



GARLAND
NOTICE OF MEETING
CITY OF GARLAND, TEXAS

Administrative Services Committee
Work Session Room of City Hall
William E. Dollar Municipal Building
200 N. Fifth Street
Garland, Texas
January 22, 2026
5:00 PM

A meeting of the Administrative Services Committee of the City of Garland, Texas will be held at the aforementioned location, date, and time to discuss and consider the following agenda items.

NOTICE: The committee may recess from the open session and convene in a closed executive session if the discussion of any of the listed agenda items concerns attorney/client communication, including pending/contemplated litigation, settlement offer(s), and matters concerning privileged and unprivileged client information deemed confidential by Rule 1.05 of the Texas Disciplinary Rules of Professional Conduct. Sec. 551.071, Tex. Gov't Code.

AGENDA:

1. APPROVAL OF MINUTES

- a. Consider Approval of the Minutes of the October 23, 2025 Meeting.**

2. PUBLIC COMMENTS

Persons who desire to address the Committee on any item on the agenda are allowed three minutes to speak.

3. ITEMS FOR INDIVIDUAL CONSIDERATION

- a. Discussion Regarding a Memorial Honoring Roxanne Reyes**

This item will be a discussion on memorializing Roxanne Reyes at a site located between the City's two recently constructed facilities, West Garland Library and Hollabaugh Recreation Center. The item was submitted by Councilmember Dutton and seconded by Mayor Pro Tem Lucht. It was discussed at the November 17, 2025, Work Session and referred to the Administrative Services Committee by the City Council for further consideration.

- b. Council Appointee Evaluation Process**

The Garland City Council has engaged Clear Career Professionals to assist with the evaluation of Council appointees for the last two evaluation cycles. The committee will review the firm's 2026 proposal and provide direction to staff on next steps. Staff has placed this item on the agenda for further discussion and coordination

4. ADJOURN

NOTE: A quorum of the City Council may be in attendance and may or may not participate in the discussions of the Committee or board.



GARLAND

MINUTES

The Administrative Services Committee of the City of Garland convened in regular session at 5:00 PM on October 23, 2025, in the Work Session Room at the William E. Dollar Municipal Building, 200 North Fifth Street, Garland, Texas, with the following members present:

Present: Councilmember Kris Beard, Chair
Margaret Lucht, Mayor Pro Tem
Carissa Dutton, Councilmember

Staff Present: Phil Urrutua, Assistant City Manager
Trey Lansford, Deputy City Attorney
Courtney Vanover, Deputy City Secretary

1. APPROVAL OF MINUTES

a. Approval of the September 25, 2025, Meeting Minutes

Motion was made by Mayor Pro Tem Lucht and seconded by Councilmember Dutton to approve the September 25, 2025 meeting minutes.

2. PUBLIC COMMENTS

Persons who desire to address the Committee on any item on the agenda are allowed three minutes to speak.

No public comments.

3. ITEMS FOR INDIVIDUAL CONSIDERATION

a. Board and Commission Engagement

The Committee will continue discussions on enhancing engagement with City Council appointed Boards and Commissions. Staff has provided ordinances, charter provisions, and bylaws for the existing boards and commissions for the Committee's review. This item was referred to the committee at the January 21, 2025, Council Work Session by Mayor Pro Tem Lucht, seconded by Council Member Dutton.

Mr. Urrutia provided an overview of all current City boards and commissions. Two boards were highlighted for discussion regarding potential dissolution:

- Garland Health Facilities Corporation – This board has not met in over 12 years and no longer serves an active function. Staff recommended discontinuing it.
- Lake Ray Hubbard Appeals Board – This board has not met for several years. Staff recommended that related responsibilities be reassigned to either the Property Standards Board or the Board of Adjustment, as appropriate.

The Committee agreed with these recommendations and supported forwarding them to the City Council with

an ordinance to dissolve the two inactive boards.

Mr. Urrutia also confirmed that the Abilities Board would be presented for consideration at the next City Council meeting as an item for individual consideration.

Discussion followed regarding board and commission reporting procedures:

- Council Member Dutton asked whether boards' reporting to Council would be included in their bylaws or Council policy.
- Staff clarified the intent is to include reporting requirements in Council policy, with annual written or verbal reports due according to a scheduled timeline coordinated by the City Secretary's Office.
- The Committee agreed with the policy approach, requesting that staff provide a clear reporting schedule and ensure board liaisons are trained accordingly.

b. Update on Council Appointee Evaluation Process

Michael Boese with Clear Career Professionals will provide an update on the Council Appointee Evaluation Process and confirm the schedule moving forward.

In the absence of Michael Boese (Clear Career Professionals), Mr. Urrutia provided an update on his behalf.

The Committee discussed rescheduling Council appointee evaluations to two separate dates to allow for a more manageable process:

- Judicial evaluations: November 17, 2025
- Remaining staff evaluations: December 1, 2025

Members agreed that judges should be evaluated first to allow adequate time for any follow-up actions prior to the second session.

