

CONNECTIONS

TEXAS DEPARTMENT OF CRIMINAL JUSTICE

IMPACT

Winter 2024



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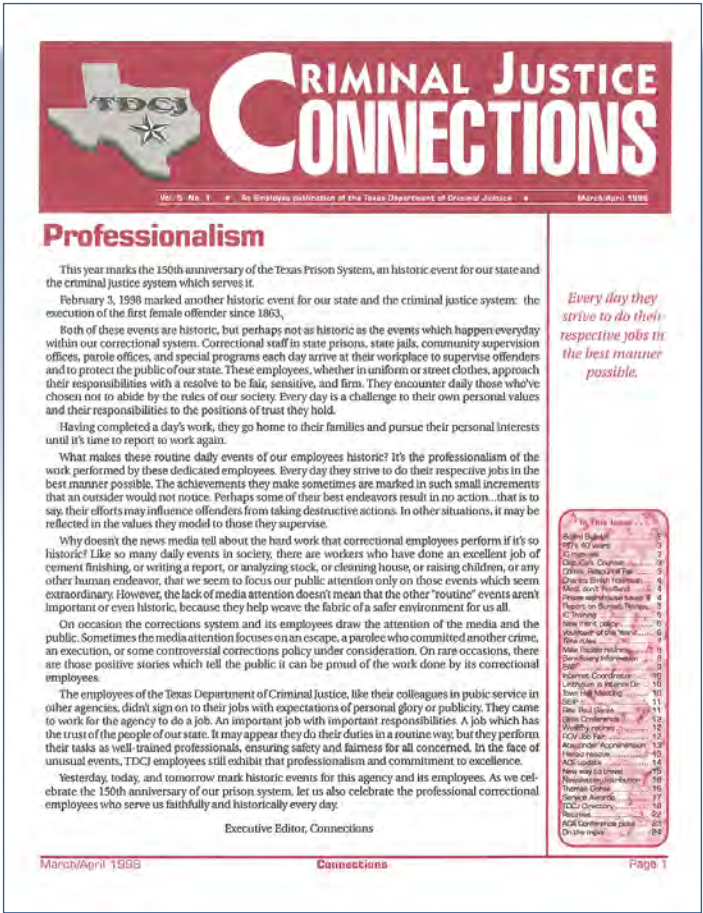
CONNECTIONS

The first issue of the Criminal Justice Connections was published in August 1994 and continued as a printed newsletter through the September/October 2005 issue.

The March/April 1998 issue highlighted some interesting and significant events.

TDCJ posted its first web page on the Internet. It was still under construction but could be visited at <www.tdcj.state.tx.us>.

The Parole Division marked 40 years of existence. The Division of Parole Supervision was created by the Legislature in 1955 and placed under the Board of Pardons and Paroles, but was not funded until 1957. By September 1958, “all forty-eight of the parole officer slots” had been filled. Previously, parolees had been monitored by volunteers.



Impact in Action

DEAR TEAM:

THE IMPACT OF ANY ORGANIZATION RESTS ON ITS PEOPLE. For this reason, I want to express my sincere gratitude for your hard work and dedication to the Texas Department of Criminal Justice (TDCJ). It is your courage, commitment and drive that make this agency strong.

The theme of this edition of the Connections Magazine, Impact, is a perfect representation of what you bring to TDCJ every day. Your work creates a positive and lasting difference, not just for the agency, but for the state of Texas as a whole. Every member of our TDCJ family contributes to a mission larger than any single person or task. Whether you’re ensuring smooth operations, supporting your colleagues, maintaining safety, or implementing innovative solutions, your actions make a real and measurable impact. The work you do matters, and your contributions create a ripple effect that touches the lives of individuals, families and entire communities.

As you read through this magazine, I hope you feel a sense of pride in the difference you are making. We recognize that our staff are the source of our best ideas, and I am truly grateful for your contributions to making your voice heard in the town halls and Correctional Officer Retention or CReWS Surveys.

Thank you again for your service and sacrifices. Your talents could have taken you anywhere, but you chose to serve our state. You are the heart of TDCJ, and it is an honor to work alongside you.

Bryan Collier
Executive Director



Cover photo: Detail of TDCJ Honor Guard uniform, including shoulder braid, patches and badge.
Back cover photo: Sunset at the Hilltop Unit in Gatesville.



THE NEW WARDEN CULTURE LEADERSHIP CREATES INNOVATIVE WAYS OF OPERATING UNITS

There's a new warden in town; or perhaps more accurately, there is a new warden culture emerging throughout the Texas Department of Criminal Justice. It is inspiring new and innovative ways to manage inmate behavior, supervise and support unit staff.

TDCJ has long had an established mission, "to provide public safety, promote positive change in offender behavior, reintegrate offenders into society, and assist victims of crime," but the ways in which unit wardens are accomplishing this mission are considerably different from the methods of the past.

The Visible Warden

Chances are, if you were a correctional officer or unit staff 15 or more years ago, you would have little contact with the senior warden. The chain of command and where you fell into it would more often than not dictate how much contact you had with each tier of unit leadership. Questions, concerns and work-related information went up and down each step of the ranking ladder. While the established chain of command is important and vital

to unit structure and operations, it isn't quite as rigid as it once was.

Today's senior warden is out of the office; they are at shift turnout, at program graduations and they walk the tiers. A TDCJ senior warden is visible and involved.

The senior warden of the Hobby Unit, Audrey England, spends her days walking the unit and experiencing first-hand all the daily activities. You'll often see her helping with pat searches, checking on staff and directing traffic.

"Sometimes you have to put the title aside," England said. "We have to swing the pendulum of change and create more positive leaders, who lead through trust and by optimistic example."

The Connected Warden

Many current wardens have crossed paths as they progressed

Estelle Unit senior warden, Anthony Newton and Allred Unit senior warden Kevin Smith, standing with one of the inmate-painted, inspirational signs at the Ellis Unit.

through the ranks and now can readily pass information and ideas between each other. With the Internet, virtual meetings and social media, innovative ideas are available from vast sources within TDCJ and beyond. The success and failure of these ideas can quickly be assessed, fine-tuned, and implemented at other units across the state.

Allred senior warden Kevin Smith and Estelle senior warden Anthony Newton are great examples of this. They began their TDCJ careers within nine months of each other and served together as assistant wardens at the Stiles Unit. The relationship they have cultivated has led to exchanging ideas and enhancing their respective units. They agreed it is easier today to share information and ideas.

Newton said, “The technology we have at hand today enables real-time information gathering and sharing. We see what works on one unit and how that may improve what we are doing on our unit.” Smith added, “Wardens of the past didn’t always share or have the opportunity to share with one another immediately. Today we are constantly sharing different projects we’re in. We take great pride in being a part of the agency’s culture change.”

This communication leads to units constantly evolving and improving. Senior TDCJ wardens are taking ideas from other units, modifying and implementing them at their own units. For example, earned incentive living areas are operating at the Clements, Hughes, Murray, O’Daniel, Polunsky and Stiles Units. In addition, other specialized



housing, such as faith-based dorms, dorms for veterans and pods for substance use assistance, are operating throughout the state.

“We are being afforded opportunities and change starts with us,” Smith explained.

The Involved Warden
Senior wardens are boldly inspiring new and fresh ways of overcoming difficult circumstances, such as staffing challenges, and are revamping their units with creative ideas.

While at the Ramsey Unit, Newton repainted housing areas with themes to build community and morale. West side became Hollywood, and had a rendition of the famous sign painted on the walls; East side became The Hamptons; the trusty camp became Bora Bora; and restrictive housing became TMZ, because as Newton said, “that’s where, ‘all the drama’ was.” Inmates and staff accepted it and the Officer Dining Room became a simulated sports grill.

Now as the senior warden at the Estelle Unit, Newton has continued his style of leadership. The number of hand-painted walls and

signs are increasing, displaying messages of motivation, unity and strength. Newton attends and mentors cadets at the nearby correctional officer academy. He participates in on-the-job trainings with his staff and models proper pat searches and pepper spray use. The Estelle Unit Facebook page is active with posts of staff accomplishments and inmate successes.

The Compassionate Warden
Perhaps two of the most visible units in TDCJ are the Huntsville Unit and the O’Daniel Unit. The Huntsville Unit has withstood the test of time and fire, and has seen a city and university grow around it. According to Huntsville

Unit senior warden Kelly Strong, the staff are the foundation of the unit and are what makes it successful. Strong said the senior warden must be in touch with their staff and “understand the depth of the individual and recognize the individual’s purpose.”

Patrick L. O’Daniel Unit senior warden Andrea Lozada agrees. Beginning her career as a field officer at the O’Daniel (then Mountain View) Unit, Lozada has been the senior warden at that unit since November 2021. The O’Daniel Unit has an array of notable programs and services for its inmate population, including the STRIVE program, the Billman

Braille Center, Ladies of The Tank radio station and a number of individualized housing dorms.

Walking the grounds of the unit with Lozada, you can feel the connections she has developed and the rapport she has built with inmates and staff alike.

“It is the warden’s commitment and engagement that helps persuade unit staff to accept and trust in the groundbreaking programs and philosophy,” Lozada said. “The senior warden is there to run the unit, but also to be available and encouraging for inmates and staff even through the tougher times.”



*Left: O’Daniel/Hilltop Complex senior warden Andrea Lozada;
Right Huntsville Unit senior warden Kelly Strong.*

SERVING THE COMMUNITY

Giving back to the community is what the inmates of the French M. Robertson Unit have been inspired to do. Watching the administration stand on the unofficial motto, “It takes all of us” has impacted the inmates at this unit and their family members. Families are afforded the opportunity to witness, as well as be a part of, the rehabilitative process and in giving back to the community.

Helping the community is about more than change, it’s about transformation. Transformation is about giving someone the opportunity to embrace their life purpose and help the community thrive.

One of the ways inmates here have given back is by collecting aluminum tabs for the Ronald McDonald House Charities. There are multiple stations around the unit where tabs are collected weekly and then taken to the Hendricks Children’s Hospital in Abilene, Texas. Another way the unit community has contributed is through a food drive where over 1,500 packages of ramen noodle soup were collected for the Battered Women and Children Center. Their newest project is a shoe drive for local children. We will continue to be a helping force during times of need by serving the community.

Connecting Families

The Robertson Unit is also serving families of those incarcerated. Family is one of the greatest gifts in this world. It creates a fountain of love, strength and stability; helping to build character, but most importantly it reassures us of where we belong. There is power in connecting families!

The unit does this through social and family events such as hosting the annual Self-Harm Prevention Friends and Family Appreciation Program, which is now in its second year. Family members are invited for a full day of celebrations to see firsthand the transformation that has taken place in their loved

ones and to partake in priceless moments that will become cherished reminders of being connected as a family.

Another event, One Day with God, allows fathers to spend time with their children, ask for forgiveness and create a new start by rebuilding a relationship with them. The church service has a family day of worship where they spend time together praising the Lord and learning about the importance of family. There is also a Craft Shop Family Day where family members come in to witness the new skills their loved ones have learned because of their support.

