams Jr.

Michael R. Wright

Gene L. Zajicek

Anna R. Zavala

- Heribert Zouetchou
- 20 YEARS

Brandon L. Adams

Jean A. Alexis

Kari S. Anthony

Abiodun O. Babatunde

John T. Bohls

Justin V. Brock

Jason H. Brow

Shirlette F. Brown-Lee

Steven L. Coleman

Ricky M. Cullins

Bonnie Z. Cummins

Derick D. Finnigan

Manuel Frescas

Cotrina L. Gillis

Cora R. Grice

Terrence G. Hardeway

Andrew L. Henderson

Eddie Hernandez

Christine L. Holt

Stanley C. Jackson

Kenward E. Johnson

Rodney A. Kovar

Petra Longoria

Tiffany L. Lumpkin

David R. Morales

Lester R. Murphree

Hilda A. Ness

Lakeythia R. Obryant

Brenda E. Perla

Jonathan E. Reese

Paola J. Rosado

Kimberly V. Ruiz

Ediberto Salinas

Andres Sanchez Jr.

Debora K. Stone

Angela M. Turner

Mark Vega

Beverly N. Warren

Adam Ybarra
- 25 YEARS

Jesus H. Acevedo

Juan A. Alaniz

Andrew L. Allen

Michael D. Bell

Jimmy O. Brock II

Martha S. Cuellar

Toby D. Dyer

Charlene R. Ellis

Lovina N. Ezenta
Katherine S. Ford
Billy C. Garcia
Julie N. Gnagne
David B. Haley
Marcus W. Huggins
Kachsell R. Hughes Cooper
Bonnie G. Kuykendall
Johnnie M. Lipscomb
Prentice R. McBride
Troy D. McCormick
Craig A. Redington
Marilyn M. Robinson
Amanda R. Rowdy
Kevin W. Shaw
Jason M. Steele
David A. Stokley
Kevin J. Torcoletti
Erica L. Valdez
Sheri M. Varela
Eneck Variste
Janice L. Wooley
Carline M. York

30 YEARS

Tammie M. Allen
Jostell D. Caston
Oscar Gamez
Robert G. Henley
Claudia L. Huffman
Angelia L. Lewis
Freda F. McDaniel
Silvia Nabarrete
Donna W. Park
Russell W. Pierce
Sylvia E. Randle
Shawna D. Rosales
Mary L. Stewart
James M. Watson
Linda J. Williams

35 YEARS

Dalton R. Jackson
Robert L. Kimbro Jr.
Sharon K. Thomas

40 YEARS

Roger L. Barkin Jr.
Marvin L. Carter
Jeffery R. Gibbs

45 YEARS

Richard P. Fassett
Jimmie R. Pace

MARCH/APRIL 2024

10 YEARS

Gbemisola N. Adebisi
Oluwole B. Adetola
Ronke J. Adewunmi
Kimberly J. Akin
David Almaraz
Julia A. Alvarado
Rasheed R. Amadu
Patrice A. Amos
Jose R. Armendariz
Vcera C. Armstrong
James D. Arnold
Jamie R. Atchley
Adetayo A. Ayinde
Eric J Balcom
Elizabeth D. Ballard
Olakunle O. Balogun
Mark S. Barrow
Korie A. Baugh
Oscar C. Bell
Jose B. Billones
Alexander S. Birchett
Chadwick M. Bonds
Danny E. Brown
Hunter R Busbee
Amelia S. Byerly
Adolfo A. Carranza
Edward Castillo
Brenda L. Clark
Deandra T. Clayton
Jack W. Cole Jr.
Cynthia P. Conrath
Terrence N. Cooper Jr.
Anthony J. Corte
Juan J. Cortez
Antrel I. Crawford
Hobie T. Credille
Ofelia T. Cruz
Felicia C. Dailey
Debra K Davis
Rachel A. Dawson
Sekou Dolley
Lorpu T. Dorbor
Dale Dorman