Phil noted that the evaluation materials and format would be emailed to the Committee for review and feedback prior to the scheduled meetings.

4. ADJOURN

There being no further business, the meeting was adjourned at 5:19 p.m.

Submitted By:

/s/ Kris Beard, Chair

/s/ Courtney Vanover, Deputy City Secretary

Missing tot focus of search

By JAMIE JOHNSON
Daily News Staff

Funny how you see things but they don't register until something happens, and then they suddenly become important enough to remember.

After her 3-year-old daughter was

abducted from a Walnut Street apartment complex in a gray, four-door car Tuesday, Tamela Reyes and her neighbors discovered the relevant recall phenomenon. They remember seeing such a vehicle parked for three or four days behind Meadow Terrace Apartments but

figured it belonged to someone who lived in the residential area to the north, between Plano and Jupiter roads.

"They never paid any attention to it," Mrs. Reyes said Wednesday morning. "Last night, the car wasn't around any more.

"They done got what they wanted. They got my baby."

Mrs. Reyes' baby, Roxanne, was abducted at about 4 p.m. by a man that her remarkably observant 5-year-old playmate, Julie Diaz, described as white or Hispanic with black hair parted on the left side, no

sideburns and a black moustache that comes to the corner of his mouth. He was wearing a gray jogging suit and sneakers.

Garland police this morning released a sketch of the suspect that

See POLICE, Page 5A



Roxanne Reyes

Garland Daily News



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2 Sections

25¢

Police, friends launch search for tot

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was withheld last night because officials feared the it may jeopardize the investigation.

Roxanne, a brunette with brown eyes and a gap between her teeth, was wearing pink shorts, a purple shirt and no shoes.

After about 30 minutes of sleep since Tuesday, Mrs. Reyes this morning was distraught but relatively calm.

"I've got the strange feeling that they're nearby here somewhere," said Mrs. Reyes, who manages the complex.

Garland police spokesman Allen Peck said this morning the department is "en masse on it now" and had begun receiving telephone tips since the kidnapping was widely publicized in Tuesday night broad-

casts and Wednesday morning newspapers. Area police departments and the Federal Bureau of Investigation are cooperating on the search, Peck said.

The 5-year-old friend's almost uncanny observations are "much in their favor," Peck said, but precisely because of her age are "subject to alteration somewhat." But the girl, so far, is the only witness.

Julie Diaz told police she pulled away from the man after he tried to grab her arm. That her daughter, although two years younger and less injured to the ills of the world, subsequently got into the stranger's car voluntarily puzzled her mother.

"It's strange that she did," said Mrs. Reyes, recounting the time, about four months ago, when her sister drove up behind Roxanne, who was riding her bicycle down the

street.

"My sister ... yelled, 'Hey, little girl' and Roxanne didn't look around, she just heard it, jumped off her bike and ran away screaming. When she turned around and saw my sister she said, 'Don't do that to me, I thought you were someone trying to take me away.'

"It's just strange that she jumped in the car with someone, after acting the way she acted then. From what Julie said, she said, 'C'mon, we're going to get a bunch of goodies, and candy.'"

After the man drove away with Roxanne, Julie ran to find Roxanne's father, Sergio, who had just stepped inside for a glass of water.

"It was just two or three minutes, and she was gone," said Mrs. Reyes.

Since then, many of the complex residents joined police searching the



Garland Police Department officials today released this composite of a suspect in the abduction of a 3-year-old Garland youth.

area, and Mrs. Reyes said many told her they would remain home today to help.

Mrs. Reyes has discounted the possibility of ransom, after originally hoping for a demand of some kind that could be met if her friends and neighbors joined financial resources.

"Maybe we could get something together if that's what they wanted," she said.

Now, though, 17 hours later, that seems unlikely.

"I think it was just some crazy pervert out wanting a little kid," said Mrs. Reyes.

TIME FOR A CHANGE



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NewsNotes

More naysayers for the N-plant

The chairman of the three-member panel of the U.S. Atomic Safety and Licensing Board assigned to the Comanche Peak nuclear plant, said early this week his panel's assumption that there was a quality-control breakdown does not necessarily mean the board is leaning toward denial of the plant's operating license.

At the same time, TU Electric, primary owner of the \$7 billion plant, said they do not believe the panel's assumption will not delay plans to begin commercial operation of the plant in 1989.

The Texas Municipal Power Agency, a four-city group that includes Garland, currently owns a 6 percent interest in the Glen Rose facility.

Bryant to hold energy hearing

U.S. Rep. John Bryant, whose congressional district includes major portions of Garland, will chair a congressional field hearing on United States energy security Nov. 14.

The hearing, part of a series requested by Bryant, will focus on the impact of artificially low oil prices on domestic energy production, exploration and drilling.

The hearing will be conducted in the Dallas City Council Chambers.

A trip to a galaxy not so far away

Children 6 and up are invited to hear "Stories of Fantasy and Science Fiction," on Saturday from 3-4 p.m. at Nicholson Memorial Library.