The unit has also connected families through growth and development classes, such as Life Skills, Men of Distinction, Mentorship, and Toastmasters. These classes address the urgent issues of rehabilitation by shaping the framework for success. True success is transforming lives and rebuilding relationships. Families have the opportunities to attend graduations, encourage inmates on their path to rehabilitation, provide love and support, and stand in agreement with the transformation process that is encouraged through TDCJ programs.

Incentive Program

The Robertson Unit incentive program is designed to bring behavioral change, thus improving the environment for staff and inmates. It provides an understanding that when rules and regulations set by administration are followed, behavior is rewarded and lessons are learned throughout the process. Those lessons being, accepting responsibility for one’s choices and actions, teaching stewardship and properly navigating social interactions. All of which are skills that will not only benefit the inmates while incarcerated, but will correspond with life upon release.

Robertson Unit senior warden, Jennifer Cozby.
2024 TDCJ Warden of the Year.

“Most of all, the support from Mr. Jerry Sanchez, the staff, my administration team, the residents, and the family support are what drive our facility to succeed. I am proud to walk beside each of them! They all make it happen. Thank you for all you do.” Warden Cozby

The TVs and DVD players in the inmate’s incentive dorms have been upgraded to newer models, and transmitters provide a better audio experience through the radio app on their tablets. The program rotates movies through a predetermined schedule weekly. Overall, the goal is to cultivate a healthy lifestyle which provides stability, structure and most importantly rehabilitation.

The support from TDCJ leadership, unit staff, inmates and families is what allows the Robertson Unit to serve its communities inside and outside the fences.



TDCJ UNVEILS NEW EMPLOYEE

21st CENTURY COMMUNICATION

The world of technology continuously evolves with more programs, software and devices being introduced into our lives with the goal of making daily work easier.

For the Texas Department of Criminal Justice (TDCJ), modern technology has become an important tool in providing public safety, helping change inmate behavior, reintegrating individuals into their communities and assisting victims of crime.

From the introduction of inmate tablets to a new digital time keeping system, the agency is using key programs and software to positively impact staff, the incarcerated population and Texas communities. Some of these technological changes include the addition of communication platforms to increase transparency. Over the

last few years, the agency has developed and rolled out a few key projects that do just that, including a new mass email system, digital signage, unit-based Facebook pages and a mobile app coming soon.

These four initiatives are integral in achieving the agency's mission and the 2030 Vision.

Digital Signage

The digital signage project was officially completed in the summer of 2024 and consisted of installing 454 digital signage monitors across the agency through grant funding.

These monitors, located in TDCJ units, parole offices and

administrative buildings display important notices and news to staff. These messages are routinely changed to increase staff awareness of important agency messages.

"One of the goals of the 2030 Vision is to be the best place to work in Texas," Communications Director Amanda Hernandez said. "To do this, we need to improve our communication and increase our transparency with our staff. Digital signage is one new platform available to help us reach our employees." Through these new digital signs, executive leadership, unit administration and department heads can communicate directly

with staff, recognize outstanding employees and build a sense of community throughout the agency.

"The goal of the digital signage is to improve communication with staff across the agency. As a COVID-related grant,

"Social media provides us an opportunity to communicate directly with our staff and the public. It provides us the platform to highlight all the wonderful things happening across the agency."

- Amanda Hernandez, Communciations Department Director

it will allow us to communicate important information related to health. Communication will go beyond that, though," Hernandez said. "It is an opportunity for us to communicate all kinds of messaging to staff, such as information about benefits, wellness-related topics, and new programs like tuition reimbursement and the Correctional Officer Retention Survey (CReWS)."

The messaging displayed on the signs are added by the Communications Department at the Brad Livingston Administrative Headquarters in Huntsville. The plan, Hernandez said, is to begin training unit and department administrators on how to use the signs and upload their own content.

"Digital signage will allow facilities throughout the agency to create and display their own content specific to their location," Hernandez said. "That content could be informational, such as advertisements for upcoming unit events, or celebratory, such as birthdays, promotions and new hires. The overall goal will be to leverage digital signage to foster a tighter and more informed community at the local level."

Mass Email

TDCJ is one of the largest state agencies with more than 30,000 employees and 27,000 volunteers. With an agency of this size, transparency is vital and through the new mass email system, TDCJ is able to provide more visibility and keep employees informed more than ever.

"Before mass email, we would communicate information via our website, social media, or traditional media outlets. Now, we are able to send emails to anyone who enrolls to receive information about a specific topic," Hernandez said. "The difference between mass email and the other outlets previously used is now the information can go directly to them. Once you sign up to receive the email, you will get it delivered straight to your inbox. You don't have to seek out the information anymore."

Through this new system, anyone can sign up for an array of different topics and receive emails from various divisions such as Office of Family Services, Volunteer Services and Communications. Each group can send unique, targeted emails to those that subscribe. The plan is to continue to expand the

program to incorporate more areas of the agency.

"I hope to expand the program to other areas in the future. The Communications Department is using the system to send newsletters and important announcements about TDCJ," Hernandez said.

"I recommend all staff and interested members of the public to sign up to receive these emails." [Sign Up!](#)



Unit Facebook Pages

Social media has grown to be a main way for most individuals to receive information, stay connected with family and friends and remain updated with events happening within their communities. Among the various platforms available to consumers, Facebook remains the largest with approximately 3 billion monthly active users.

In 2013, TDCJ established its Facebook presence with the main TDCJ Facebook page. In the following years, the first group of unit-based pages were established and included Beto, Coffield, Estelle, Hughes, Michael, Montford, Polunsky, Price Daniel, Telford, Skyview/Hodge and Torres/Ney.



Left: Example of a digital signage announcement.

“Social media provides us an opportunity to communicate directly with our staff and the public. It provides us the platform to highlight all the wonderful things happening across the agency,” Hernandez said. “From staff features to inmate programming, social media provides us the opportunity to positively change the narrative of corrections.”

Over the last several years, the TDCJ Facebook Project expanded with the addition of 31 unit-based pages spanning across all regions. In total, the agency has 35 Facebook pages. Each of these pages are designed to allow unit administration to spotlight the uniqueness of their respective facility including the different agricultural operations and rehabilitative programs, as well as feature their dedicated staff.

“The Communications Department works hard to feature content from all units across the state. However, with approximately 100 units, it’s hard to do. The unit Facebook pages allow unit administrators the opportunity to spotlight their own staff and programming, which ultimately boosts morale at their unit,” Hernandez said. “With these pages, the Communications Department is able to share the content onto the main TDCJ Facebook page, furthering the recognition of that specific post.” Robertson Unit senior warden Jennifer Cozby, along with a few members of her staff, oversee the Robertson Unit Facebook page, which was established in October

2023. It currently has more than 6,500 followers and is one of the most active pages within the Facebook project. She says the page has allowed for her and unit administration to connect with the unit team and the public in a more efficient and effective manner.

“The Robertson page has significantly enhanced our unit’s communication and engagement. By leveraging social media, we’ve been able to connect more effectively with both our staff and the public. It has provided a platform for transparent communication, timely updates and community building,” Cozby said. “Our staff feels more informed and involved, and the public has a better understanding of our mission and activities. This has fostered a sense of unity and support



that is invaluable to our operations.”

Employee Mobile App

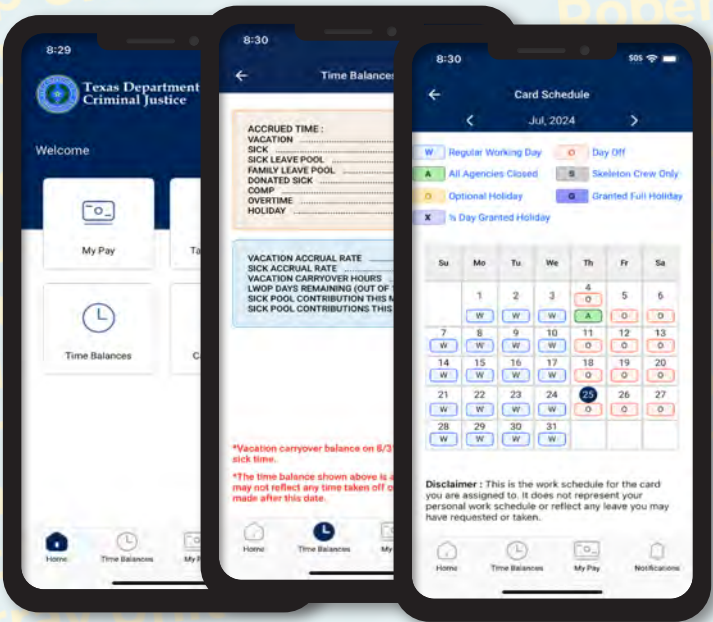
The development of smart phones and mobile applications has allowed users to conveniently access everything from banking information to games and more. With the creation of the new Employee Mobile App, myTDCJ, staff will be able to access important information including time accruals, paystubs, and card schedule.

“The Employee Mobile App will be beneficial to all of our staff, providing them a way to access paystubs and their W2 electronically, check their time accruals, and view at their card schedule all from their phone or a computer,” Hernandez said. “Additionally, it also has a notification feature that will allow TDCJ to send important notifications directly to our staff via push notification, text message and email.”

The mobile app launches in 2025 and will be available for both Android and iPhones, as well as a desktop version.

“Employees have never had this information readily available at their fingertips, and now they will. I think they will find this new app has great features available to them and it will be a staple on their phone,” Hernandez said.

Through these four initiatives, TDCJ is able to increase communication and transparency, impacting both staff morale and public perception.



COMMUNITY FOOD SERVICE

An average of 10,000 meals a day are provided to the residents of Bexar County thanks to a collaboration between Dominguez State Jail, Windham School District and the San Antonio Food Bank. A portion of the meals also meet the needs of school children both during the school year and during the summer season.

The collaboration between the entities is celebrating 20 years of success this year. The program consists of six incarcerated apprentices working as cooks and eight incarcerated apprentices working in the warehouse helping move pallets of food and load the trucks that deliver the food.

Participants, who have outside trusty status, learn the functions of running a 210,000 sq. ft. warehouse, including job skills of such as being an order selector, warehouse receiver and distributor. The program goes further in depth by teaching skills such as reading an order, driving forklifts and basic warehouse safety. Not only do participants earn their ServSafe Food Handler and Manager certification, they also earn a United States Department of Labor certificate. This program allows them to gain experience working in food preparation that they would receive in the industry.

“Through this program, apprentices not only fulfill the essential requirements of their apprenticeship, but

they also contribute to a vital cause, feeding those in need,” Charlene Moriarty, Windham’s Apprenticeship and On-the-Job Training Administrator said. “This hands-on experience mirrors the challenges and rewards they will face in the industry upon reentry to their communities, paving the way for successful potential careers.”

Program participant Benito Esquivel loves being involved with this program as it allows him to not only learn the skills needed to hopefully open his own restaurant in the future, but also assist those in need.

