
Re: Citizens for Manvel #5, Public Information Request

From Dan Davis <dan.davis@cityofmanvel.com>

Date Wed 9/30/2026 10:18 AM

To Dan Johnson <dan.johnson@cityofmanvel.com>; Susan Ballard <susan.ballard@cityofmanvel.com>

Cc Bobby Gervais <bgervais@cityofmanvel.com>

Team,

I looked through everything and I have very little that would qualify for any of these categories. Here is what I have been able to find in text messages and there are no Facebook messages, posts, or comments that would fit in those categories. The city has access to my social media posts and messages so they can also double check there.

Regarding city emails, I defer to IT to pull.

10:04

I appreciate that, thank you!

< 1

Thanks



Chris ›

And happy birth



Sat, Aug 15 at 9:48 AM

Hey I know you prolly heard what happened. I'm going to tell you things are not what they appear. I really need to talk to you in person, away from the city. I don't want your help with anything. I just want to give you a heads up of what's been in motion for 2 months

Mon, Sep 7 at 4:55 PM

Whatcha doing

Wed, Sep 16 at 4:20 PM

Is there a reason you're not talking to me?

Wed, Sep 16 at 6:25 PM

Hey Chris, there's nothing personal behind it. With you going through the appeal process, submitting open

records requests, and everything else happening within the Police Department right now, I think it's important that there be a degree of separation while everything plays out.

I don't want there to be any appearance that I'm trying to influence the process or that our conversations could be interpreted as support for one side or another. I want to make sure everything is handled above board and that the integrity of the process is protected for everyone involved.



iMessage



10:04

What are you doing



1

Wed, Sep 16 at 4:20 PM



Chris



Is there a reason you're not talking to me?

Wed, Sep 16 at 6:25 PM

Hey Chris, there's nothing personal behind it. With you going through the appeal process, submitting open records requests, and everything else happening within the Police Department right now, I think it's important that there be a degree of separation while everything plays out.

I don't want there to be any appearance that I'm trying to influence the process or that our conversations could be interpreted as support for one side or another. I want to make sure everything is handled above board and that the integrity of the process is protected for everyone involved.

Once everything has worked its way through the proper process, I'm more than happy to reconnect. I hope you understand where I'm coming from.

Everything is done now. I got my denial again today. It's just unbelievable to be that someone can lie, be caught in the lie. And I'm still fired for 3 minor policy violation that she lied about. Plus the chief retaliating against me, violating my rights and firing me. I even offered Alvarado video evidently that would have killed the girls claim in my interview and he never wanted it. I get it. I was targeted. That's what I get for standing up for the guys.



...n iMessage that everything
would work out, and I would be given a
fair shot. Ya know good vs evil. But I



10:04



1



Chris



interpreted as support for one side or another. I want to make sure everything is handled above board and that the integrity of the process is protected for everyone involved.

Once everything has worked its way through the process, I'm more than happy to reconnect. I hope you understand where I'm coming from.

Delivered

Everything is done now. I got my denial again today. It's just unbelievable to be that someone can lie, be caught in the lie. And I'm still fired for 3 minor policy violation that she lied about. Plus the chief retaliating against me, violating my rights and firing me. I even offered Alvarado video evidently that would have killed the girls claim in my interview and he never wanted it. I get it. I was targeted. That's what I get for standing up for the guys.

I was naive to believe that everything would work out, and I would be given a fair shot. Ya know good vs evil. But I have faith in god and everything happens for a reason. I filed my complaint and it led to that narcissistic chief that emotionally and mentally abused me and Michelle for the last 2

years being told to quit or be fired. So at least one good thing came out of it.

And the fact that the chief told people you warned him about the vote of no confidence and he had the LT's and Assistant chief threatening to fire everyone is crazy.

I know you don't want to get involved, but since I was thrown out of the pd and my office thrown into boxes and I was not able to pack my stuff up I am



iMessage



my property back and I don't have it. So I'm not sure what to do now. Call the

10:04

through the proper process, I'm more than happy to reconnect. I hope you understand where I'm coming from.