Storyteller Sandy Reynolds will tell four stories and show a film, "All Summer in a Day," based on Ray Bradbury's story about a planet in a galaxy not so far away. The stories to be told are: "Zoo" by Edward D. Hoch and "Doorstep" by Laumer, both dealing with extraterrestrials.

Police sift kidnapping clues



Tamela Reyes, whose 3-year-old daughter, Roxanne (inset), was abducted from her apartment complex Tuesday, receives comfort from a friend via phone Wednesday. Authorities are continuing their search for the toddler.

WILLIAM E. LAMB/Daily News

Family, friends play waiting game

By JAMIE JOHNSON
Daily News Staff

Strange things happen in a crisis. Last night, during the news, the phone at Meadow Terrace Apartments rang about six times, whenever 3-year-old Roxann's picture flashed into Dallas homes from any of the three local broadcasts.

Except for the newscast continuing in the background on the other end, there was silence on the phone.

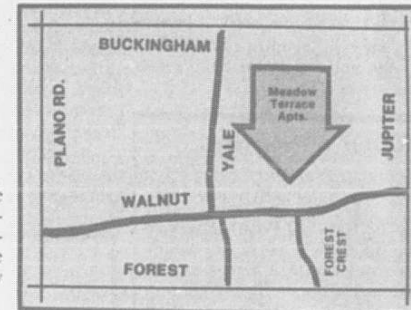
Strange things. Roxann Reyes was kidnapped at 4 p.m. Tuesday by a Hispanic man in a gray car.

■ Garland Police Department numbers to call with information on the kidnapping: 272-TIPS or 494-7550.

Families who live at Meadow Terrace Apartments, managed by Roxann's mother, Tamela Reyes, were immediately suspicious of a man who works in the area, based on a detailed description provided by a playmate with her when Roxann stepped into the man's car. When a loosely organized posse of friends and neighbors of Tamela and her husband Sergio followed the man by car Wednesday, their suspect tore away and lost them.

Strange. At the 24-hour mark, Tamela Reyes had a headache. She hadn't eaten, and she hadn't slept much. Her mother, who flew in from Ohio, and friends sat by her side, urging her to eat and providing their theories along with their support.

There was activity throughout the day at Meadow Terrace Apartments, where a one-bedroom studio rents for \$380 per month. A man, who came in to see about an apartment for his daughter, was somewhat hesitant, recognizing that this may be an



Officials offer safety advice

By SUZIE CHAMBERS
Daily News Staff

In light of the Tuesday afternoon abduction of 3-year-old Garland resident Roxanne Reyes, local officials are offering information to help prevent future similar occurrences.

"I think the biggest necessity (in child safety) is adult supervision," Harold Hodges, safety education officer for the Richardson Police Department, said Wednesday. Garland police were busy working on the Reyes case Wednesday and were not available for comment.

Hodges said children playing outside the home should have proper supervision, ideally should have direct visual contact by a parent and should have a secure environment in which to play.

After young children reach a more responsible age, which Hodges estimates to be 8 to 10 years, parents should continue to subtly remind children to stay away from unfamiliar people and to always call a parent in questionable situations, he said. Although the age varies with each child, Hodges said an adult should monitor children until they are dependable enough to stay on their own property and to tell the parent if they encounter someone suspicious.

The officer also suggested parents know who their child's friends are, always check references of potential babysitters and opt for chain-link fences rather than wood for better

Kidnapping clues sifted

Continued from Page 1

"inopportune" time, but he queried just the same.

Psychics called, private investigators stopped in and reporters and television crews stalked the office and parking lot, all, including the latter, offering their services and advice.

Various groups combed Garland during the first 24 hours of the ordeal, focusing on area lakes at times.

A \$6,000 reward was offered by Schepps Dairy. The 190-man Garland police department continued its search.

Tamela Reyes was telling the police, private investigators, the FBI, friends — everyone — everything. Every detail, every nuance became a clue. This morning, a man called and said he was interested in the job she advertised. Ms. Reyes, who hadn't advertised a job, said she couldn't talk and to please call back later. Wrong number, probably, but she related the entire conversation

Tamela Reyes was telling the police, private investigators, the FBI, friends — everyone — everything. Every detail, every nuance became a clue. This morning, a man called and said he was interested in the job she advertised. Ms. Reyes, who hadn't advertised a job, said she couldn't talk and to please call back later. Wrong number, probably, but she related the entire conversation to the police almost immediately.

to the police almost immediately.

The office atmosphere was tense this morning. Very tense. As the hours pass, the chances fade.

The more they sat, the more they remembered.

Roxann "Esperanza," for Hope, Reyes. She holds up three fingers and says she's 4.

From kickoff to final gun read about local teams in the Garland Daily News

Police offer tips for child safety

Continued from Page 1

visibility of children by neighbors and patrolling police officers.

Local authorities say it is difficult to characterize or profile a non-parent abductor.

