



KEY ISSUES

THE NEWSLETTER OF THE
TEXAS JAIL ASSOCIATION

Vol. XII, No. 1

Winter 2008



In Memory of Jerry M. Baggs

MESSAGE FROM THE PRESIDENT



President, Carla Stone

HAPPY NEW YEAR!! I hope this finds all of you and your family in good health and spirits. And believe it or not...another year is gone. With the passing of 2007 the Texas Jail Association lost our founding President, Jerry Baggs.

I was both honored and saddened to represent the association at Jerry's funeral. I was honored to represent the dream that Jerry had many years ago with the establishment of the association, yet at the same time saddened at the loss of a friend and leader in the field of detention. Our thoughts and prayers are with Jerry's family, friends, Lubbock County Sheriff's Office and Midland County Sheriff's Office.

We have had a couple of changes on the TJA Board of Directors as a result of Director Gus Reyna's resignation. I have chosen to move Steve Fisher from the position of Sergeant at Arm to Director and I have appointed Jayson Mouton to the Sergeant at Arms position. Jayson is employed by the Montgomery County Sheriff's Office and holds the rank of

Corporal. Many of you may remember him from the 21st Annual Conference, or the Jail Management Issues Conference.

This issue finds us at the close of the joint training with the Texas Commission on Jail Standards, "The Basics," and preparing for the training with The Texas Association of Counties 2008 Spring Regionals covering "Inmates' Rights and Privileges." From all reports I have received, the training with the Jail Commission was great and well received. As always, we are proud to partner with both of these organizations to provide free training across the State. This is part of our mission - to advance professionalism and training in our field. We deeply appreciate the work and effort that both the TCJS and TAC provide each year to continue this type of training. Please take advantage of these training opportunities. And as we all well know, the key word to our Sheriffs and Administrators is that these trainings are FREE.

The 22nd Annual Spring Conference is scheduled for May 12-16, 2008, at the Renaissance Austin Hotel. As always, we have scheduled many great training classes and excellent entertainment. If you have not received our registration packet, please go

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to our website for the information. Hope to see you there in May.

In this issue, you will find the "Call for Nominations" form. This section will list the positions open, and the requirements necessary to file as a candidate for an open position. Please take some time and review this section. TJA needs individuals to serve and provide leadership and growth in this organization. If you are possibly interested in filing for a position, but are uncertain of the responsibilities, please contact any of the board members. We would be pleased to share

information and answer any of your questions. All board members and their contact information are listed in this issue.

In closing, please remember all of our street officers and detention officers as each perform their daily duties. Also, keep our soldiers and their families in your thoughts and prayers.

Carl Stone

JERRY M. BAGGS: REST IN PEACE

Major Jerry M. Baggs, 59, of the Lubbock County Sheriff's Department, passed from this life on October 25, 2007, following a brief illness.



Born in Conroe in 1948, Major Baggs served the State of Texas for more than four decades as a Texas lawman and correctional administrator.

He began his distinguished criminal justice career in 1969 at the Sinton Police Department. He later worked for the Nueces County Sheriff's Department in Corpus Christi. Jerry then worked for the Texas Department of Corrections as a Captain in Agriculture Operations for 11 years. He then ventured from East Texas to West Texas, working for the Midland County Sheriff's Department.

After serving as Warden of a private prison in Spur, Jerry took the reins of the Lubbock County Detention Center. Major Baggs's career was his greatest source of joy, and his employees were his greatest source of pride. Texas has lost a great lawman, but the marks he made on his profession



will influence officers for years to come.

In 1985, Jerry helped organize the Texas Jail Association, where he served as the



first President and was on the Board of Directors for many years. The organization now boasts over 1,000 members and is one of the most recognized groups

in Texas law enforcement and corrections.

Jerry is survived by his wife of 15 years, Lynn Baggs of Lubbock; children, Dr. James M. (Jennie) Baggs of Bryan, Shelley Mackey of San Angelo, and Brenda Baggs (Fernando Lopez) of Corpus Christi; his mother, Hazel Baggs of Mathis; sisters, Linda (Richard) Dunlap of Sinton, Debbie (Joe) Stewart, and Donna (Joe) Crow, all of Mathis; and six grandchildren, Tyler, Jarrett, Hailey, Jackson, Max,



and Jessica. He is preceded in death by his father, Martin Baggs.

