



State Office of Risk Management

300 W. 15TH, AUSTIN, TEXAS 78701 / P.O. BOX 13777, AUSTIN, TEXAS 78711-3777
(512) 475-1440, FAX (512) 370-9025 / WWW.SORM.TEXAS.GOV

**STATE OFFICE OF RISK MANAGEMENT
PUBLIC COMMENT SUBMISSIONS
FY25Q2 QUARTERLY MEETING**

BOARD CHAIR

GERALD F.
LADNER, SR.

VICE CHAIR

ELIZABETH "LISA"
MACIEJEWSKI-WEST

BOARD MEMBERS

HON. RICARDO
GALINDO, III

JEFF HOUSTON,
INTERNAL AUDIT LIAISON

EXECUTIVE DIRECTOR

STEPHEN S. VOLLBRECHT,
J.D.

Date: April 23, 2025

RE: Public Comment Submissions

The State Office of Risk Management received three (3) public comments submissions prior to the open meeting held on April 15, 2025, at 9:30 a.m., in Austin Texas. Since most of the public comments related to new items that were not in the posted agenda, the Board did not discuss or take action on the following items:

- a. The use of DEI at the agency
- b. Agency policies regarding employee gifts or benefits
- c. Agency policies on romantic workplace relationships

The public comments are attached in full within the following pages. Any protected information has been redacted in accordance with the Public Information Act.

Additional inquiries may be submitted to Emily Crase, Contract Administrator and Board Liaison, at Emily.Crase@sorm.texas.gov.

Respectfully,

Emily Crase
CTCD, CTCM
Contract Administrator and Board Liaison
P.O. Box 13777, Austin, Texas 78711-3777




Good afternoon Board Members,

The retirement of the current Executive Director has been publicly announced to occur at the end of the legislative session. Given the longstanding tenure of the Executive Director, the Board is requested to deliberate on and publicly state the agency policy regarding SORM employees receiving gifts or benefits, including those from contracted vendors with whom the Executive Director has developed strong relationships throughout his career.

Prior to the retirement announcement, there was already significant interest in new leadership at the State Office of Risk Management. This interest continues to grow stronger each day. The Board is requested to publicly share their recruitment plans, including details on when and how qualified candidates may apply for the Executive Director position.

The public looks forward to your earnest efforts in securing a new State Risk Manager with the knowledge, experience, integrity, and fortitude needed to serve the great state of Texas.



Good morning, Ms. Crase,

We're wanting to check in with SORM about their policies surrounding romantic workplace relationships, particularly between supervisors and subordinates.

There have been some perceptions or concerns raised regarding potential favoritism. Which lead to questions about fairness or impartiality in the workplace. More specifically, regarding promotions, or succession.

It is important to address any potential conflicts of interest to ensure transparency and maintain accountability in the process.

Lastly, from a procedural standpoint
—are there any supervisor-subordinate relationships at this agency that may need to be reviewed or disclosed?



What efforts are made to attract and retain diverse talent in the organization?