“Helping the kids of the greater San Antonio area is a blessing because it allows me to be able to do something positive for the community while paying my debt to society,” Esquivel said.

It also allows him to unleash his inner artist.

“I like the fact that while working with food, I can get creative at times with some dishes for certain occasions,” he said. “The main thing I love about it though is that cooking food for others

and watching the smiles on their faces does a lot for me as well, knowing that I’ve created something from my skills that they’re enjoying.”

Dominguez State Jail Warden Alonzo Hammond sees nothing but a positive outcome from being a part of this program.

“The San Antonio Food Bank (SAFB) is a positive program that assists in reintegrating inmates into society by being involved in community service, obtaining a high trade skill they may use upon release and setting positive goals for themselves by giving back, you can make a difference.”

The biggest beneficiary from this partnership is the San Antonio community. Michael Guerra, Chief Sustainability Officer at the food bank, praised the help they receive, “SAFB’s partnership with TDCJ provides critical support to feeding and nourishing our community. The trustees provide meaningful support to our overall culinary operations and ensure that we can continue meeting the needs of children and families in our community.”

The food preparation the apprentices learn is under the tutelage of Chef Greg Williams who feels a unique connection with those he mentors. His uncle was incarcerated multiple times prior to working in the culinary field.

“Offering trusties the training, education and certification necessary for gainful employment is a tangible example of our commitment to ‘fighting hunger, feeding hope.’”

This partnership is expected to continue to flourish as former alumni of the program have come to work at the food bank and help the current and future classes of apprentices flourish and grow.



PEER-TO-PEER & THE TRANSFORMATION OF CORRECTIONS

“THERE’S NOTHING MORE IMPORTANT THAN LIFE”

There is a movement taking hold within the confines of the Texas Department of Criminal Justice (TDCJ). Like the first pebble that gives way to a landslide, this movement started small, but as it grew, it picked up momentum, spilled into other units and fundamentally impacted corrections as we know it.

The life coach program empowers inmates to change their thinking. Started in 2020, the life coach program uses the power of peer-to-peer education, leveraging inmates’ past traumatic experiences with crime, gangs and addiction to build credibility with their peers. From those shared experiences, inmates become more willing to embrace rehabilitative programs.

These new peer-to-peer programs comprise a “Mind, Body, and Soul” approach, where all aspects of an individual’s being – their thinking patterns, their physical health, and their spiritual well-being becomes an important part of rehabilitation. In doing so, what was once a liability to public safety on the outside can potentially become an asset for positive change on the inside.

“I took somebody’s life and I hurt people, because I was careless in that gang violence,” said Rudy Castro, life coach at the Polunsky Unit. Now, I can

go and talk to gang members. And they’re more likely to talk to me than to talk to somebody that’s never been in a gang.”

Castro, an ex-gang member, experienced a spiritual awakening when his dying mother pleaded with him to change his ways so she could see him one last time before it was too late. Now, as a life coach he uses his previous experiences to help others change their thinking and behavior.

But for those who enter TDCJ’s gang renunciation program, some have a fear that poses a huge barrier.

“There’s a threat in gangs that if you get out, you’ve got to die,” Castro said. “I got out and nothing traumatic happened to me. I’m walking proof that you can do that and succeed at doing that.”

Today, when other confirmed gang members see Castro, they have visual proof that life beyond the gang is possible and are more likely to take that initial step to leave that life for a better one.

“I want to help the gang member. I want to help the dope fiend. What society counts as the worst of the worst, the reject, I want to help because I was the worst individual,” Castro said. “I was at the bottom of the barrel. And that’s where I was found, so that’s where I want to go back to.”

Many of the day-to-day interactions between life coaches and other inmates comes while they are tier walking, where life coaches counsel through the cell bars, directly to other inmates. In this work, they foster relationships by consistently attending to the mental and spiritual well-being of those in need, while connecting inmates with therapeutic communities and programming offered by TDCJ.

TDCJ has taken its mission to the next level, forming therapeutic communities within housing units that focus on clean living and healthy choices. At the Polunsky Unit, that has translated to the establishment of

an incentivized section for inmates classified as G4 custody, and the impact has been profound.

“We had one Incident Command System in 11 months. No staff assaults, no fires, no floods. On a G4 pod,” Curtis Gambill, another life coach at the Polunsky Unit reported. “During the big lockdown last September, we had 47 of 47 inmates pass their drug tests. Twice.” These figures offer proof that there are individuals in prison who want better for themselves, which translates to wanting better for their families.

“We have 7,000 graduates of life skills now,” Gambill said. “We’re having conversations with students. Those students are having conversations with their families and with their children. They’re teaching them what they learn and reconnecting with their families.”

Those ripple effects are exactly the intention of these peer-to-peer programs to heal broken communities on the outside by rehabilitating inmates on the inside, and there’s no end in sight. As of August 2024, there are 200 life coaches at 55 facilities and more are on the way with every passing year.

Our Assignment May Change, But Our Ministry Remains the Same

Not all places in need of peer-to-peer support throughout the agency look the same or have the same needs. Consider the Pack Unit, a unit that is mainly comprised of elderly inmates, many of whom do not have family support or a release date that encourages rehabilitation.

“These people have time and they’re thinking to themselves, ‘Man, I’m never getting out. I’m going to die in prison,’” said Michael Ray Smith, a field minister at the Pack Unit. “So, we were walking into a situation where hopelessness was so pervasive throughout this facility that people did not want to get up and go to church, come to classes, put in for events, talk to people, or go to medical. So, we had to address that first.”

But, unlike at the Polunsky Unit, relatability didn’t go far with establishing credibility with the older inmates.

Rotolet McGee, another field minister at the Pack Unit, said, “coming here, was more of a challenge because you have a lot of older guys saying, ‘Man, y’all are little kids. Y’all can’t tell us what to do.’ So, our time didn’t hold a lot of weight. Consistency and living out who we are and loving on people is how we built credibility.”

Beginning in 2020, the COVID-19 pandemic offered Smith and McGee the exact kind of environment to show that level of compassion to their fellow inmates and prove to them that they were there for the right reasons.

“A lot of these guys are elderly and have preexisting medical conditions, so they couldn’t get down and clean under their bunks,” Smith said. “We would clean under their bunks so that they could see the love of Christ acted out.”

Consistent care and compassion were the keys to building long-lasting relationships, which sparked a marked increase in program participation and attending medical appointments, and just like at the Polunsky Unit, the impact rippled outward.

After the pandemic ended, the Pack Unit sponsored a Family Day event where family members spent the day with their incarcerated loved ones. Everybody on the unit got involved.

“The education department allowed us to use their tables and chairs. Laundry made sure the clothes were pressed. Unit artists were spraying shirts. The craft shop provided gifts. The kitchen captain provided snacks and meals. It felt like a community because everybody got involved,” McGee said.

The impact of Family Day went far beyond some chairs and snacks for inmates.

“People saw that there is more to life than prison,” Smith said. “You have something to look forward to. Just keep pushing.”

I Feel Like I’m Making a Difference Now

All these efforts to reach inmates on a peer-to-peer basis compound over time, because graduates of these programs then go on to be agents of change themselves. For instance, at the Polunsky Unit, there has been a growing trend of G2 security inmates sending I-60s and requesting to be placed in the G4 incentivized section, many of whom cite the changes they have seen in those graduating the program as a motivating factor for wanting to join themselves.

“We’re in the augmentation stages of it now,” said Chris Carter, Director of the Chaplaincy and Volunteer Services Division. “How do we continue to grow it? We’ve proven that it’s impactful. It’s proven that it’s sustainable. So now it’s time to continue to grow it.”

Currently, the Correctional Institutions Division is actively expanding incentivized housing. Polunsky has already established two more sections of incentivized housing,

growing the population from the original 47 to 144 total participants, with plans to add another section. Life coaches play an integral role in this process as they act as leaders for other inmates to look up to and gain valuable insight from.

All these initiatives provide officers with a new set of tools to effect change within the prison environment. Officers are finding that redirecting behavior towards positive change seems to enact longer lasting change than punishing negative behavior.

“Now, we’re streamlining more to rehabilitation,” Captain Cathleen Cooper of the Polunsky Unit said. “It’s prison; they’re paying their dues, but this is where we fix what’s wrong.”

“Fixing what’s wrong” highlights the critical role that life coaches and field ministers play. After all, they speak the same language, share in the same experiences and pull from similar histories as those they help. But it also creates space for officers to take a more active role in rehabilitation. Officers now can lean on peer-to-peer instructors when necessary and play an active role in recommending specific programs to inmates in need.

“I opened up and can see the big picture now,” Captain Cooper continued. “Redirect the behavior versus correcting behavior through disciplinary. The chance to be part of rehabilitation is exciting.”



Right Rotolet McGee, currently on parole in Harris County.

COMMUNITY IMPACT OF A PAROLE OFFICER



Antonio Gomez, Parole Officer II at the El Paso I District Parole Office, is from El Segundo Barrio, a neighborhood in El Paso often referred to as the Second Ward. A place, he said, that had a reputation for high crime rates.

“I saw the bad side, and I had an interest in making a difference,” Gomez said. “I knew I wanted to be in law enforcement since I was in the fifth grade.”

Now, he has impacted his community for almost 10 years as a parole officer with the Texas Department of Criminal Justice. He describes it as a rewarding job and said he enjoys seeing his former clients succeeding in the community.

“They’ve made mistakes, but they’ve changed,” Gomez said. “They’ve grown from those experiences.”

His former clients are overcoming their past experiences and are now building businesses, becoming gainfully employed and reconnecting with their families. He’s been stopped by a former client who shared news that they earned their CDL certification and are about to start working as a truck driver.

“Once they sign that paper that says, ‘Hey, you don’t come here anymore, okay?’ I mean, it’s very rewarding. It shows that I’ve actually made a difference in someone’s life, that they actually got through and discharged.”

According to Gomez, his job is about holding his clients accountable and being consistent. He emphasized that they have to do the work, but he meets them halfway.

“They need to do their part, but respect goes both ways. Maybe they just need someone to listen and give them some advice or guidance. We’re here to build a rapport and help them make the right choices. We’re here to help them out and motivate them to change,” Gomez said.

“It makes me feel good because I can see that they have taken my advice, and I’ve made a difference in their lives. I mean, there is always going to be crime, but we can change the criminal thinking

of at least one individual. That makes a big difference. It makes it worth it.”

The goal of the Parole Division is to provide public safety and promote positive change in clients through effective supervision, programs and services.

“By giving parole clients the opportunity to finish their sentences in the community, of course with stipulations, they can be back with their families. They can be productive members of society, find jobs and they have their families who can be good role models to them,” Gomez said. “Give them a little extra push in the right direction.”

Being a parole officer can be challenging and sometimes unpredictable, but that’s what Gomez likes about it.

“I don’t always know what my day is going to look like, and sometimes the day runs past 6 p.m., but I enjoy getting out of the office and doing field work and home visits,” Gomez said.

When asked what advice he’d give a new officer, he said it’s about having consistency and integrity.