"They seem just like your regular individual on the street," Hodges said, "and are just as likely to be women as men."

The motivations of an abductor, Hodges said, also vary and include looking for a replacement for a lost child, searching for companionship from a younger person when the abductor is not able to communicate on a regular basis with adults and seeking sexual gratification not found from adults. The abduction is usually the first time for contact between the child and the stranger, Hodges said.

He said common tactics of kidnapers include having a vehicle close at hand to hurry away a child and luring children with candy, money or toys.

The time-tested warnings for children not to talk to strangers, not to get into a stranger's car or not to go anywhere with someone

without telling their parents are still good recommendations, local officials say.

Hodges, who conducts "Stranger Awareness" seminars at Richardson elementary schools, said many students mistakenly believe a person is no longer a stranger if he introduces himself or knows the child's name.

The officer informs students, "A person is a stranger until your parents have told you who that person is and that it's okay for that person to play with you."

"It's not always strangers who hurt young people," Hodges said he tells his listeners. "If somebody you know does something or says something that makes you feel uncomfortable or that you don't feel is right, then you need to go and tell somebody."

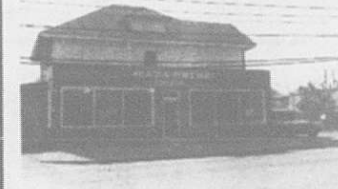
Guilt sometimes hampers children from informing their parents of confrontations with strangers, Hodges said. He tells children, "It's not your fault if something happens. It is the other person's (or stranger's) fault."

With all the stringent warnings, parents may worry they are only scaring their children.

Five-year-old Julie Diaz, the friend playing with Roxann in the alley behind Meadow Terrace Apartments, has remarkable recall, the friends said. She said the man who enticed her friend Roxann into his car had "funny" eyes. No one really knew what she meant. He had a black band of some kind around his wrist. It wasn't a watch, she said. He had a thick Spanish accent, said Julie, who friends said speaks fluent Spanish and English and would know. "You no tell nobody," Julie said the man told her.

Julie had said the man had skin color like her own, brown. And funny eyes.

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Bogus calls stun family



WILLIAM E. LAMB/Daily News

Patrolman B.G. Connatser patrols Garland alleys searching for 3-year-old Roxann Hope Reyes, who was abducted from the alley behind her Walnut Street apartment complex. Garland's 190-member Police Department has been out in force since the Tuesday afternoon abduction.

By JAMIE JOHNSON
Daily News Staff

Joyce Davis put down the phone and stared into the air while a stunned, silent audience of five waited.

When, after a pause that was thunderous in its stillness, she wailed and sunk her head into her lap, her pregnant daughter, Tonya Osborne, rushed to her side.

"What'd he say, momma?"

"He said she's gonna die," screeched Ms. Davis.

No one spoke.

"He said they're late and the police are following them and, so, now she's gonna die!"

Today, police are convinced the call received Thursday at Meadow Terrace Apartments on Walnut Street between Plano and Jupiter roads was one of several that were bogus. Late Thursday, investigators continued tracking leads in the kidnapping of Roxann Reyes, including the one that had surfaced at 7:10 that morning.

Roxann, 3, was abducted from her apartment complex about 4 p.m. Tuesday by a man a 5-year-old playmate described as Hispanic. Police and FBI officials today are continuing a massive search for her abductor.

After she took the 9:35 a.m. call Thursday, a stricken Ms. Davis got up from the desk and strode, trembling yet resolute, to

■ Garland Police Department numbers to call with information on the kidnapping: 272-TIPS or 494-7550.

the door, and her daughter followed.

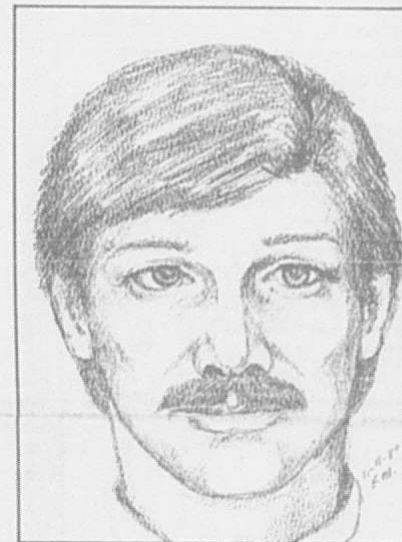
"Momma, do you need your pills?"

Ms. Davis needed her pills. That call Thursday was the last until at least noon; it and three others — one in which Ms. Davis' granddaughter's voice was said to be heard calling for her mother in the background — followed the 7:10 a.m. ring that began the morning at Meadow Terrace.

At 7:10 a.m., Tonja, Roxann's aunt, answered the phone that rang first in the apartment complex office and then transferred to the home of its manager, Tamela Reyes, one of Tonja's seven sisters. A black man said he had Tamela's daughter, Roxann, and demanded \$10,000 or said he would return her head in a box.