1



Chris

Deliv



Everything is done now. I'm dropping my denial again today. It's just a little hard to be that someone can lie, be caught in the lie. And I'm still fired for 3 minor policy violation that she lied about. Plus the chief retaliating against me, violating my rights and firing me. I even offered Alvarado video evidently that would have killed the girls claim in my interview and he never wanted it. I get it. I was targeted. That's what I get for standing up for the guys.

I was naive to believe that everything would work out, and I would be given a fair shot. Ya know good vs evil. But I have faith in god and everything happens for a reason. I filed my complaint and it led to that narcissistic chief that emotionally and mentally abused me and Michelle for the last 2 years being told to quit or be fired. So at least one good thing came out of it.

And the fact that the chief told people you warned him about the vote of no confidence and he had the IT's and

confidence and he had the LEO and
Assistant chief threatening to fire
everyone is crazy.

I know you don't want to get involved,
but since I was thrown out of the pd
and my office thrown into boxes and I
was not able to pack my stuff up I am
still missing property that's mine. I
have asked Alvarado several times for
my property back and I don't have it.
So I'm not sure what to do now. Call the
DA's office.



iMessage



2026 04:45 PM Central Time (US and

10:04

Can... Join Zoom Meeting [https://us04web.zoom.us/j/73906315545?](https://us04web.zoom.us/j/73906315545?pwd=EXCaDe3Lb580R19V4DSD-b.1)



1



...EXCaDe3Lb580R19V4DSD-b.1 Meeting ch... launch
Meeting - Zoom Meeting 739 0631
5545 Passcode: 581017

+1 (832) 986-1933

Tue, Sep 15 at 5:34 PM

Hey Mayor Davis, this is Reporter Corley Peel with KPRC Ch 2 news. I just saw the police chief announced his retirement. Does it have anything to do with the recent flock decisions?

Hello!

It does not.

Chief Traylor has been talking about retirement for a few years, and one of the major milestones he wanted to reach before retiring was the successful completion of our new police station, which was completed last year.

Chief Traylor has done a great job building a capable and knowledgeable team within the Manvel Police Department, and I am confident in the team he has put in place.

We wish Chief Traylor nothing but the best in his retirement and sincerely appreciate his many years of dedicated service to the City of Manvel and our community.

Thank you so much. Can we use that as a statement from you?

Absolutely

Delivered



Text Message • RCS



Sincerely,

Dan Davis

Mayor of Manvel

Phone: (832) 295-6505

P.O. Box 187

Manvel, TX 77578

<https://www.cityofmanvel.com>

Hoka Hey!

On Sep 30, 2026, at 9:58 AM, Dan Johnson <dan.johnson@cityofmanvel.com> wrote:

Mayor - if you have anything that fits this request, please send to Susan and cc me.

Thanks,

~Dan

Daniel S. Johnson, P.E., CFM

City Manager

20025 Highway 6

Manvel, Texas 77578

(832) 336-4049

www.cityofmanvel.com



The City of Manvel is a safe and responsible community, embracing the values of our past, present, and future citizens.

From: Susan Ballard <susan.ballard@cityofmanvel.com>

Sent: Wednesday, September 30, 2026 9:26 AM

To: Bobby Gervais <bervais@cityofmanvel.com>; Chad Dumont <chad.dumont@cityofmanvel.com>; Dan Johnson <dan.johnson@cityofmanvel.com>

Subject: Fw: Citizens for Manvel #5, Public Information Request

We just received another Citizens for Manvel PIR this morning - see below.



Susan Ballard
Legal Assistant

346-771-3206
www.cityofmanvel.com
susan.ballard@cityofmanvel.com
20031 Hwy 6, Manvel, TX 77578

The City of Manvel is a safe and responsible community, embracing the values of our past, present, and future citizens.

ATTENTION PUBLIC OFFICIALS: A "Reply to All" of this e-mail could lead to a violation of the Texas Open Meetings Act. A "Forward" of this e-mail to another public official could also lead to violations of the Texas Open Meetings Act if a quorum is eventually involved. Please reply only to the sender.