“I love my job. It’s very rewarding at the end of the day to know that I’ve made a difference in someone’s life, and I’ve made my community a safer place.”

THE BARTLETT INNOVATION UNIT

When you walk onto the Bartlett Innovation Unit interior grounds, you will almost immediately be greeted by Esther, especially if you happen to have apples or Cheerios!

Esther is the unit unicorn. Actually, she is a one-horned goat that patrols the unit’s housing area walkway, seeking treats and pats, mostly treats. She, along with Penelope, the unit’s resident duck, are a couple of the “innovations” introduced to the unit by senior warden Lorie Larson and her staff. Larson plans to bring in more animals to the “petting zoo,” including a miniature horse and companionship dogs from the Williamson County Animal Shelter. The inmate handlers will provide attention, care and training for the dogs prior to their adoption by loving families. The animals create a regimen

of responsibility for the inmates who care for them and provide a calming effect for both staff and inmates. They also foster a warm environment for children while they visit their incarcerated family members.

The Bartlett State Jail was a private facility in Bartlett, Texas that was closed in 2017 due to the declining inmate population. With the population now increasing, the decision was made to reopen the unit, but this time with a new approach.

Reopening the unit in 2024 would prove to be a considerable task. In June, a small number of staff, along with 23 G1 inmates housed at the Hughes Unit in Gatesville, began the difficult

task renovating the unit. “When the inmates learned about what the unit was going to offer and that they would be a part of something so big and a first for the agency, they got really excited about it and worked long, hard hours to get the job done,” Larson said.

The 2030 Vision challenged the Texas Department of Criminal Justice (TDCJ) to develop and implement new ways of operating all areas of the agency. This allowed TDCJ the creativity to open the doors, so to speak, of a facility like the Bartlett Innovation Unit.



The unit's ambition is to "create avenues to enhance the environment of the unit," Larson said, "and assist the men to release from the unit through the education and programs that we provide to be successful."

After a few months, all health, safety and security operations were in place and the unit began to transfer inmates from other units.

The inmates who transfer to the unit must meet a set of criteria. They must be G1 or G2, not have a sentence over 50 years, have no major disciplinary cases within 24 months, or have no history of

security precaution designators. The inmates in the veterans' dorm are recruited and must have previously served in the US armed forces. The inmates selected for the faith-based dorm must apply and provide rationale for why they would be good candidates for the unit.

Once inmates arrive at the unit, they go through a brief orientation program to learn about the unit, behavior and conduct guidelines and programs that will benefit them upon their release. All of the dorms on the unit have a theme or are housing for inmates seeking similar communities like particular

backgrounds, education and programming, such as the veterans' dorm, faith-based dorm, and peer support, reentry and education dorms.

Staff, who are selected for the unit, go through a rigorous interview process and must adhere to the philosophy of the unit.

One program in development is Veteran X. Currently, there are 16 veteran inmates training to be mentors for their fellow veterans. They will help them manage and overcome common issues that many inmate veterans face when they release back to their communities, such as poor

physical health, mental issues like PTSD, family issues, homelessness and addiction. They will educate them about their veteran benefits and resources. For veterans like David Karimi, there is a sense of pride in knowing they were selected to come to Bartlett, live in the veterans dorm and be a peer mentor.

"It gives a sense of purpose, a way to give back. Being able to be a facilitator is not just for me. I'm helping all of these people as well," he said.

TDCJ is collaborating with the Windham School District to develop programs in culinary arts, computer programming,

veterinary technician, renewable energy and electrical power systems lineman. Together, TDCJ and Windham are establishing a program for the men at the unit similar to the successful female STRIVE Program. The THRIVE Program (Truth Healing Restoration Independence Vision and Empowerment), like the STRIVE Program, will deliver reentry support services through trauma-informed programming, career skill development, employment and community support referrals, and post-release supervision for participants who have not discharged their sentence. Training subjects

include job interview and public speaking, personal self-care planning and grooming for professionals. Each program graduate will receive a set of work-appropriate clothing when they leave the program.

The Bartlett Unit will truly impact the inmates as they leave the unit better equipped and better educated to reenter their communities. Every inmate releasing from the unit will walk out in a suit and tie surrounded in support of their fellow inmates, Bartlett staff, Esther and Penelope as they ring the Freedom Bell on their way out.



Far left: Every inmate released from the unit goes home in a suit and tie. The first, Joe Bailey Smith, gets a little help with his tie from assistant warden Michael Voyles; Center: Esther lies in the sun on a cold morning; Left: Sunlight bathes the Freedom Bell at the Bartlett Innovation Unit. Inscribed on the bell: "Be strong and courageous for the Lord goes with you." Deuteronomy 31:6.



THE IMPACT OF LEADERSHIP: LISA ASHWORTH

Assistant Warden Lisa Ashworth has been inspired by many leaders at the Texas Department of Criminal Justice throughout her 27-year career. The insights she's gained from these mentors have made a lasting impression on her career and provided guidance in her current leadership role at the Holliday Unit.

"There has been, in every single step, in every year of my career, someone that has mentored me," Ashworth said. "I've been blessed to have been mentored by some of the best leadership this agency has to offer. I think that molded me into who I am as a leader."

Ashworth began her career in 1997 at the Estelle Unit, continuing her family's tradition of working for TDCJ. She wanted to have a career that was both meaningful and honorable. To her, the uniform is more than just a uniform; it's a symbol of service.

"I am one of those types of people that tend to flock to those in need," Ashworth said. "Whether it's spiritually, mentally or physically, this job

gives me the opportunity to do all those things. Can it become overwhelming? Yes, but it is gratifying to serve."

Prior to her current position, Ashworth was a major at the Ellis Unit, where she made a lasting impression on her staff and the incarcerated population. To her, it's simple. Showing genuine care and concern for the well-being of others is the key to rehabilitating inmates and providing guidance to staff.

For example, when she noticed some inmates at graduation didn't have family members in attendance, she worked with unit administration to bring in volunteers to celebrate the inmate's accomplishments.

As assistant warden at one of four intake facilities within TDCJ, Ashworth said the impact of the first few days on new inmates is vital to their rehabilitation journey. Her plan to encourage individuals begins with developing new programs and putting positive individuals in place to help them transition into the system.

"The weight of coming through those back gates

“There has been, in every single step, in every year of my career, someone that has mentored me.”
- Lisa Ashworth

can be heavy and very burdensome, so I want to develop programs for those individuals because I believe rehabilitation begins at the back gate,” Ashworth said. “I want to build a culture that when they do come here, they are met with a program or an

individual that is positive and encouraging.”
The culture of a unit impacts both the staff and the incarcerated population; Ashworth wants her unit to be a place where staff are excited to help inmates reach their potential.

“When an inmate changes his mind for the better, it helps staff understand the mission even more,” Ashworth said.
To further enhance the environment for her staff, Ashworth has begun new traditions to help boost the morale, such as Feel Good Friday, which includes coffee, music and breakfast or snacks for all shifts. It’s through these acts of appreciation that she is able to show her support and gratitude to her staff, who sacrifice so much to help keep the community safe.
“Warden Ashworth arrived at the Holliday Unit with a lot of new ideas to boost morale. Change is not always welcomed at first, but Warden Ashworth was not discouraged and continues to work towards the goals she has for the Holliday Unit with a great attitude and a smile,” Sgt. Angela Wasson said.
Ashworth is a true representation of service, proving that leadership has the power to impact everyone around them.



THE TRANSFORMATIVE POWER OF ART:
HOW ART CAN POSITIVELY IMPACT STAFF MORALE

Within the walls of the Texas Department of Criminal Justice motivational quotes and artwork adorn the spaces, not just for inmates, but for the hardworking staff that are often there most of their day. The presence of art can improve performance, form and strengthen relationships with colleagues, stimulate new ideas and establish a welcoming workplace culture.

Walking into a facility every day surrounded with artwork has become the norm across the agency as more wardens are using art as a tool to build a positive working environment and unit culture. One of those wardens is Anthony Newton, who oversees the Estelle Unit and previously oversaw operations at the Ramsey and Ellis Units. Newton has championed the use of art to create vibrant and lively workplaces. After becoming warden at the Estelle Unit, Newton wanted to continue to create a workplace that allowed staff to engage with each other and stimulate a creative environment.

Newton believes that the way a unit looks is reflective of the unit’s culture.
“I do believe art leads to increased engagement and boosts employee morale, and if you do it correctly, it can be seen as a positive indicator of what your unit is about,” Newton said.

There are many benefits to artwork in the facility that can directly impact employees in the workplace.
Performance and Wellbeing
In a prison environment, the health and wellbeing of staff is crucial to making sure they can positively perform their duties. Saying encouraging words can go a long way, but seeing it on the walls before a shift can be the push they need to be motivated for the day. Newton encourages staff to be part of the creative process in the facility.
“It does reduce stress and anxiety and improves the mood of employees. When you get them involved in the process of making the artwork, it stimulates their creativity and innovation,” Newton said.
For one of the employees at the Estelle Unit, the effects of art are a daily motivation.
Officer Peter Mwamgi said, “It encourages me every day to come to work. When you come down the hallway and see that, you read it, think

about it and say, ‘I’m going to keep going.’”
Promoting Healthy Communication
Mood can directly affect the way information is communicated and delivered amongst one another. With Newton taking the initiative to develop a common theme in his units and keeping his employees emotional and mental well-being at the forefront, the possibilities are endless.
“In a prison environment, art provides employees the ability to reflect on their thoughts and emotions when they see it.”
Being around art and even creating it is a form of expression and allows employees to continue their days with an optimistic approach.
For inmate unit artists, developing and creating motivational art nurtures their rehabilitation journey and their potential job opportunities after release.

“I believe that it speaks to them because they’re doing it as a way to communicate redemption for the inmate population; they’re doing it to help heal other people.”
- Anthony Newton



“I believe that it speaks to them because they’re doing it as a way to communicate redemption for the inmate population; they’re doing it to help heal other people,” Newton said.

Facilitate New Ideas, Thoughts and Conversations between Colleagues

Art can serve as a catalyst for new ideas and conversations among colleagues. Newton observes that artwork can spark discussions, foster social connections and provide a common ground for interaction.

“I believe it’s a conversation starter once they see it, and

elicits the different opinions they have of a certain picture or quote,” Newton said. “It gives them common topics to discuss and creates social connections amongst inmates.”

Strengthening the Relationship between Employees and Leadership

“If they see that unit leadership cares enough to invest into the beautification of the facility and do motivational things for them, I think it builds more trust. It makes it more of the type of unit they want to be at,” Newton said.

Introducing art at the units allowed employees and leadership to build trust and community. Various artwork around and within the unit include animals, mottos, motivational quotes, inspirational leaders and superheroes, which promoted commonality in the workplace.

“It’s more than just putting art on the wall, it’s how they interpret the meaning of it.” Newton expressed.

“The impact of art is beyond what the eyes can see but for those influenced, it’s a daily reminder to strive for excellence.”