Jill J. Durst
Timothy J. Dwight
Kendrick D. Eagleton
Athanasius I. Ebelebe
Trinity M. Edwards
Cynthia O. Elizondo
Gabriel A. Emebo
Vicki A. Etheredge
Carol A. Evans
Adebayo F. Falaja
Oluseyi T. Fasoro
Jared M. Ferguson
Jessica R. Flugrath
Michele D. Foster
Deborah L. Frasier
Marina Galvan
Americo Gamez
Faustino Garces Jr.
Susanna M. Garcia
Rudy M. Garcia
Jacob N. Gateri
Richard L. Gaylor
Stanley M. Gichane
Justin B. Giron
Kevan W. Glosson
Caren D. Glover
Tiffany S. Gonzales
Richard A. Gray
Alicia A. Green
Rodolfo A. Gutierrez
Crystal D. Hamilton
Issac Hernandez
Valerie T. Himes
Kevin W. Hrebik
Jennifer M. Humphrey
Michael A. Hunt
Jeffrey D. Huskey
Innocent Ike
Benard Inyama
Latoya N. Jackson
Lauren A. James
Samuel C. Jenkins
Russell D. Jennings
Dillan S. Johnson

Seth R. Johnson
Conrado N Jones
Ensa Juana
Herman Kalinijabo
Ernestine Kamngang
Gabriel G. Karunwi
Andro A. Kelly
Jimmy D. Killion
Jane W. Kimiti
Susan M. Kroll
Evelyn Littleton
Diana Long
Leslie A. Luna
Juan R. Macias
Judy C. Martin
Mathilda L. Martinez
Ivana P Martinez
Domingo Martinez Jr.
Gabriella E. Mbongo
Nichole M. McEntire
Demetrice L. Miller
Antwan Miller
Juan A. Miranda
Donna R. Moore
Jessica Moreira
Adelaida Moreno
Natalie M. Muñoz
Beth I. Newell
Samuel K. Ngnambala
Charlotte M. Noyes
Abigail S. Obatolu
Olugbenga B. Odeinde
Yetunde A. Odunugaadebanjo
Festus O. Ofeinmun
Prince J. Ogwutum
Patrick I. Okundaye
Foluso A. Oloruntoba
Olaniyi O. Oluyemi
Olusola S. Omeje
Felix A. Omoregie
Elizabeth A. Osanya
Adeyela A. Oyebisi
Miriam Parchmont
Michelle M. Pearson
Justin L. Perry
Cheryl A. Phillips
Mathew T Potter
Yavonne A. Ramber
Amanda Ramirez
Rebecca G. Randall
Zenobia P Randle

Rashad D. Redix
Rolly R. Reyes
Pedro Reynagarcia
Danielle N. Robbins
Juan G. Rodriguez
Joel Rodriguez
Miranda L. Rose
Arabella Santana
Steven D. Schroyer
Jessie D. Seale
Mark O. Seidlitz
Adedoyin O. Sholadoye
Olufemi O. Sholadoye
Dawn J. Smith
Diamond J. Smith
Jereme Smith
James C. Snyder
Adrienne L. Soto
Deborah A. Stevenson
Dirk L. Stewart
Harris L. Stewart
Melissa D. Stricklin
Silke I. Tamez
Katarina S. Taylor
Roel G. Tejada
Elizabeth M. Terrell
Hayden L. Terrell
Rosetta W. Thompson
Janice Thompson
David S. Toler
Stephen D. Toliver
Michael C. Turner
Derrick W. Turner
Kari N. Turner
Odinaka E. Uba
Valentine C. Uzoh
Erica M. Veasley
Kimberle H. Wagner
Ashley R. Wagner
Lea A. Wall
Lilian J. Warren
Kayla Y. Warren
Kristen L. Whisenhunt
Brooke M. Wierzbicki
Eric D. Williams
Stephen M. Willis
Kristin J. Wren
Carolyn L. Young

15 YEARS

Adan Aguilar II
German Aguilera

Rudy Aguirre Jr.
Abimbola R. Ajayi
Adebisi O. Alao
Ronald T. Alexander
Garron T. Allen
Anthonette J. Aragon
Catalino D. Arpon Jr.
Loren D. Ashworth
John G. Barrera
Erik L. Brannan
Jeana R. Bright
Margrat U. Brooks
Crystal G. Brown
Floyd L. Burkett II
Chandra D. Campbell
Natalie R. Cartwright
Amado S. Celestial
Onyewuchi M. Chukwu
William Courtney Jr.
Jean M. Croft
Miles G. Dahl
Mark D. Dallmeyer
Angela C. Davis
Evelyn A. Diaz
Lilian C. Ehiahuruike
Otasowie R. Eharianmwian
Quanita M. Evans
Debra G. Feild
Luke E. Fowler
Aaron M. Fray
Rita R. Freeman
Isabel Gallegos
Omar M. Garcia
Clifton W. Gilchriest
Matthew N. Gilliam
Jesse Gonzales
Isai Gonzalez
Lindsey R. Harding
Zina T. Hardy
Brittany K. Harris
Elizabeth R. Harris
Quimiesha S. Harris
Ashley L. Hastings
Gerald W. Herrin
Charles C. Hicks
Kevin S. Holland
Richard D. Holligan
Jack A. Holloway
Rhonda J. Hughes
Angela U. Igbeka
Ross A. James