This message, as well as any files or documents attached to it, contains information that may be privileged, confidential, and exempt from disclosure under applicable law. It is intended only for the use of the person or entity to which it is addressed. Unless you are the addressee (or authorized to receive for the addressee), you are hereby notified that the copying, distribution, or other use of this message is strictly prohibited. You may not use, copy or disclose to anyone the message or any information contained in the message. If you have received this message in error, please advise the sender immediately by reply e-mail, telephone, or fax and destroy all forms of this message.

From: Manvel accountability <citizensformanvel@gmail.com>

Sent: Wednesday, September 30, 2026 9:13 AM

To: Susan Ballard <susan.ballard@cityofmanvel.com>; Tammy Bell <tbell@cityofmanvel.com>

Subject: Re: Citizens for Manvel #5, Public Information Request

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Subject: Texas Public Information Act Request – Keith Traylor Separation, Administrative Leave, Retirement, and Related Communications

Pursuant to the Texas Public Information Act, Chapter 552 of the Texas Government Code, I request the following public information concerning former City of Manvel Director of Public Safety/Police Chief **Keith Traylor**.

Date range: August 15, 2026 through September 30, 2026, unless otherwise specified below.

This request is intended to obtain the records surrounding the decision-making, discussions, negotiations, and circumstances leading to Chief Traylor's separation/retirement and the Mutual Employment Separation Agreement.

Please provide:

1. **All communications concerning the possibility of placing Keith Traylor on administrative leave**, whether paid or unpaid, including emails, text messages, memoranda, notes, letters, Microsoft Teams or other electronic messages, and attachments.
This specifically includes communications discussing:
 - o why administrative leave was being considered;
 - o who proposed or recommended administrative leave;
 - o whether the City Manager or City Council was asked to concur with administrative leave;
 - o what would occur if Traylor did not execute a separation agreement;
 - o any proposed effective date for administrative leave; and
 - o any conditions, investigations, complaints, incidents, or employment matters associated with the consideration of administrative leave.