Above: Artwork at the Estelle Unit. Right: Inmate artists, Brian Estes and Johnny Krause at work in the officer dining room at the Bartlett Innovation Unit. Background: Art from the Bartlett Unit Veterans dorm.



VICTIM OFFENDER MEDIATION DIALOGUE

PROFOUND IMPACT ON VICTIMS, OFFENDERS AND THE CARING PROFESSIONALS WHO ASSIST THEM THROUGH THE PROCESS

As the crime victims’ rights movement progressed in Texas in the 1980s and 1990s, crime victims were seeking and attaining more involvement in the criminal justice process, as well as receiving more compassion and acknowledgment from criminal justice professionals statewide. Fewer victims were being left out of the process and more were being provided with the information and participation they so passionately wanted.

At the request from a woman whose daughter had been murdered in 1990, the Texas Board of Criminal Justice challenged the Texas Department of Criminal Justice (TDCJ) to find a way for her to meet face-to-face with the incarcerated inmate who was responsible for her daughter’s murder. Since there was no process in place for this kind of meeting, the three-person victim services office of the Parole Division was given the opportunity to implement a way for her to have her request fulfilled.

In 1991, the meeting took place at the unit where the inmate was housed. Later that year, the victim services office was elevated to a section, and, to help other victims who wanted to possibly have this kind of meeting, Victim Offender Mediation Dialogue (VOMD) was developed into a program. Victim Services became a TDCJ division in November 1997 and continues to offer

VOMD for crime victims in Texas to this day. VOMD, or victim-centered victim offender dialogue, is a victim-initiated program that provides an opportunity for a crime victim to meet in person with the inmate or parole client who is responsible for their victimization. Many victims want the chance to express the depth of the impact that violent crime has had on their lives as well as on their families. Victims who participate in VOMD may have questions that have never been answered, and the only one who can answer those questions is the person who committed the crime. The “mediation” part of VOMD is not meant to be a binding agreement or resolution; it is more of a way for the inmate to provide what they can for the victim in the process and honestly accept their responsibility for their role.

The VOMD process can only be initiated by the victim of the crime and is confidential

for both the victim and the inmate, who does not have to agree to participate and gets no favorable outcome to their inmate status or parole review by participating. They do, however, get the opportunity to accept responsibility, be remorseful for their actions and be accountable for the pain and suffering they have caused.

Both the victim and the inmate are carefully prepared by a well-trained Victim Services Division mediator throughout the process. Great care is implemented in the VOMD preparation to prevent any re-victimization during the process or allow the inmate or client to victim-blame or minimize the extent of the effects of the crime or their responsibility and accountability for their role in the crime. The inmate may choose to stop participating at any time during the process.

VOMD is meant to be a restorative process for the victim and to allow the victim

to get what they need by participating. It is not intended as an opportunity for the inmate to ask for or expect forgiveness. It is always the victim’s prerogative to offer forgiveness if they choose to do so.

The mediator will provide an immediate “debriefing” separately for the victim as well as the inmate involved and will follow up 30 to 60 days later to ensure that the experience continues to be a positive and effective experience for the victim as well as the inmate.

While homicide is the offense of record for most mediations, victims of sexual abuse and family violence are participating in growing numbers.

As Mark Odom, VOMD Program Supervisor explained, “Many victims who are now adult survivors who were sexually abused or assaulted as minors have become involved in the criminal justice process as statutory victims.” As minors, the statutory victims are the next adult closest of kin, such as mother and father, as long as they are not the offender of record.

As the number of sexual assault and family violence victims VOMD requests began to increase, the TDCJ Victim Services Division developed specialized training and processes for the mediators to help victims work through the mediation preparation process and guide the offenders on how to effectively participate as well. As Odom said, “The VOMD process is not therapy, but it is therapeutic.”

VOMD has been replicated throughout the country, with the staff helping other organizations develop their own programs.

In 2023, TDCJ Victim Services Division assisted the National Institute of Corrections (NIC) to develop National Victim Offender Dialogue Facilitator Training. The TDCJ’s VOMD staff participated in the pilot project for a national facilitator academy by assisting in the curriculum development. In September 2024, the NIC, with the help of the TDCJ VOMD staff, tested a national pilot academy for facilitators for sexual abuse cases.

The VOMD staff also have been instrumental in assisting the National Association of Victim Assistance in Corrections (NAVAC) in the development of, “The 20 Essential Principles of Victim-Centered VOD,” and getting those principles adopted as an American Corrections Association Standard. NAVAC provides grant funds to help other states develop their own victim offender dialogue programs under these guiding principles.

Since that first mediation dialogue was held in 1991, the Victim Services Division has developed a model process that most states in the US have used to develop similar programs for their crime victims. In Texas, the ability for a statutory crime victim to request victim offender mediation dialogue is guaranteed in the Texas Crime Victim Bill of Rights, Article Art. 56A.051 of the Code of Criminal Procedure.



Learn more about the Victim Services Division and the VOMD Program.

MAY 2024
15 YEARS

Richard W. Adams
Hanacho G. Agholu
Lawrence F. Aje
Lewanda J. Alexander
Curtis A. Ammons
Kofoworola J. Babalola
Diana L. Baca
Vanessa K. Campbell
Daniel Casares
Josh B. Caswell
Torrey E. Chain
Patricia A. Collier
Michael A. Costilla
Tracey L. Cox
Cynthia R. Cruz
Tommy F. Dotson
Felix R. Enadeghe
Kristine M. Gentry
Patricia Hargraves
Debbie D. Hearn
Stephen T. Herrington
John H. Holmes III
Waymond L. Howard
Derrick A. Hylton
Sulayman S. Jobe
Loreatha A. Johnson
Garrett N. Jonas
Karen G. Kindley
Rexford Kingston
Andrea D. Lane
Jacklyn D. Mathis
Edda V. Mira
Linda F. Montgomery
Abdullah A. Morshed
George F. Motley
Cletus W. Nelson
Feyisayo Y. Obisesan
Shelby N. Phillips
Roy V. Pulido III
Angel Reyes
Jose A. Santellanes
Nora Santoyo
Norma Saucedo
Mark D. Schoubroek
Courtney N. Scott
Farrukh Shabbar
Donna M. Smith
Oluyster O. Sokoya
Gary L. Springs
Tyler J. Tatman
Belinda B. Toland
Fermin Torrez Jr.
Ernesto A. Vasquez
Christopher B. Vincent
Samuel O. Weh
Andrew F. Wells
Keshia L. Williams
Steven P. Wilson
Jesse B. Womelsdorff
Colby A. Woodrum
Elizabeth A. Wright
Christopher R. Ybarra
Joseph T. Yesufu

Alexandria A. Zambrano
Brooke M. Zucha

20 YEARS

Steve A. Adeyi
Clara R. Anderson
Melva Armendariz
Michele R. Blackmon
Philip I. Bradley
Joyce D. Bradley
Phillip E. Coleman
Natashia M. Croff
Ruth S. Davis
Erica D. Day
Liza A. Dominguez
Jon E. Edmond
Ineequa A. Fisher
Amy A. Garcia
John G. Garcia
Alcario Garcia Jr.
Gavin E. Gilder
Diana L. Gonzales
Rashantay M. Harris
Lawona D. Hawkins
Melisa I. Hill
Dustin N. House
Gabriel L. Lara
Christopher C. Leggett
Michael D. Lucas
Kevin J. Lyas
Amanda R. Maddox
Tamika M. Merriweather
Johnny W. Nickerson
Akon M. Orok
April S. Parker
Gary P. Ramirez
Donald R. Rasberry
Elisa B. Rincon
Dennis B. Rinehart
Albert Salazar
Lydia Y. Sanders
Rosalina S. Smith
Tracy S. Summerlin
Misty N. Terrazas
Ulice Threadgill Jr.
Eugene B. Tijerina Jr.
John M. Tuimamie
Henrietta Wright
Susan L. Yarbrough
Michael T. Young

25 YEARS

Reba C. Babineaux-Blum
Carolyn Batten
Virginia S. Box
Leticia L. Boynton
Theresa J. Burns
Jason D. Campbell
Siria M. Castro-Alvayero
Jeffery W. Clark
Veronica Cruz
Tina M. Darity
Keith T. Farrell
Sue A. Gamez
Paula K. Hand
Rose M. Harper
Angelina De Leon

Lamar F. Martinez
Rita H. Murray
Joseph J. Nelson
Georgina Ortiz
Lisa A. Pelitire
Dann M. Richards
Patricia M. Rochester
Misty M. Rogers
Judith E. Schroeder
Tanya Stanley
Olene Y. Supak
Yolanda D. Vallair
Denise L. Watson
David E. Whitson
Annett Williams

30 YEARS

Adrian A. Amonett
Shelly M. Beaird
Tina Y. Brown
Alice Collie
Richard R. Fickey
Eric G. Fletcher
Ronald G. Frances
Kathryn C. Gaitan
Earl N. Helmer III
Douglas O. James
Marilyn D. Johnson
Darrell W. McCoy
Melinda L. McNamara
Margie A. Mendoza
Carolyn M. Miller
Dee A. Nixon
Audra C. Rawlings
Jeffery L. Richardson
Stacie L. Rodgers
Georgia R. Rutledge
Katina D. Smith
Michael W. Smith
Javier Soto

35 YEARS

Easter M. Allen
Delwyn G. Bell
James Blackstock
Marvin L. Dunbar
Janice W. Taylor

40 YEARS

Joseph P. Doherty
Ray A. Johnson
Stuart C. McCuskey
Raymond L. McQueen
Henry I. Perry III
Dora L. Taylor

45 YEARS

Oscar Mendoza

55 YEARS

Arthur G. Judd

JUNE 2024

15 YEARS

Betty J. Abron
Shalom Adame
Adepeju Adenyipadeola
Kehinde O. Aiyegoro
Dana A. Alderigi

Mohan K. Arthanari
Akindele Ayi
Felicita H. Baker
Latisha A. Baraka
Jacob A. Bayer
Spencer K. Boone
Shelley S. Born
John P. Brantner
Heath W. Brown
Javier Cerda Jr.
Joseph A. Clark
Rodney W. Clark
Elizabeth M. Cooper
Robin M. Couch
Jason H. Crump
Ruby J. Davis
Paul E. de los Santos
Ramona E. Dean
Timothy E. Dewey
Titilayo S. Elias
Maria E. Espinoza
Daniela A. Ester
Jacqueline E. Finley
Darrell W. Fresch
Lindsey J. Gallegos
Jacquelyn N. Garrison
Connie A. Greensage
Lasandra N. Hackney
Derrick L. Hall
Eduardo Inocencio IV
Michael A. Johnson
Semone S. Johnson
Devell R. Jones
Melissa M. Jorski
Shawn E. Lashley
Russell K. Linville
Sergio Martinez
Warren T. McFarland
Tallan R. Metcalf
Tara L. Miller
Matthew B. Mize
Maria E. Muirhead
Darrell W. Neill
Charolette L. Nelson
Latonja L. Oguinn
Page Okwuosa
Niyi J. Oparinde
Lance E. Phillips
Stephanie L. Pickens
Lauren R. Pickett
Michelle L. Provencio
Sonny H. Richards
Carrie J. Robles
Jenna N. Rose
Beau W. Smith Sr.
Brian D. Sparks
Der K. Sun
Margarita Thomas
Tumicka R. Thompson
Florence B. Trahan
Brittney D. White
Barney F. Wilkinson
Richard G. Wright Jr.
Cathy M. Young