He said he'd call back at 3:30 p.m.

From their home nearby, Tamela, 30, and her husband, Sergio, 26, tore over to the apartment complex office and called



Garland police have released this updated sketch of the man suspected of abducting 3-year-old Roxann Reyes.

Family keeps anxious vigil

By JAMIE JOHNSON
Daily News Staff

Joyce Davis has never flown in an airplane. So, when she got the word from Texas that her 3-year-old granddaughter had been kidnapped, she and her 62-year-old mother got in their car, left their home in a small Ohio town at about 7 a.m. Wednesday, and drove for 16 hours.

Following them later in the day were Ms. Davis' sister and a carful of Ohio relatives, who drove 1,200 miles and arrived in Garland about 11 a.m. Thursday to a horror story in progress.

Tamela Reyes, whose daughter, Roxann, remained missing Thursday after she was abducted from her apartment complex Tuesday afternoon, is one of nine children, eight of them girls, of Ms. Davis. Two of Tamela's sisters and their husbands live with Tamela, 30, and her husband, Sergio, 26.

See FAMILY, Page 2

See BOGUS, Page 2

Bogus phone calls stun family of child

Continued from Page 1

police. When Roxann was kidnapped, the office phone was hooked to a tape recorder and all

Family awaits child's return

Continued from Page 1

Tamela, whose friends call her Tammy, manages Meadow Terrace Apartments, where she and Sergio were moving into a unit when the crisis began.

Most of Wednesday, while Tamela waited for word in the apartment manager's office on Walnut Street between Jupiter and Plano roads, her ordinarily calm and reserved husband Sergio, an unemployed Sheetrock hanger, searched the streets.

"They're the perfect couple," Ms. Davis said Wednesday. "He just loves that little girl."

Three of Tamela's other sisters live in Ohio, and the rest live in other states. By a previous marriage, Tamela has a 10-year-old and a 6-year-old daughter, who live with her mother in Ohio.

Tamela met and married Sergio when she moved to Texas about five years ago. Roxann is Sergio and Tamela Reyes' only child.

Tamela is "just a real nice, outgoing person," said a friend and neighbor, Raquel Clifton, who kept vigil Wednesday and Thursday with the family and other friends. "You can trust her."

calls were monitored for tracing by the phone company.

Tonja was still sobbing and Tamela was still talking to the police when the man called back at 7:30 a.m., eight hours early. After four rings, Tamela finally put the police on hold and answered the phone and, when the man she thought was her maintenance help demanded what took so long, she said, "I was talking to the police on the other line."

The man, who was not her maintenance help, said, "now it's \$50,000," because she erred in calling police.

"Yes, I want my baby back," choked Tamela Reyes, while her husband paced the office. "Tell him we'll get the money," Sergio said. "I swear to God I won't tell them anything," lied Tamela Reyes.

The man said get the money "or you'll get the head back real quick," repeated Tamela. "Let me talk to my baby," pleaded Tamela. "You'll talk to her when you get the money," she said the man told her.

He said he'd call back at 8:30.

He called twice more in the next 90 minutes, a black man who, Tamela recalled in a calmer moment, said he had her "blond little girl." Roxann has brown hair, but Tamela said it can look blond "when the sun streaks through it just right."

The kidnapped girl's 5-year-old playmate has repeatedly described the man who drove off with Roxann as Hispanic.

"I don't know if it's a prank, but I don't want to take no chances," Tamela said, waiting again.

But, during one call answered again by Tamela's sister, Tonya swore she heard Roxann in the back-

ground, calling for her mother to come get her.

At 9:30 a.m., Tamela and Sergio, followed by two friends at an inconspicuous distance, were on their harried way to Love Field, where the man had told them to stop at the first phone at the first gate. He would call then, and they could talk to Roxann, he said.

At first, their car would not start, but then, as Ms. Davis promised the man who called again at 9:30, they were on their way.

At 9:50 a.m., a special agent with the FBI arrived at the manager's office in jeans and tennis shoes, the butt of a gun protruding from beneath his jeans jacket. He opened a line to his Dallas office that would remain connected the rest of the day, while the second line awaited another phone call, one that would not come.

By 10 a.m., Love Field and the apartment complex itself were blanketed — and would be blanketed all day — by plainclothes detectives with the FBI and with the Garland Police Department.

Sometime after 10:30 a.m., Sergio called the manager's office. He and Tamela were at Love Field, he said, still waiting. Suddenly, the line went dead.

Around 11, the couple's friends who had followed them to Love Field returned to the apartment complex. Sergio and Tamela were still waiting at Love Field, they said.

When the media began to congregate at noon, the Reyes' friends and family shut down the open-door policy initiated on Tuesday when they wanted to spread the word about Roxann's disappearance. Further press coverage would only aggravate the situation, bring out the crazies and jeopardize the tot's life, they said.

Neither the FBI, involved because of the possibility of an inter-

state crime, nor the Garland police would shed much light on the calls or the caller. It was unknown if further contact was made past noon.