2. **All communications discussing or considering termination, dismissal, removal, resignation, retirement, separation, administrative leave, discipline, suspension, investigation, or other change in Keith Traylor's employment status.**
3. **All communications discussing whether Traylor would be permitted or asked to retire rather than be terminated, dismissed, suspended, placed on administrative leave, or subjected to another employment action.**
4. **All communications concerning the creation, negotiation, drafting, review, revision, approval, or proposed terms of the Mutual Employment Separation Agreement with Keith Traylor**, including communications occurring before the first draft was prepared.
Please include communications between or involving:
 - o City Manager Dan Johnson;
 - o Personnel/HR Director Chad Dumont;
 - o Bobby Gervais;
 - o Jaclyn George;
 - o Mayor Dan Davis;
 - o any member of the Manvel City Council;
 - o any City attorney or outside counsel;
 - o Keith Traylor; and
 - o any other City employee or official involved in the matter.
5. **All communications concerning Texas Local Government Code §180.11 in connection with Keith Traylor.**
This specifically includes the communication or request that caused City representatives/counsel to address whether §180.11's restrictions regarding severance payments for dismissal or termination of executive employees applied to Traylor's separation.
6. **All communications discussing the legal characterization of Traylor's departure**, including whether it should be characterized or recorded as:
 - o retirement;
 - o resignation;
 - o voluntary separation;
 - o mutual separation;
 - o termination;
 - o dismissal; or
 - o any similar description.
7. **All communications concerning the provision in the separation agreement requiring the City to identify Traylor's reason for cessation of employment as "retired,"** including communications discussing why that provision was requested, proposed, accepted, negotiated, or included.
8. **All communications concerning restrictions on statements about Traylor's departure**, including the agreement's non-disparagement provisions, instructions to City employees/officials concerning what they could say about his departure, and instructions that inquiries regarding Traylor be referred to Human Resources.
9. **All records reflecting the consideration, calculation, negotiation, or approval of compensation or benefits offered to Traylor in connection with his departure**, including:
 - o continued salary through October 8, 2026;
 - o payment of accrued PTO;
 - o continued health insurance;
 - o TMRS contributions;
 - o legal-defense obligations;
 - o payment for future cooperation; and
 - o any other financial or nonfinancial consideration.
10. **All communications concerning the City's agreement to provide health insurance coverage to Traylor until age 65**, including records discussing the estimated cost to the City and the reason this benefit was included in the agreement.
11. **All communications concerning releases or potential claims by either Traylor or the City**, including discussions regarding what claims the City sought to have Traylor waive or release and what potential claims the City agreed to release against Traylor.
12. **All communications concerning complaints, allegations, investigations, grievances, or other employment-related matters involving Keith Traylor that were discussed or considered in connection with his retirement, separation agreement, possible administrative leave, or possible termination.**
13. **All communications concerning City Council involvement in Traylor's employment status**, including communications discussing obtaining Council concurrence or approval for:
 - administrative leave;
 - termination or removal;
 - the separation agreement;
 - continued compensation or benefits; or
 - Traylor's retirement/separation.
14. Please provide any **non-confidential agendas, notices, minutes, records of votes, or other records reflecting City Council consideration or action** regarding Traylor's employment status or separation agreement. This request does not seek information made confidential by law concerning the substance of a properly closed executive session.
15. **All communications with or concerning KHOU or any other news organization regarding Traylor's employment status, retirement, separation agreement, administrative leave, potential termination, or departure from the City**, including internal communications concerning how the City should respond to media inquiries.
16. **All drafts of Traylor's retirement letter or retirement notification**, including the original document submitted by Traylor and communications transmitting, discussing, editing, requesting, or responding to that retirement notification.
17. **All communications occurring before Traylor submitted his retirement notification that discuss Traylor potentially retiring, resigning, separating, being placed on administrative leave, or being terminated.**
18. **All communications discussing deadlines imposed on Traylor to sign a separation agreement**, including the September 10, 2026 direction that the agreement be signed by the end of business that day and subsequent discussions regarding the 21-day consideration period.
19. **All communications reflecting Traylor's proposed changes to the separation agreement**, including his original request, proposed revisions, redlines, comments, emails, attachments, and any response by the City or its attorneys.

20. Please provide the **original electronic versions of responsive emails with their attachments and complete email chains where available**, rather than only isolated messages.

For purposes of this request, "communications" includes City email accounts, text/SMS messages, Microsoft Teams or similar messaging systems, City-issued cellular devices, and communications concerning official City business maintained on personal devices or personal accounts to the extent they constitute public information under the Texas Public Information Act.

If responsive information contains confidential information, please **redact only the information the City contends is confidential and release the remaining non-confidential portions**.

If the City seeks a decision from the Texas Attorney General regarding any responsive records, please provide the requestor with the required notice and identify the categories of information being submitted for a ruling.

Please provide responsive records electronically.

Thank you.

On Tue, Sep 29, 2026 at 5:07 PM Susan Ballard <susan.ballard@cityofmanvel.com> wrote:

In response to your public information request, attached please find responsive documents.

Thank you,



ATTENTION PUBLIC OFFICIALS: A "Reply to All" of this e-mail could lead to a violation of the Texas Open Meetings Act. A "Forward" of this e-mail to another public official could also lead to violations of the Texas Open Meetings Act if a quorum is eventually involved. Please reply only to the sender.

This message, as well as any files or documents attached to it, contains information that may be privileged, confidential, and exempt from disclosure under applicable law. It is intended only for the use of the person or entity to which it is addressed. Unless you are the addressee (or authorized to receive for the addressee), you are hereby notified that the copying, distribution, or other use of this message is strictly prohibited. You may not use, copy or disclose to anyone the message or any information contained in the message. If you have received this message in error, please advise the sender immediately by reply e-mail, telephone, or fax and destroy all forms of this message.