20 YEARS

Kenneth J. Adams
Anthony U. Agugo
John A. Alofe
Cecil J. Altstatt
George O. Boham
Stephanie R. Bond
Kevin L. Bradshaw
Ken H. Brown
Michael M. Brown
Terrence C. Bundage
Alfredo Cervantes
Stephanie R. Clark
Richeal L. Collins
Rickey Conley Jr.
Alley D. Cook
Alicia M. Crutcher
Michael T. Davis
Gabriela Flores
Frederick M. Gatson
Kent J. Glassel
Laurie L. Goulart
Daniel W. Gradel
Leonard A. Graham Jr.
Lisa A. Guinther-Kirkley
Robert W. Horton
Melinda C. Jeffery
Angela M. Jordan
Tiffany L. Marcel
Okachukwu S. Maxwell Sr.
Daniel R. McDuff
Brian S. Morgan
Richard E. Moser Jr.
Francis E. Odoro
Tamyra L. Parr
Jason E. Perkins
Albert M. Sanchez
Jennifer A. Schofell
Lasisi Sule
Morenike O. Sule
Linda D. Thompson
Jude C. Ugwueze
Shayla J. White

25 YEARS

Jessica G. Collins
Jennifer L. Davis
Yolanda E. Davis
Daniel E. Flipse
Dena E. Foster
Amanda A. Frederick
Charlie E. Goodson Jr.
Carla W. Goree
Karen T. Gouge
Beatrice J. Guerrero
Angela C. Howard
Kathy Hurley
Jacqueline L. Jones
Angela L. Knighten
Kevin D. Lankford
Cindy L. Losoya
Carrie S. Mink
Robert L. Nevares
Joel E. Ortega
Linda A. Pierrot
Traci L. Shirey

Troy R. Taylor
Allen L. Turner
Shannon D. Ware
Ronald J. Willis

30 YEARS

Sunny Benvmondez
Robert A. Carpenter
Daniel L. Dizien
Deborah A. Harris
Tracy B. James
John M. Jones
Randall L. Keels
Richard W. Knowles
Glen H. Lewis
Arthur G. Madrigal
Charles O. Meador II
Francis J. Miranda
Carol E. Monroe Jr.
Myra M. Montez
Guadalupe Perez Jr.
Raymond L. Quezada
James D. Raven
Peaches R. Ross
Galen E. Sorrells
Christene Tallie
Tanya L. Wilson
A C. Wortham Jr.

35 YEARS

Denise D. Bunch
C.S. Daigle
John R. Dockery II
Stacy L. Laird Tacquard
Patricia M. Rohde
Kevin D. Simmons
Gwendolyn J. Spurlock
Karen M. Woody

40 YEARS

Tony Harbin
Tommy W. Pack
Jerry D. Ramsey

JULY 2024

15 YEARS

Alma C. Alaniz
Christopher T. Bailey
Bryan Barker
Tommy R. Barr Jr.
Jerald G. Bartlett
Grant S. Belvin
Toni J. Bilnoski
Jeremiah D. Booth
Sharon A. Bridges Bayliff
Christy E. Brown
Brady J. Burt
Matthew R. Carmichael
Quintana L. Carroll
Russel Casteel
Dennis P. Childress
Charles C. Coleman
Aaron J. Cottrell
Robyn R. Cyr
Kristi I. Davidson
Adam D. Dotson
William Ebiloma
Joshua L. Erwin

Abiodun A. Fagbolu
Reginald B. Fombo
Samuel E. Garcia Jr.
Robert J. Giddings
Richard Gonzales
David G. Gutierrez
Francisca Gutierrez
Jeanine B. Hamilton
Nathan A. Head
Margie Heffington
Judy M. Hill
Michael O. Iheme
Samuel
Emmanuel C. Ijeh
Derrick Johnson
Kathey L. Johnson
Pamela Y. Jones
Hakeem A. Kazeem
Janice L. Layton
Natalie N. Leggett
James P. Lowe
Obed Martinez
Teresa S. Martinez
Martin W. McMahon
Charles A. Mims Jr.
Courtney M. Moya
Theola D. Moye
James T. Murra
Ryan S. Neighbors
Theodore Nieniel
Rachael A. Odeneye
Olugbenga F.
Ogunfolajin
Olakunle T. Oni
Oyinkuro H. Oputa
Freddie L. Orsack
Arnoldo Pena
Brandy L. Potter
Benjamin L. Ramirez
Amanda K. Rappolee
Deonte M. Roberson
Vanessa R. Ross
Chad J. Rust
Patricia Searles
Sandra N. Short
Susan J. Shortnacy
Rusty C. Shreves
Micah D. Sims
Tonya Y. Smith
Olawunmi B. Solomon
Carol E. Stanley
Eric M. Sztraky
Roy Thomas
Sunday C. Uvuka

20 YEARS

Clay A. Anderson
Susan K. Anthony
Micheal S. Aulds
Yolanda J. Beverly
Matthew C. Bridges
Anthony E. Brown
Tersia R. Brown
Toni R. Brown
Shawn R. Bruns
Freddy Canas
Demetria Y. Carter

Kevin A. Clayton
Maria D. Contreras
Sara A. Cordell
Janis N. Day
Elizabeth A. Dimick
Mark E. Garcia
James R. Glaze
Laura Gomez
Nathan D. Grundy
Rodrick D. Hawkins
Geneva A. Hill
Leonardo Jaquez
Stephanie E. Knutson
Kimberly A. Lopez
Letisha R. Loville
Lennon J. Mandwee
Nichole D. Martinez
Enrique V. Montenegro
Valerie L. Munoz
James W. Nash
Maxey A. Nuss
Waheed E. Oyeleke
Roberta M. Pickett
Carolyn A. Polk
Allen W. Pope
Richard S. Porter
Lisa K. Roberts
Justin C. Sands Wable
Lavina F. Smith
Tim W. Sulak
James E. Sustaita
Shirley A. Swann
Dennis A. Taylor
Mark K. Vest
Alonzo L. Vicks
David W. Washington
Quanquvette R. Wilkins

25 YEARS

Rodney W. Angton
Gill A. Ashworth
Francis Azagidi
Toby M. Battaglia
Federico Cervantes Jr.
Daniel A. Choate
Daniel D. Defore
Nyoka S. Deveney
Toi M. Edwards
Freda M. Fuller
Anthony M. Harris
Yolanda M. Harris
Sherry D. Hunter
Shane M. Jackson
Nakisha L. Kenney
Melissa L. Kizer
William J. Kunkle
Heather A. Lopez
Nellie J. Martin
Tonja R. McNeil
Rosemary Mitchell
Chris M. Ourourke
Roslyn D. Paige
Florene Perry
Melissa K. Reed
Richard Rodriguez
Sean M. Ross

Christina M. Ruiz
Enrico B. Rustia
Bertha L. Samuel
Hugo E. Sanchez
Terry L. Smith
Duane L. Stahl
Terry S. Vinson
James Wilson
William B. Yutzy II

30 YEARS

Brandi M. Allums
Michael A. Bailey
Sandra Castaneda
Joe R. Chavez
Frank Cuevas Jr.
Janet C. Daugherty
Jacqueline A. Hudnall
Pablo Lopez Jr.
Thomas J. Macquarrie
Chris Robles
Lillie R. Slaughter
Michelle A. Thorn
Lee W. Wilson Jr.
Kenneth E. Wilson
Ted S. Wusterhausen

35 YEARS

Lee R. Evans
Frederick L. Gooden
Carolyn F. Henry
Andrew J. Mendez
Allen D. Patton
Jacqueline J. Sanders
Billy J. Scarborough
Madelene R. Tyler

AUGUST 2024

15 YEARS

Bolaji G. Allen
Olunkunle L. Alonge
Ryan V. Aulgur
Simon B. Balogun
Kyle C. Beusch
Sandra Bocanegra
Latara P. Brackens
Norman O. Bradford
Laura L. Carrell
Sheneika L. Carson
Ana L. Ceballos
Patrick D. Chappell
Lawrence A. Cherry Sr.
Elizabeth I. Chigbo
Austin T. Collins
Bonifacio C. Conejos
James S. Deen
Tiffany C. Devault
Alma R. Diaz
Kendrick L. Duncan
Benjamin A. Esabor
Elva Favela
Robert H. Gayle Jr.
Erycah L. Gonzales
Bonita L. Hicks
David M. Holden
Daniel E. Horsam
Jermery M. Howe

Rodney C. Knox Jr.
Julianna Lawrence
Tammy A. Lee
Douglas G. Little
Jonathon P. Logan
Paul E. Lozano
Erica J. Maldonado
Lawanna L. McClain
Steven D. McDaniel
Charlotte W. McKnight
Brandy L. McLerran
Tenisha M. Mitchell
Yadira M. Morin
Robert Muhammad
Adebusayo C. Oladele
Ebenezer O. Olowomeye
Festus U. Osagie
Michael C. Payne
Justin M. Quinn
Majken R. Raines
Chantel N. Ratcliff
Leonardo M. Rico
Patricia H. Riendeau
Richard Saldivar
Janice L. Scroggins
Anthony M. Storzillo
Donisha Z. Taylor
Frank Thome
Chukwuemeka K. Ubendu
Carlos Urrabazo
Johnny W. Walker
Kimberly J. Watson
David L. White
Ronald J. Whitney Jr.