"It was bogus," said Garland police spokesman Allan Peck, who could not elaborate how officers had come to that conclusion.

"This happens on virtually any kind of case," said Udo "Woody" Specht, who handles media relations for the FBI in Dallas. "In these times, most of the sickos come out. It scares you sometimes. I don't know what it is that triggers sick minds. Publicity makes them worse. But since you never know, obviously you take them seriously."

Garland police spokesman Allen Peck said Thursday morning's harassing calls to the apartment manager's office "did not materialize," and police were still following leads, which were arriving in all forms from all fronts.

The inconsistencies in Thursday's calls — the voice was obviously a black man's even though Roxann's playmate, who speaks fluent Spanish and English, had identified the abductor as Hispanic, and the man said Roxann was blond when she is brunette — could not discount the possibilities, said Specht.

"You can't be cavalier in associating it with a prank even though the language they use would give you an indication," he said.

Garland assistant police chief J.W. Mayfield said if any ransom calls were received, they were "bogus."

"People just trying to interfere with the investigation," he said.



WILLIAM E. LAMB/Daily News

Garland patrolman B.G. Connatser hands resident Glenn Brackeen a pamphlet identifying a suspect in the Tuesday kidnapping of 3-year-old Roxann Reyes of Garland. Police continued their search for the child's abductor Thursday.

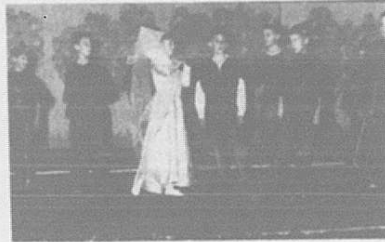
HOLIDAY

Wednesday

May 25, 1988

Robin Hood story retold

— See Accent, Page 5-6A



Owls conclude spring workouts

— See Sports, Pages 1-2B



Garland Daily News

Volume 114—NUMBER 124

Garland, Texas

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2 Sections

25¢

Search for Roxann ends in woods

Police ID remains as that of missing 3-year-old



WILLIAM E. LAMB/Daily News

Police investigators from Garland discuss how to search a wooded area in Murphy where Roxann Reyes' skeletal remains were found.

By DEBBIE HOWELL
Daily News Staff

Sergio Reyes clutched pictures of his only daughter as his wife Tammy sobbed in disbelief, her folded hands shaking slightly on a plain kitchen table.

Months of anxious hoping, praying and searching came to a tragic end Tuesday when Garland police informed the couple that the skeletal remains of their kidnapped 3-year-old daughter had been found in nearby Murphy.

"It just doesn't seem real. I just wish it wasn't true," said Mrs. Reyes, staring downward in shock.

A steady stream of visitors dropped by to console the family Tuesday evening as police, meanwhile, continued sifting through dense underbrush off a secluded dirt road north of Garland for clues to

Roxann's death.

Murphy Police Chief Fred Garwacki said a 15-year-old boy who lives in the small town stumbled onto Roxann's skull in a secluded, woody area Sunday night.

Her remains were found less than a hundred feet from a dirt road called Maxwell Creek Drive, which branches off Murphy and Tom Cleverger roads. Only a few families live in that area.

Garland police were called that night because of the possibility that the skull found could be Roxann's. Pictures of the girl's face were then matched against the skull — with Roxann's missing two front teeth a determining factor. Through this process called photo imaging, Roxann was identified as the victim Monday morning.

Garwacki said based on the condition of the skeletal remains, Roxann was probably murdered around the time of her disappearance Nov. 3.

After the skull was found on a bed of leaves not visible from the

road, police investigators from Murphy, Garland, Plano and Collin County began a massive search for the rest of the girl's remains. Portions of her upper-body bones were found Tuesday through the help of Plano's police dogs.

The search was to continue today for more remains or evidence that might provide clues to her death.

"This establishes that she met with foul play. How she met her death we don't know. We don't know what the bones will tell," said Garland police spokesman Allan Peck.

Because an autopsy is now impossible, police may never learn how Roxann died. And even though the skull was found some 75 feet south of her other skeletal remains, police do not believe Roxann was decapitated. Investigators are assuming dogs or coyotes in the area may have accounted for the distance between the bones.

Garwacki said a grounds search

See SEARCH, Page 2A



Roxann Reyes

NAACP: Drop flag

Search for Roxann ends in woodsy area

Continued from Page 1

through thick, thorny underbrush has yielded no possible murder weapons, clothing or other clues to the killing.

Investigators had yet to question residents of the secluded country road about whether they saw anything suspicious back in November. The dirt road off which the remains were found dead-ends at a farmhouse and is southeast of Southfork Ranch.

Officials said Collin County Medical Examiner Bill Rohr, who identified the skull as Roxann's, will be conducting any further forensic examination into her death.

On Monday night, the Reyes family was notified the skull found in Murphy might be that of Roxann's. While making a \$600 contribution

deposit to a fund for missing children Tuesday, Mrs. Reyes then received a telephone call to come home. Garland Police Investigator Steve Singleton verified that the skull was positively identified as Roxann's.