Carol D. Jimenez
Jason A. Johnson
John W. Johnson
Eric Johnson
Demetrius W. Jones
Curtis W. Kelton
Irene Landaverde
Robert E. Lee
Chelci S. Lewis
Christina J. Little
Clinton A. Lucas
Lauren R. Luman
John Magnuson
Erika P. Martinez
Enrique Martinez
Kenneth C. Massey III
David D. McCarty
Kelsey C. McDonald
George E. McNutt
Ginger A. Miller
Marcus K. Mitchell
David A. Moore
Christopher N. Moore
Emmett J. Murphy Jr.
Julius Ndirangu
Philip C. Obikaram
Segun I. Ogundipe
Kofoworola Ogundipe
Harrison Okoneda
Nnaemeka N. Okoro
Alicia T. Olivarez
Oluseun O. Olufokunbi
Brittany N. Pacheco
Robert C. Pearson
Marvin X. Plumber
Sotom Pono
Jay D. Porterfield
Kimberly A. Raleigh
Antonio Ramirez
Michael A. Reed II
Anna Reeve McDonald
Ann M. Rejino
Roberto Rivas
Barbara L. Rivera
James E. Rixse
Mandy M. Rodriguez
Gabriel Ruiz III
Raymundo Sanchez Jr.
Matthew T. Schobey
Mark T. Segura
Christopher S. Smith

Peter N. Smith
Jeremy A. Smith
Davina L. Soto
Laurie C. Stewart
Steven C. Stowe
Regina K. Thedford
Keith D. Thomas
Camillo D. Tovar III
Darlene I. Trejo
Amuche C. Udemezue
Lucy T. Vallery
Brijido R. Villasana II
Laconius F. Wade
Sharon L. Webb
Anthony K. Woods
Troy A. Wren
Joseph R. Wright
Stacy L. Yannazzo
Jeremy W. Zwar

20 YEARS

Alfredo Alvarez Jr.
Carlos A. Applewhite
Floyd E. Austin Jr.
Gregory L. Avants
Raymond N. Azubogu
Amanda K. Barrow
Suzanne N. Baston
David P. Berkovsky
Tamara L. Brewer
Jessie E. Briones
Michael S. Brown
Lisa A. Brugman
Aundra D. Bryant
Penny L. Burnside
Krystal M. Cain
Phylise L. Campbell
Angela N. Chevalier
Kendra D. Clark
Anthony M. Corpus
Velma D. Daniels
Brian P. Donovan
Marquise T. Eaden
Marvinia T. Edwards-Moy
Mark A. Flores
Guadalupe C. Gonzales
Sharilla Gray
Kimberly G. Hearn
Ritchie N. Hester
Amy Martin
Nereida Martinez

Pamela G. Meador
Jason R. Morton
Basil O. Onyekwere
Deborah A. Phillips
Hollise R. Phillips
Larhonda F. Randolph
Moiseis I. Rendon
Walter F. Sifford III
Byron K. Smith
James L. Sutton
Sheryl D. Taylor
John T. Tran
Emily J. Valdez
Mathew V. Varghese
Jeffrey S. Walker
Michelle L. Washburn
Rhonda G. Wood

25 YEARS

Shannon K. Allen
Samuel L. Alridge II
Karla M. Bailey
Jody L. Baker
Alison L. Barrows
Keith W. Beasley
Shania D. Belford
Lisa D. Bingham
Gloria J. Brooks
Peter K. Calhoun
Kristine D. Campbell
Sandra D. Carr
Lisa R. Clay
Teresa A. Crist
Jesus R. De Leon
Tammy E. Foy
Robert L. Furrow II
Grace Y. Garza
Blanca E. Gonzalez
Matt J. Goodson
Peggy J. Green
Monica P. Griffin
Roberto R. Gutierrez
Jarosa F. Haley
Janet M. Herrera
Irene A. Herrera
Edrico C. Hill
Kenneth L. Hill
Barbie F. Hunt
Tameka V. Hypolite
Bolanle A. Iweunor
Rebecca T. Jones