20 YEARS

Mudashiru O. Ajuteru
Gbengaola M. Akinsanya
Christian O. Bosah
Robert A. Coronado
Scott A. Currie
Marisa R. Deleon
Mildred Dickey
Toya C. Fisher
Arica D. Flores
Jesus M. Garcia
Tracy M. Glover
Tamara R. Harris
Eva S. Hickerson
Peter H. Honesto
William C. Johnson
Stacey Y. Kirk
Carrie Kroll
Freda A. Lewis
John R. Lopez
Loretta L. Lovelady
Valerie A. Maciel
Gregory P. McQuirk
Raymundo H. Montez
Lakisha S. Murphy
Cheryl M. Myers
Domonique A. Redic
Candace J. Russell
Andriy Sabatura
Jose J. Sanchez

Marina Sifuentes
Christopher D. Smith
Erica R. Speer
Martha M. Stayton
Brian W. Taylor
Pedro Trevino III
Ashley N. Washington
Candace J. Williams

25 YEARS

Barbara A. Arias
Brandon D. Atchley
Elias Barboza Jr.
Karen A. Barnett
Michael B. Baysinger
Doris H. Boswell
Ronald P. Bright
Elizabeth A. Burton
Alberto G. Campos
Alfred B. Courtney
Melissa M. Davis
Sammy Delara
Smith C. Echebiri
David J. Gamblin
Janie P. Garza
Linda J. Harrison
Raymond E. Herd
David D. Hoover
John O. Iriele
Shemika T. Jackson
Delillian L. Johnson
Harold V. Johnson
Brett S. Junod
Ryan M. Lanham
Leah J. Lee
Luis C. Lopez
Judith R. Lovelady
Aaron C. Martinez
Reuben Martinez
Roel Perez
Kelvin Powers
Ariel E. Rosado
Lara L. Salinas
Regina K. Schiller
Julia M. Smith
Kristen M. Smith
John D. Thomas
Karla A. Velasquez
Pamela A. Williams

30 YEARS

Marilyn D. Bacon
Lanny S. Brown
Tammy S. Bunton
Charles K. Crouch
James P. Elliott
Robert Frausto
Eddy P. Jezisek Sr.
Jerry D. McGinty
Johnny Ortiz
Becky M. Raymond
James F. Rehm
Jose M. Saldivar II
Lori A. Sanford
Cherie L. Slott
George Smith
Lawrence G. Smith

Young W. Springfield
Errol D. Stredic
James P. Venette
Deture R. Woodard

35 YEARS

Billie R. Butler
Johnny R. Hayward
Steven A. Liles

40 YEARS

Michael D. Barnett
Garvin D. Cannon
Glenn R. Carrell
Thomas A. Chessher

45 YEARS

Royce E. Hagans

SEPTEMBER 2024

15 YEARS

Richard L. Adams
Christiana A. Aina
Sabu T. Antony
James C. Barnett
Robert Barrera
Shirleen M. Blue
Bodie W. Brown
Ken Bruner
Charles R. Bullard Jr.
Phillip Carrillo
Jason L. Chain
Ruben Correa
Minnie L. Crawley
Roderick V. Crowe
Marenda M. Durnell
Wendy L. Elliott
David P. Erskine
Javier Esquivel Jr.
Theresa C. Estes
Juan F. Gomez
Keenan S. Helm
Traci N. Holland
Debra Holmes
David Hopkins
Kevin M. Horn
James M. Huffman
Jossy Jacob
Esther Jimenez
Kobe T. Kelley II
Myshika D. King
Shantina D. Letroise
Guadalupe Loreda
Jeffrey W. Machado
Christian Mancha
Harry W. Martinez
Arminda Martinez
Jesus Martinez
Joe L. McGlothlin
Anthony O. Mezue
Daniel E. Mills
Edwin L. Mills
Lucky B. Okopie
Sunday P. Olufemi
Sean S. Ostrander
Kristi L. Patterson
Tanya H. Pennie
Ezeabeate A. Robinson

Simone A. Smith
Enrique Soliz
Kathlene A. Sutton
Guy P. Trent
Adrain Tucker
Luis A. Velarde
Karen L. Woods
Bobby L. Woodward Jr.
Jonathan P. Yarbrough

20 YEARS

Damon B. Andrews
Jose E. Armendarez
Bobby H. Arnold Jr.
Ignacio Barraza
Juanita L. Baxter
Samantha K. Berotte
John D. Burns
Jimmie B. Carey
Jacqueline M. Chatman
Tiffany M. Christian
Ruby A. Clark
Wayne C. Crockett II
Brandy N. Dages
Ronald K. Denson
Shavonne M. Edwards
Ralph C. Ferry
Kathy L. Gannon
Jerimiah M. Ghagar
Christopher C. Gibson
Erica D. Gipson
David V. Hailey
Beverly S. Harbour
Johnathan S. Hyatt
Claude H. Jackson Jr.
Charlotte A. Jeffcoat
Christina K. Luce
David M. Morales Jr.
Amber K. Ochoa
Oladimeji O. Okusanya
Michael J. Opiela
Elizabeth F. Oyetunji
Nancy X. Pineda
McLinda D. Porter
Haskell A. Rayford
Kesmeil L. Rose
Sabrina L. Scott
Shelly R. Soutter
Joe E. Suniga
Sandra A. Vanderslice
Joseph E. Wasson
Jeffrey J. Welch
Kenny D. Wilkerson

25 YEARS

Wade T. Alexander
John S. Black
Stanley A. Brown
Jesse Espinoza Jr.
Tommie M. Fielder
Leah A. Garcia
Penny G. Hall
Mandy M. Head
Jamie R. Hoffman
Charles W. Jones Jr.
William S. Kellar
Georgette K. Lawson

Terry L. Lindner
Marina L. Mackey
Mary A. Mills
Bertha Y. Mireles
Sonia I. Navarrete
Rudolfo Nieto Jr.
Emezie W. Onyeahialam
Bobby R. Pate Jr.
Cynthia Rasberry
Luisa Rhoderick
Wendy L. Skains
Catina S. Tolliver
Bobby J. Turgeon
Elmalinda F. Ware
David S. Williams

30 YEARS

Jerry D. Adams
Joanna Alford
Patricia Anderson
Lavange L. Broussard
Joseph F. Carr
Mae E. Cobbs
Mario A. Gonzalez
Oscar L. Grant
Luis R. Guerrero
Carmichael Hebert
Robert O. Iyawee
David L. Johnson
Casandra J. Jones
Dan C. Lewis
Jaime D. Martinez
Manica M. Obregon
Beverly R. Petty
David G. Sosby
Ronnie R. Stanhope
Thomas W. Tulley
Jaime A. Villegas

35 YEARS

Michael D. Corley
Billy Dale Jr.
Betty J. Hightower
Rebecca A. Otero
Louis E. Young

40 YEARS

Tommy L. Anderson
James H. Kitchen
Cris W. Love
Dennis McKnight
Marshall W. Mitchell
Billy J. Watkins

OCTOBER 2024

15 YEARS

Soglo E. Abba
Olalekan M. Afolabi
William A. Ainsworth
Merced M. Baca
Wahab O. Bello
Jerrica D. Bender
Michael A. Betts
Hannah Bilson
Heather E. Bovee
Caleb M. Brumley
Dorothy J. Bugaj
Dana D. Burks

Brian D. Cassidy
Donald Causey
Natalee L. Cravens
Jesus O. Cruz
Doyle W. Davis
Wilmer D. Davis
Vicki L. Deshazo
Meghan E. Ebner
Patricia P. Fondon
Sergio Garcia
Darala J. Halliburton
Joy L. Hughes
Trent L. Hyman
Nicole M. Johnson
Ronald D. Jordan
John W. Kennard
Kristie N. Khairi
Mark J. Ladnier
Gena M. Lee
Lawrence E. Lockey
Jose G. Lopez
Caneasha L. Mack
Diana O. Mars
Leticia A. Martinez
Pradeep Mathew
James K. McKethan
Shawnequa E. Moore
Wesley J. Moore
Anethia Morton Howard
Sidney A. Nash
Christopher D. Okeeffe
Akeem I. Oladejo
Chioma A. Olisaemeka
Angelica M. Pacheco
Randell R. Price
Ysidro A. Rodriguez
Karen S. See
Kamiludeen R. Seriki
Brandon T. Sherrod
Douglas M. Sloan Jr
Melissa B. Smith
Kedra S. Sonnier
Adeniyi O. Taiwo
Eric N. Tole
Mohamed L. Touhami
Nora C. Villafano
Geoffrey P. Walter
Twana B. Wilson

20 YEARS

George M. Arceneaux
Michael S. Baker
Samuel G. Barrow
Eva M. Colvin
Trista L. Cotton
Anthony Effanga
Kizzie M. Fowler
Keisha R. Green
Clarence W. Griffin
Gerardo Guerrero
Sharon R. Hall
Deanna M. Hurst
Ignatius Ifejika
Ocie F. Johnson
Tim A. Lashley
Matthew D. Mapes
Marcus D. McIntyre

John J. Means
Billy L. Miles
Oliver E. Nnoku
Anna M. Perales
Terri F. Putnam
Juan J. Ramirez
Latravia N. Ray
Monique P. Redic
Sonya G. Rollins
John P. Rosiu
Christopher D. Sliger
Reynaldo C. Urquizo
Javier Villasana
Regina M. Williams
Abram
Guadalupe Ybarra
Antonio G. Zambrano

25 YEARS

Trendolyn L. Adams
Sheila H. Bean
Kareem A. Bello
Jayenelle B. Carroll
Richard L. Cowan
Vonde K. Dawkins
Kimberly L. Garza
Deborah J. Gipson
Sharon E. Hearne
Anthony L. Hervey
Dtra Hilstock
Leslie R. Kelly
Michael W. King
Mary D. McKnight
Fred B. Moore IV
Dorothy I. Morales
Feliciano Morales
Armando Orozco
Alvin D Perry
Darlene D. Raborn
Carol A. Randgaard
Thomas K. Rawls
Roxanne E. Simon
Jonney F. Smoldas
Paul D. Stuart
Blynthia Y. Thomas
Chrystal W. Wagner

30 YEARS

Abigail Aldape
Chris C. Balch
Jerry C. Bumstead
Katherine Clark
Cortez D. Crist
Wanda K. Davis
Matthew W. Ellis
Irma Esparza
Craig L. Franzetti
Lawanda M. Harris
Stacy P. Kozlowski
James E. Krueger
Julia A. Lane
Jerry B. Lee
Rafael Menchaca
Shaun B. Munson
John W. Oldham
Bruce E. Phillips
Tammy K. Phillips

Ruben S. Ramirez
Terri J. Simpson Reid
Jimmy D. Sisson
Aaron J. Tompkins

35 YEARS

Aurel L. Adams
Burk H. Backhus
David D. Brooks
Dwight P. Cobb
Leigh A. Harding
Anthony B. Lawson
Helen R. Lewis
Lois A. Marion
Shirley A. Nunn
Gabriel Tovar

40 YEARS

Shawn R. Blair
Guillermo Gonzalez
Jose Lara
Alton L. McKnight
Rodrick E. Richardson

45 YEARS

Victor D. Boston

NOVEMBER 2024
15 YEARS

Teresa B. Afariogun
Martha N. Aldape
Misharck C. Amaechi
Silvia Ambriz
Tomas J. Anzaldua Jr.
Kenneth B. Benton
Lauren R. Bob
Kathy L. Browning
Samantha J. Carroll
Marcos Casarez
Brandy M. Clanton
Gary D. Clark
Tabatha C. Coey
Israel Costa
Gregory R. Daley
Vabury F. Daramay
Brittany L. Darrett
Jennifer L. Deyne
Joseph E. Eaton
James C. Gilbert
Audie D. Gilmore
Sharon L. Gray Pollard
Joely K. Greer
Katrina P. Harkins
Margie A. Henley
Steven R. Hope
Mark R. Hughes
Sandra F. Industriosos
Vladimir A. Isaac
Francis N. Iweunor
Emmanuel C. Iwueze
Daniel R. Jett
Verina T. Kincade
Jose L. Mares Sanchez
Krystle L. Mason
Jessica A. May
Jesse E. Mckee
Gabriel Mendoza