Services for Major Baggs were held at First Baptist Church in Lubbock on

Monday, October 29, 2007.

In lieu of flowers, the family has asked that memorial contributions be sent to the Major J. M. Baggs TJA Scholarship, c/o Sharese Hurst, Texas Jail Association, George J. Beto Criminal Justice Center, Sam Houston State University, Huntsville, Texas 77341-2296.

JERRY BAGGS, 1948-2007

by
Sheriff David Gutierrez

The common denominator that allowed our paths in life to cross was the Texas Jail Association. It was 1990 and my first trip to the TJA conference. I was excited that I had access to other jail administrators and jail personnel to get a bigger perspective on jail management. I met many knowledgeable people and sought professional advice to assist me in the operation of the Lubbock County Jail. Jerry Baggs was one of them and he became a colleague and a friend.

I found out about the vision Jerry had that moved him to organize the Texas Jail Association. He shared his vision and dream with me and others. He attended every conference, many of the planning meetings, and most of the Past Presidents meetings. He cared about the Association and its direction.

Jerry and I confided in each other and shared personal stories about our lives. He told me about his professional life and how he began his law enforcement career in 1969 at the Sinton Police Department at the age of 19. He started as a dispatcher and shared with me about the time when the Police Chief fired an officer and as the Chief escorted the officer out, Jerry happened to be in the proximity. Jerry was given the badge and a gun and the Chief told him to go on patrol.

Many of you can relate to the first day you got in a patrol car ready to make the world a better place. Jerry told me he was so proud and he could not wait to put that uniform on. He said he cleaned his badge, starched his uniform, and reported for work. While out on his first day on patrol, he decided he wanted to buy ammunition to practice. He pulled into a local gun store and the clerk said "Hello, Jerry. I see you are now on the street as a police officer." Jerry replied proudly, "Yes sir, ready to clean up this town." With the chit-chat out of the way, the clerk asked Jerry, "What can I do for you?" Jerry replied, "I need to buy some bullets for my gun so I can practice my shooting." The clerk explained, "You know I can't sell you any ammunition, Jerry—last I remember you're not 21. Why don't you go get your mother and she can buy them for you?" Jerry wasn't happy, but he did go get his mother to buy his ammunition.

Jerry also worked for the Nueces County Sheriff's Office, the Texas Department of Corrections, as a Captain in Agriculture Operations, (you know, sitting high on a horse watching "convicts"). He also joined Sheriff Gary Painter in Midland serving as a Jail Administrator, then as Warden of a private prison in Spur, Texas.

In 1994, I shared some of my own visions with Jerry and one of those was at some point becoming Sheriff in Lubbock County. I told him then if I was ever honored in becoming Sheriff, I wanted Jerry to come with me as Jail Administrator. In 1998, I was elected Sheriff; I called Jerry and told him it was time. He asked questions about the position and everything looked good until he asked what the salary was. I told him what the pay was going to be and he said, "I can't take a 25,000 dollar cut in pay." It may have taken a few years, but in May of 2002 Jerry Baggs' title changed to Major Baggs at the Lubbock County Sheriff's Office.

With Jerry at the helm of the Detention Facility, I did not worry about the administrative issues. I knew the staff would be educated, treated with respect and appreciated; the jail would operate under the umbrella of the constitution and laws of the United States and of this State and the policies and procedures of the office. He would abide by Jail Standard's regulations and insure the inmate's civil rights would be protected. As a matter of fact, in the past 8 years, our Federal lawsuits have never been lower. I don't believe we have any active cases at this time, a direct result of Jerry's leadership.

My philosophy is: If I am to be successful, I have to work with the best! To surround myself with individuals who are experts in their field, share the same vision and share the same goals; I want to work with individuals who have integrity, honor, determination, commitment and the courage to stand up for what is right. I am always seeking a professional who can discuss and face adversity and challenges and not let it affect personal relationships. Those individuals are extremely difficult to find. Jerry was that type of man and left an organization in place and a legacy of building leaders. I and Sheriffs across the state will continue to benefit because Jerry had the vision that started an organization, called the Texas Jail Association, which embodies all his characteristics.

When you go back the first meeting minute of the TJA on June 4, 1986 and read why the organization officially formed and purpose thereof, you will envision Jerry Baggs, because the Texas Jail Association is Jerry Baggs.

God Bless Texas, TJA and comfort the family and those who knew Jerry Baggs.