Laura Proctor, the mother of another kidnapped area child whose skeletal remains were found in Plano recently, tried to offer words of comfort to the bereaved couple.

"We love you. We're here for you," said Ms. Proctor, giving Mrs. Reyes a hug after promising to help her put out an apartment newsletter explaining to tenants what had happened. Tammy Reyes manages Meadow Terrace Apartments on Walnut Street.

Area police are checking the possibility that the kidnapping of four area children since 1985, including

Roxann and Christie Proctor, may be connected.

"They're going to have to get into those cases a little better. They can't keep letting that maniac run around who's out there," said Mrs. Reyes.

Tammy Reyes, who started a non-profit organization called Operation Hope to help in the search for missing children, plans to continue the work she has begun. Although it is too late for Roxann, perhaps some other kidnapped child can be saved from a similar fate, she said.

Garland police, meanwhile, have gleaned few more leads about the

man responsible for Roxann's kidnapping. The little girl was picking flowers outside her apartment when a stranger lured her into his gray car with promises of candy.

The kidnapper is described as a white or Hispanic male, 6 feet tall, 150 to 170 pounds, with short brown hair parted on the left side and a mustache to the corners of the mouth. A playmate who witnessed Roxann's abduction said he had a "lazy eye."

Rewards totaling at least \$6,000 are available to anyone with information about the girl's kidnapper.

DART, citizen group express pros and cons

Continued from Page 1

Police beat

Two pickups stripped of tools

Tools worth \$1,916 were reported stolen during the weekend from a pickup parked in the 3200 block of Prescott Drive.

The truck owner said a lock was broken off the toolbox in his truck bed. Missing are four saws, a sander, two drills, a nail gun and other assorted tools.

In an unrelated theft, tools worth \$1,600 were stolen from another pickup parked in the 900 block of Westbrook Drive overnight Monday. Among the items taken were a gauge and a torch.

Division 5 CEREMONIAL AND HONORARY PROCEDURES

Section 1 Facility naming and dedication plaques

(A) This policy applies to all public buildings, spaces, objects, property, organizational units, and grounds (collectively, “facilities”) owned or controlled by the City. The naming of a city facility vests in the sole discretion of the City Council.

(B) Unless otherwise contractually or legally obligated, the following criteria shall apply:

(1) Generally, for a person (or persons) to be considered eligible for the privilege of having a facility named after him or her, they must have made a significant contribution to the City, the field of government, or human betterment.

(2) To preserve the integrity and reputation of the City, no facility may bear the name of an individual convicted of a felony, impeached, removed from office, or dismissed from city service.

(3) Generally, facilities shall not be named for current City employees or those who currently hold public office.

(4) Special consideration shall be given to:

a. The historical significance of the contribution of the person(s) to the facility, program, or City;

b. The association of the person(s) with the facility to be named;

c. Any financial contribution of the person(s) to the facility to be named; and

d. Regional, state, national, or international recognition of the person(s)’ contributions and achievements.

(5) Naming rights shall be in effect for the duration of the effective and typical useful life of the facility, and not in perpetuity. It is expected and appropriate to rename or rededicate a facility upon completion of a significant renovation.

(6) The Council reserves the right to remove a name associated with any facility at any time in the event the naming gift pledge is unfulfilled, it is in the best interest

Clear Career Professionals, LLC

Proposal for Facilitating the 2026 Annual Appointee Performance Review and Evaluation Process

City of Garland, Texas

December 4, 2025



Michael Boese, President
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Plano, TX. 75075
(972) 837.0916
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Clear Career Professionals

Clear Career Professionals is pleased to present this renewed proposal for facilitating the Annual Appointee Performance Review and Evaluation Process for the City of Garland. Our firm has successfully designed and facilitated this process for the past two years, and we now propose several enhancements to increase efficiency, deepen appointee engagement, and further strengthen the evaluation framework for city leadership.

Our updated process will provide deeper insight into both compensation and performance, a collaborative approach with appointees, and a flexible timeline aligned with the City's needs.

Scope of Services

Clear Career Professionals will continue providing the following services, with expanded engagement and process enhancements:

1. Development of an Updated Performance Evaluation Framework

- Refinement of evaluation metrics to include additional compensation analysis, peer input, and structured information reporting.
- Integration of appointee self-evaluations into the standard review process so each appointee's perspective is formally documented and considered.
- Adjustments to ensure fairness, clarity, and measurable leadership objectives tailored to each appointee role.

2. Facilitation of the Appointee Performance Review Process

- Coordination with the City Council, City Manager, Council Appointees, and direct reports to ensure a smooth, timely, and consistent process.
- Increased engagement with appointees, including guidance on preparing their self-assessments and aligning goals with Council expectations.
- Development of structured feedback mechanisms designed to promote continuous improvement, accountability, and leadership alignment.