Kenneth W. Moore
Anna Y. Morales
Angela Moreno
Ruben Nieto Jr.
Adeleke O. Olusegun
Thomas M. Pantoja
Jennifer A. Patteson
Stephanie L. Patton
David A. Petrosky
Bobby J. Roberts
Derrick L. Sanders
Joni L. Schaeffer
Arlen W. Self Sr.
Scotty L. Stewart
Sven Strack
Arcadio Torresdelacruz
Albert Uribe
Steven A. Vass
Maria H. Villatoro Samuel
Autumn L. Wheaton
Felisa D. Womack

20 YEARS

Tamisha H. Agbor
Juan J. Barron
Nicholaus P. Blazek
Dena A. Bridges
Francis A. Cano
Kyle D. Coffman
Amanda M. Flinn
Nicholas A. Flood IV
Pablo W. Flores
Patricia R. Flowers
Cheryl A. Gonzales
Mark A. Gonzalez
Kristopher R. Grimes
Joshua W. Hemphill
Lindsey L. Hildreth White
Krystal E. Holman
Sabira S. Hoq
Crystal Jackson
Shiemika
Jacksonmatthews
Laura A. Janise
Rian J. Jensen
Damian L. Jones
Coty L. Kitkoski
Cassity L. Konen
Daniel A. Lakin
Malia V. Leiato
Robert C. Locke
Yanira Luna
Alvaro J. Martinez
Santiago E. Martinez Jr.
Symantha G. Mccrerey
Phillip J. Mendez
Chiddy Nwaeze
Beatrice J. Ojeda
Connie L. Piedra
Shelley M. Redmon
Joseph F. Smith
Hamlin T. Stanaland III
Christopher D. Taylor
Shavernon N. Thomas
Rosalinda Trevino
Lovina C. Umeh Ezeakor

Josie Vidaure
Donna R. Wagley
Amy L. Westbrook
Keith L. Wheeler
Carla N. Williams
Tomyka V. Young

25 YEARS

Mahogany D. Adams
Michelle L. Andrews
Samuel M. Anglin
Robert D. Armour
Graciela R. Baker
Erica M. Beasley
Felix E. Bermea
Norma Castillo
Leonard S. Chenevert
Christopher L. Crase
Nick O. Espinoza
Mary L. Gilder
Luis Hernandez
Alma E. Leos
Robin J. Mcgriff
Gary A. Mckillip
Eric C. Milbern
Tanja N. Robinson
Steven R. Ross
Gina M. Sevilla
Marco A. Terrazas
Mark A. Vaughn

30 YEARS

Vicki L. Blanchette
Tracy L. Burgess
Jeffrey W. Catoe
Linda Cole
Michael B. Crow
Buddy T. Fletcher
David A. Frazier
Daniel Gomez
James M. Green
Eric G. Henslee
Raul J. Hernandez
Sophia D. Hicks
James R. McCormick
Russell K. Phipps
John P. Savell
Brenda M. Schmidt
Jason L. Smith
Ronnie D. Vance
Dana S. Wilson

35 YEARS

Alfredo Acosta
Kimberly K. Beck
Charles E. Burt
Phylecia A. Lacy
Mark A. Leal
Charles M. Mcchesney
Timothy C. Mckenzie
Justin W. Richie
James W. Williams

40 YEARS

Paul H. Glass
Ronald M. Peschke
Stephen R. Robertson

RETIREES
JULY

Juan R. Aguaristi
Davin H. Andrews
Virginia S. Box
Bonnie Z. Cummins
Steven M. Curtis
Jack D. Daniel
Dale Dorman
Augustine A. Edenojie
Leigh A. Evans
Amy J. Flores
Lori A. Fox
Raul R. Galindo
Joe L. Garcia
Juan M. Garcia
Christina S. Gonzalez
Sandra E. Gonzalez
Laurie L. Goulart
Joseph C. Guidry III
Michael V. Hobbs
Pablo Lopez Jr.
Elizabeth B. Manning
Pamela Marin
Rene R. Martinez
Kenneth D. McCreary
Elizabeth Milton
Cheryl A. Mobley
Sandra L. Myers
Hilda A. Ness
Francis E. Odoro
Patrick I. Okundaye
Johnathan R. Perry
Donald R. Rasberry
James F. Rice
Daniel W. Schmedthorst
Stephen J. Sims
Charles E. Smith Jr.
Deborah K. Sommerfield
Lloyd C. Stewart
Richard W. Taliaferro
Jill Y. Wafer
Lea A. Wall
Kenneth C. Wallace
Leah G. Wilson
Guy R. Wristen

AUGUST

Jason P. Aguirre
Kimberly J. Akin
Candelario Alameda
Patricia S. Amaya
Tyla M. Anderson
Rodney W. Angton
Sheryl L. Barr
David P. Berkovsky
Leticia L. Boynton
Tersia R. Brown
Tina L. Brown
Penny L. Burnside
Rosalinda P. Calhoun
Lucio J. Castro
Jason R. Clarkson
Martina Cline
Laurie S. Cole
Brian P. Cooper
Everardo Cuellar

Calvin W. Davis
Jon E. Edmond
Joshua R. Falomo
Stephen A. Faulkenbery
Edward G. Ferguson Jr.
Rogelio Garcia Jr.
Teresa B. Gardner
Grace Y. Garza
William J. Gilman
Everardo Gonzalez Jr.
John S. Grand
David Gurrola
David G. Gutierrez
James A. Hanson
Bridgette Y. Hayes
Andrea K. Haynes
Christina M. Holloway
Karen R. Humphrey
Tracy Hutto
Maricia R. Jackson
Suchandra E. Jackson
Melinda C. Jeffery
Dala G. Jenkins
Catherine E. Johnson
Delillian L. Johnson
Calvin J. Jones
Carol L. Jones
Donna M. Jones
Nancy L. Jones
Tiffany A. Jones
Leeann F. Larkin
Freda A. Lewis
Jill E. Lewis
Jeannette Lipsey
Tiffanie J. Loden
Jeffery G. Mark
Brian P. Marshall
Pondray E. Mathis
Edward R. Meier
Nora E. Mendoza
Tabitha L. Mericle
Charles D. Mitchell
Carol E. Monroe Jr.
Nolan W. Nichols
Travis B. Odom
Jackie L. Organ
Leslie C. Ortego
Eric C. Padgett
Donna W. Park
Sue E. Pearson
Adrian K. Pena
Kurtis D. Pharr
Prince F. Pickett
Shane D. Ray
Russell A. Richard
Jennifer L. Robinson
Ricky Rodriguez
Tina M. Rodriguez
Stephanie D. Sanchez
Robert A. Senkevich
Annette Session
Traci L. Shirey
Annette Smith
Ronald D. Stafford
Tanja Stanley
Juan R. Stills

David A. Stokley
Tim W. Sulak
Bobby L. Summers
Nina M. Tanner
Regina K. Thedford
Roger G. Thorp
Cynthia D. Tilley
Jason P. Titus
Whitney D. Twichell
Eneck Variste
Angel Velasquez Jr.
Laura J. Vermillion
William D. Weaver
Hugh Wedgeworth III
Debra B. Wiese
Hollis R. Wilcox
Paul B. Wilder
Jason G. Williams

SEPTEMBER

Jean A. Alexis
Pamela E. Barber
Melissa L. Barnard
Angie A. Bowers
Stephen C. Castleberry
Charles W. Cato Jr.
Ruben Correa
Wayne C. Crockett II
Michele D. Dants Lewis
Keith J. Ekberg Jr.
Richard T. Garcia
Maria I. Gonzalez
Vicki L. Grider
Ramiro B. Hernandez
Mark W. Hill
Gladys E. Jenkins
Donna A. Johnson
Gabriel Lopez
Daniel R. McDuff
Robert J. McGrath
Carla R. McKay
Johnny W. Nickerson
Gabriel O. Obisesan
Juan Pichardo
Lucina Reyes
Lisa K. Roberts
Kenneth Shelley
Jeff T. Stringfield
Tommy R. Tobias
Loret U. Umesi
Doresia G. Veasey
Amy Vega
Sonja R. Wallace
Steven C. Wessman
Blaine O. White
Tina R. Wofford

OCTOBER

Ernesto R. Alanis
Jimmy Ancira
Norma A. Arevalo
Gregory L. Avants
Lashawn M. Baker
Shelly M. Beard
Toni R. Brown
John D. Burns
Nicholas C. Chikwe

Joseph A. Clark
Alvis R. Cox Jr.
Dennis B. Crowley
Douglas D. Daniel
Yolanda E. Davis
Randy L. Detwiler
Regina M. Dewberry
Timothy J. Dwight
Jeffery L. Escamilla
James M. Green
Virgie M. Guidry
Dena A. Hadnot
Helen L. Haralson
Timothy O. Head
Eva S. Hickerson
Lisa M. Hollins
Sonya R. Huggins
Ramona B. January
Esther Jimenez
William C. Johnson
Keshia C. Keys
Jimmy D. Killion
Felicia D. Kinney
Valentyna M. Martin
Arminda Martinez
David R. McCoy
Norma H. Munoz
Aloysius C. Nnagha
Barbara A. Nutt
Charles E. Oparanozie
Yvonne L. Riojas
Ronika L. Rodriguez
Albert Salazar
Janet M. Snodgrass
Jason L. Tedford
Alberto Terrazas
Jovita D. Turner
Kirby A. Williamson

NOVEMBER

Trokina R. Adger
John A. Alofe
Joseph B. Alonge
Carlos A. Applewhite
Jose A. Avendano
Donnie L. Broussard Jr.
Barbara V. Burton
Rickey Conley Jr.
Tammy K. Conner
Sara A. Cordell
Aloys Cross
Velma D. Daniels
Ari W. Freeman
David A. Givens
Dawn M. Guinther
Craig K. Harrelson
Shean K. Hendrick
Mario D. Hernandez
Daniel E. Horsam
Nikita O. Johnson
Brenda J. Malone
Mathilda L. Martinez
Michael O. Mcneil
Nalkio A. Mitchell
Mark J. Morvan
Tammy L. Nixon

Marc Ntibandetse
Catherine E. Oliver
Soyla Reyna
Juan A. Rivera
Amy J. Rogers
Kenneth D. Russell
Marshall S. Sattler
Jerome Scott Jr.
Marvie R. Smart
Rona K. Smothermon
Richard Sosa
Lasisi Sule
Rose M. Torres
Tamara M. Walker
Cyrus W. Wangoruh

DECEMBER

Nicole Alexander
Cathryn L. Anderson
Robert H. Babic Jr.
Eleanor D. Baker
Melodee K. Blalock
Doris H. Boswell
Demetria Y. Carter
John J. Cirone
Gary W. Cole
Scott M. Cooper
Michael B. Crow
Chana R. Davis
Tonia L. Dawkins
Cheryl D. Douglas
Staci A. Dunn
Anthony Effanga
Ralph C. Ferry
Russell W. Gourley
Sheila D. Green
Angela M. Hampton
Linda K. Harris
Geneva A. Hill
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