REMEMBERING JERRY

by

Bob Patterson
Past President

Texas Jail Association
American Jail Association

I was extremely honored when I got the call and was asked to write a few words in memory of Jerry Baggs. All of my memories are good ones, many are hilarious and a few can never be printed.

I first met Jerry at the second TJA conference in Tyler, Texas. I had been in the jail business all of a year and it was my first out of town trip. Believe it or not, I was walking toward a class when I saw this unassuming guy, with a hat on, sitting in the lobby area feverishly going through paperwork of some kind. He took the time to stand up, thrust out his hand, and say, "Hi, I'm Jerry Baggs." He looked me up and down knowing I was a rookie and said, "Who are you?" in that Baggs tone of voice. Not to be out done, I looked him right in the eye and said, "I'm Bob Patterson from Bell County, Texas. Baggs said, "Hell son, we're all from Texas." He asked me what I did for Bell County and questioned me about my law enforcement background and affiliations. I told him I was the Secretary for our local Peace Officers Association at which time he perked up and said, "Congratulations, you are now the Secretary for the Texas Jail Association, you know anyone who wants to be Third Vice President?" My first encounter with Jerry Baggs turned out to be... an interview, of all things.

That was then. Jerry watched over the association like a mother hen even after his term of office had expired. In the early days, the fate of the association was less than certain. Jerry poured his heart and soul into seeing that the Texas Jail Association became a viable reality, and through his efforts, we began to grow and then almost overnight we doubled our membership and conference attendance. After years of tireless dedication, things were beginning to look up for the TJA, our future was bright, our numbers strong, and Jerry settled down into that fatherly patriarch role knowing all was well. That's probably how most of you remember Jerry, the founding father figure walking around taking it all in. You did not have the opportunity to witness the labor, but you certainly witnessed the fruits: a May Conference attended by nearly 500 practitioners, 90 vendors, a summer Conference attended by 200 and

various regional workshops throughout the state, all because one man had an idea.

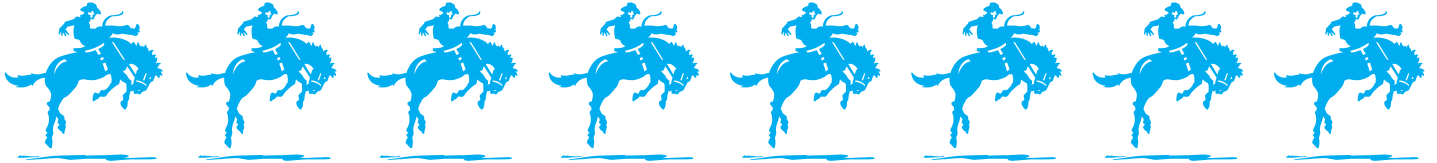
As we walk through life, we have no idea of how many lives we touch and the impact we have on those around us. I know that I can comfortably speak for all of the TJA past Presidents when I say that Jerry touched all of us in a very positive way. He instilled in us a sense of pride in being a jailer. He inspired all of us to take on the role as a leader in our profession. He gave me my first opportunity to serve jails when he conscripted me in Tyler all those years ago. If it were not for Jerry, I doubt that I would have ever been in a position to serve America's jails as the President of the American Jail Association.

Jerry Baggs was many things to many people, a hero to some of us, a mentor to most of us, and an inspiration to all of us. We said goodbye to Jerry back in October in Lubbock in a church filled to capacity with mourners and co-workers. When Jerry was eulogized by Sheriff Painter from Midland, Texas Jail Association President Carla Stone, and Sheriff/Past President/Jerry's boss David Gutierrez, there were plenty of misty eyes and tears on the day we said goodbye and I sure hope Jerry does not think we were girly men for crying. Jerry loved his family, his friends and the Texas Jail Association. Yes, he was many things to many people. I, along with many others, am proud to have known Jerry and prouder still to count him as a friend. I miss him. I will always miss him.

KEY ISSUES DEADLINE DATES

March 1, 2008 for April Publication
June 1, 2008 for July Publication
September 1, 2008 for October Publication
December 1, 2008 for January Publication

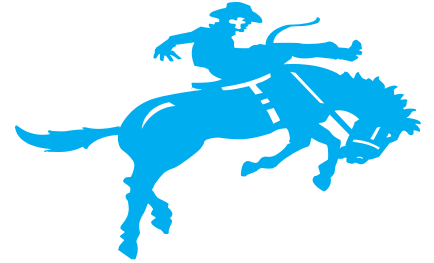
Send your articles on CD or via email to Sharese Hurst, Texas Jail Association, Correctional Management Institute of Texas, Sam Houston State University, Huntsville, Texas 77341-2296; sharese@shsu.edu.