Elaine M. Kinney
Stacy J. Lammers
Arthur J. Larkin
Jesus J. Llamas
Cynthia Martinez
Rodolfo R. Martinez Jr.
Folajimi A. Olumogba
David A. Payne
Araceli Perez
Roxi G. Phelan
Brad C. Phillips
Joy L. Price
Brian P. Prisock
Maria D. Ramirez
Annie R. Reynolds
Roy A. Salinas
Anise M. Schmidt
Cora K. Sims
David F. Smith
Terry R. Snow
Beverly K. Stinson
Kevin Swindell
Jamie L. Taylor
Jason L. Tedford
Freddie E. Thompson
Eddie Velasquez
William J. Webb
Billie J. Wingwood

30 YEARS

Kyle D. Adams
Jeffery W. Allen
Delon Alverson
Emilio Barrientes
Monica M. Battles
Jason D. Birmingham
Angie A. Bowers
Barbara J. Brackens
William R. Brooks
Joey G. Burleyson
Sherry A. Byrd
Tommy H. Carr
Edward A. Clouds
Lynda I. Cobler
Paul J. Dembowski
Eric J. Guerrero
Lester E. Harmon
John M. Hastings
Kenneth C. Holt
Billy H. Jackson
Jerome Jackson

Sophie L. Jones
Ricky D. King
Cindy G. King
Sharon L. Kinney
Kenneth R. Kirk
Stanley C. Lorence
Ronnie D. Major
Ladonna W. Pesek
James R. Pharries II
Shirley A. Reece
Daryl J. Rogers
Placido Samaniego Jr.
Kevin W. Sanders
Bradley L. Snyder
Thomas L. Stevens
Sandra J. Stevenson
Florence M. Stoner
Curtis D. Sweed
Felix Vigil
Trevor J. Watson
Connie E. Weich
Steven R. Whitton

35 YEARS

Wymon L. Armstead
Eddie Davila
Ricky L. Flasowski
James E. Jones III
Sheneque W. Oneal
Miles R. Robertson
John W. Seitz Jr.
Reginald K. Whiting
Dometrice B. Young

40 YEARS

James A. Carter
Gus Jones
Billy M. Lewis
Steven Martinez
Linda W. Matthews
Milveric A. Player
Delores A. Reed
Lee L. Slider
Ella M. Thomas

45 YEARS

Mark A. Rodger

RETIREES 2024

JANUARY

Rhonda L. Albert
Carl S. Allen III
Rae D. Baker
Willie C. Bankston
Joel F. Barbosa
Angel P. Buitron
Debra T. Byars
Corlis J. Caldwell
Teresa O. Chukwueke
Victor G. Diaz
Maurice Diggs
Angelica R. Dumaran
Bridgette S. Durdin
Laurie M. Ellis
Mack M. Gbawar
Cynthia M. German
Betty P. Gray
Delmer T. Grigsby
Cathy N. Haynes
Sharon E. Hearne
Frances C. Hill
Tim S. Hunter
Olugbenga S. Ijabiken
Catrina L. Johnson
Kimberlee N. Johnson
Vicky R. Johnson
Peggy S. Laake
Coretha A. Lemons
Patrick L. Mcrae
Irma Ontiveros
Rebecca D. Pierce
Jacqueline K. Pyburn
Amy Rodriguez
David K. Schmid
Sisto Segura Jr.
Donnie Tatum
Daniel Tercero Jr.
Jay E. Trigg
Bernardo Vela III
Daniel Villarreal Jr.
Micheal J. Waddell
Johnda C. Wallace
L.T. Williams Jr.
Ronald D. Wright

FEBRUARY

Delia Arteaga-Flores
Abiodun O. Babatunde

Kerry Bogany
Bessie D. Boutte
Charles E. Bristow
Lawana D. Brown
Linda S. Brown
Bradley D. Burge
Stephanie A. Ciazinski
Robert J. Culwell
Brian P. Donovan
Ellen H. Dougal
Jerry O. Evbuomwan
John Flores
Deanna R. Frances
Deborah M. Gardner
Jeanne M. Garrison
Roberto V. Garza
Kim S. Gipson
Sheniquwa J. Goodner
Gary A. Grant
Karen N. Hall
Byron Harris
Eddie W. Harvey
Pamela J. Hunt
Robert C. Hurst Jr.
Benjamin E. Hutchings
Christopher A. Izah
Larry M. James
Linda G. Johnson
Sydney C. Johnston
Johnathon L. Josey
Joseph K. Kuguma
Coy La
Rachel L. Lanier
Florentino Luera
William P. Matthews
Nikole M. Mendoza
Geoffrey S. Ngatia
Joel J. Perez
Lance M. Phillips
William A. Reams
Gary L. Redwine
Simon Resendez Jr.
Kris D. Ritz
Aurelio S. Rodriguez
Vicki L. Shold Mills
Lawanda M. Stagg
G.E. Suah Sr.
Timothy B. Townsend
Heleen V. Trotter
Elouise Turner
Brian N. Vaughn