3. Comprehensive Compensation and Market Analysis

- Updated compensation benchmarking for the City Manager, City Attorney, City Auditor, Presiding Municipal Judge, and Associate Municipal Judge.
- Preparation of a consolidated compensation packet for the City Council that includes:
 - The annual compensation study, and
 - A clear summary of past compensation adjustments for each appointee, ensuring full context for current-year decisions.
- Alignment with regional market trends to maintain competitive, equitable salary and benefit structures.

4. Final Reporting & Recommendations

- Delivery of a detailed final report to the City Council summarizing evaluation findings, performance themes, and supporting compensation data.
- Presentation of results to the City Council, including confirmation of completion of the annual evaluations for each Council appointee and recommended next steps.





Clear Career Professionals

Professional Fee

Clear Career Professionals proposes a flat rate of \$27,000 for the full delivery of services outlined above. This reflects the same fee structure as 2025.

Billing Schedule:

\$13,500 due March/April 2026

\$13,500 due upon final report delivery (December 2026)

This fee includes all preparation, facilitation, compensation analysis, and reporting. No additional hourly billing or travel expenses will be incurred unless separately approved by the City.

Why Choose Clear?

Proven Track Record with Texas municipalities

Experienced Team led by Michael Boese and Brian Beasley

Customized Approach designed to fit Garland's goals and scheduling

Commitment to Clarity, Confidentiality, and Objectivity throughout the evaluation process

We appreciate the City's continued confidence in our work and look forward to helping Council strengthen its leadership team and governance outcomes again this year.





Michael Boese, MPA

President



Education

Bachelor of Arts in History
Metropolitan State University

Master of Public Affairs
University of Texas Dallas

Professional Affiliations

TCOLE Master Peace Officer,
ICMA, TCMA, NTCMA, Region
6 & 7 TCMA, GFOA, TPCA,
past member of the Texas
Police Chief's Legislative
Committee, and the
Professional Development
Committee for the Texas City
Manager Association,
Instructor at the Bill
Blackwood Law Enforcement
Management Institute of
Texas (LEMIT) Leadership
Command College

Michael Boese brings over 25 years of distinguished experience in public sector leadership, specializing in municipal management, executive recruitment, and strategic leadership development. As the President of Clear Career Professionals LLC, Michael has a proven track record of facilitating successful leadership evaluations and executive coaching, providing government entities with the tools they need to assess and develop their leadership teams effectively.

Michael's professional experience includes serving as City Manager of Venus and Keene, as well as City Administrator of Wimberley, where he led key initiatives in sustainability, economic development, and community-focused governance. His deep understanding of municipal operations and leadership challenges equips him with the skills necessary to guide City Councils through appointee performance reviews and strategic leadership evaluations, making him uniquely qualified to facilitate the Annual Appointee Performance Review and Evaluation Process for your organization.

In addition to his city management roles, Michael's expertise in succession planning, organizational development, and municipal consulting allows him to provide tailored solutions that foster both individual growth and organizational excellence. His background in law enforcement, including roles as Chief of Police in Venus and Commander of the Professional Standards Unit for the Plano Police Department, gives him a rare, well-rounded perspective on leadership and organizational dynamics. This dual experience in both law enforcement and municipal management enables Michael to offer invaluable insights into managing diverse teams and leading comprehensive leadership reviews.

As a co-founder of Clear Career Professionals, Michael has cultivated a reputation for effective executive recruitments and leadership coaching that empower public sector leaders to meet their communities' evolving needs.

Brian Beasley

Vice President

With over 30 years of experience in Human Resources leadership, Brian Beasley has a proven track record in crafting and executing strategies that enhance organizational culture, drive employee engagement, and ensure sustainable success. His career spans more than two decades in the Fortune 500 sector, complemented by nearly 10 years of dedicated service to local government, providing him with a wealth of experience in both the private and public sectors.

Brian's expertise includes executive coaching, organizational design, talent management, compensation and benefits design, and performance management. He has successfully helped municipalities and organizations optimize their workforce strategies, develop effective leadership teams, and implement compensation frameworks that are both competitive and sustainable. His deep understanding of HR strategy enables him to offer insightful guidance on executive performance reviews and leadership development.

Brian's strategic approach to compensation studies and performance management aligns directly with Clear Career Professionals' goal of providing tailored, effective solutions for municipal governments. His ability to design and implement performance-driven systems allows him to support organizations in achieving measurable improvements in employee satisfaction, leadership effectiveness, and organizational alignment.

A Texas native, Brian holds a Bachelor's degree from the University of Texas at San Antonio, reinforcing his commitment to excellence in both education and professional practice. His experience and passion for improving organizational dynamics make him an essential member of the Clear Career Professionals team.



Education

Bachelor of Business Administration (BBA)
Emphasis in Human Resources
University of Texas
San Antonio, Texas

Professional Affiliations

TMHRA, CCP (Certified Compensation Professional,
past member of SHRM
previously known as PHR and SPHR