Johnny A. Vickers
Andrew D. Washington
Darlinda J. Wheeler

MARCH

Kelly A. Alphin
Jody L. Baker
Lisa D. Bingham
Derrell G. Bray
Irene H. Bundy
Jayle A. Bunt
Dana S. Caldwell
Andrea A. Calero
Brenda F. Carver
Landra K. Celestial
Johnathan E. Clark
Jose A. Cortez
Kenneth L. Crow
Vickie H. Drake
Genaro Estrada
Stephen A. Falaye
Craig L. Franzetti
Adam L. Garcia
Patricia A. Glass
Elizabeth C. Hammons
Jack. A. Holloway
Brian T. Jordan
Maria V. Lara
Amy G. Lewis
Thomas Lockett
Miguel A. Lopez
William P. Matthews
Annie M. Mauney
Patricia E. Miller
Tina R. Mistic
Jose A. Montemayor Jr.
David R. Morales
Yvonne Morris
Neilyn C. Navarro
Peter O. Okoroha
Roberto Perez Jr.
Antion D. Powell
David D. Price
Manuel Rodriguez Jr.
Ediberto Salinas
Brendan E. Sargent
Delores P. Sauls Maxwell
Stacey A. Sims
Clifton M. Thompson Sr.
Mary D. Trimble
Alfie W. Umanah
Mathew V. Varghese

Ronald D. Wagner
Gordon D. Zwillenberg

APRIL

Racquel R. Alvarez-Rosas
Angela L. Bailey
Jimmie L. Bailey
Jason H. Brow
Penny J. Brown
Gerardo Cadena
Marion A. Carter
Tonia L. Charleston
Florence D. Collins
Ada J. Couthen
Jeffery P. Dombrosky
Roy L. Dyer
David G. Goodner
Susan L. Griffith
Tami R. Hance
Mario A. Hinojosa Jr
William L. Hubbard
Renee M. Huerta
Kathy L. Irteimeh
Billy H. Jackson
Beverly A. Lane
Jeremy W. Larue
Mary A. Levoy
Elton W. Marshall Jr.
Marcos F. Moreno
Vanessa A. Paiz
Ivy M. Pineda
Timothy E. Pompey
Arturo L. Rodriguez
Donald Runcie
Daniel D. Salinas
Kody R. Schur
Travis J. Turner
Ingrid Y. Ward
Kimberly R. Whitmire
Lisa Y. Wiggins
Gwendolyn L. Williams
Allison M. Wingham
Mitchell Young

MAY

Brenda W. Akinrinmade
Billy G. Allen
Demetria D. Allen
Dolores Ayala
Kenneth D. Brown
Byron A. Bullock
Stephanie R. Carson

Delia Chavez
Valerie J. Chudej
Pamela A. Cougot
Brooks W. Dingus
Anthony A. Ebhamen
Olivia Flores
Steven M. Foster
Benny L. Foster Jr.
Jose C. Garcia
Dania K. Gartman
Arthur Gonzalez Jr.
Xavier G. Guedea
Susan M. Kee
Terry R. Lambeth
Kelvin D. Leigh
Macon R. Lindsey
Claudia Loera
Lamorris Marshall
Everest C. Mbonu
Marke W. Montgomery
Stephanie W. Nash
Reginal T. Nelson Sr.
Billy Olivo
Godwin V. Olojakpoke
Basil O. Onyekwere
Bobbie L. Osborne
Michael L. Pasch
Teresa Pena Minx
Linda Peralez
Lynne M. Piippo
David Prado
Robert D. Pusateri
Deborah E. Reppond
Satanya B. Riddick
Michael C. Ritchie
Bobby J. Robertson
Jim B. Rogers II
Steve T. Rossiaky Jr.
Esmeralda Saucedo
Jill S. Serralde
Tina E. Small
Bradley L. Snyder
Melanie L. Tait
Brian J. Thibodeaux
Herman J. West
Tina M. Whitfield
Beverly J. Williams
Gwendolyn L. Williams
Kristen L. Worman
Henrietta Wright