22nd Annual Texas Jail Association Spring Conference



Join the TJA at the
Renaissance Austin Hotel
May 12 - May 16, 2008
In Austin, Texas



Early Registration by Friday, April 25, 2008

TJA Member - \$130 (\$156 after April 25)

Non-Member - \$150 (\$180 after April 25)

- Cancellations must be made in writing and received by the Correctional Management Institute of Texas at Sam Houston State University no later than **April 25, 2008**, in order for a full refund to be processed.
- The Correctional Management Institute of Texas reserves the right to **retain or collect fees** in full for those *who fail to cancel prior to the training or for those who fail to attend*.
 - Substitutions are permitted at any time.

Last Name: _____ First Name: _____
 Title: _____ Agency: _____
 Address: _____ City: _____ State: _____ Zip Code: _____
 Telephone: _____ Fax Number: _____
 E-mail Address: _____ Name of Spouse/Guest (if attending): _____
Spouse/Guest \$50 charge includes welcome reception
 Credit Card # _____ Exp: _____

Complete the form above and forward to:
Texas Jail Association
Attn: Sharese Hurst
George J. Beto Criminal Justice Center
Sam Houston State University
Huntsville, Texas 77341-2296
or fax to (936) 294-1671

TCLEOSE: 1-TX P.O. Lic. _____ 3-Lic. Telecom. _____ 4-Elected, not Lic. _____
 5-County Jailer _____ 6-Other, no TX. Lic. _____

PID #: _____

No TCLEOSE Credit Needed (please check)

****REQUIRED SECTION****



**Early Registration
by
Friday, April 25, 2008**

**TJA Member - \$130.00
Non-Member - \$150.00**

**Late Registration
after
Friday, April 25, 2008**

**TJA Member - \$156.00
Non-Member - \$180.00**

For conference information contact Jason Schwarz at (936) 294-3075, or Sharese Hurst at (936) 294-1687. Checks for the conference should be made payable to the Texas Jail Association.

- Cancellations must be made in writing and received by the Correctional Management Institute of Texas at Sam Houston State University no later than **April 25, 2008**, in order for a full refund to be processed.
- Cancellations received after April 25, 2008, and before May 12, 2008, will be charged 30% of the conference registration fee.
- The Correctional Management Institute of Texas reserves the right to **retain or collect fees** in full for those *who fail to cancel prior to the training or for those who fail to attend*.
- Substitutions are permitted at any time.

**Host Hotel
Renaissance Austin Hotel**

Rates: \$85.00 single \$130.00 double
\$140.00 triple \$150.00 quad
Rate Cut-off: Friday, April 18, 2008, at 5:00 p.m.
Reservations: Reservations may be made by calling (512) 343-2626; you must identify yourself as a TJA Conference attendee
Parking: Complimentary; Valet available
Check-in: 3:00 p.m.
Check-out: 1:00 p.m.
Overflow Hotels: North Cross Suites Austin Northwest (512) 452-9391, Rate-\$85.00; Holiday Inn Northwest Plaza (512)343-0888, Rate-\$119.00
TJA Policies:

- Turn cell phones and pagers off during meetings
- Smoking permitted in designated areas only
- NO conference certificates will be handed out at the 22nd Annual Conference. A certificate will be mailed if a request form is completed and submitted to TJA Staff at the conference.

**Golf Tournament
Information**

DATE: Monday, May 12, 2008
TEE TIME: 1:00 pm – 6:00 pm
PLACE: Riverplace Country Club
FEE: \$65.00 per person
TYPE: Four Man Scramble

The Riverplace Country Club is a Soft Spike only course and proper attire is required (shirts with collars). **NO BLUE JEANS/NO DENIM OF ANY KIND/NO EXCEPTIONS.** For questions regarding the golf tournament, contact Bob Patterson at (254) 933-5409 (office) or (254) 778-1091 (home).

All entry forms and checks should be mailed to:

Texas Jail Association Golf Tournament
ATTN: Bob Patterson
3209 Bonham Avenue
Temple, Texas 76502

Name: _____
Agency: _____
City: _____
State: _____ Zip Code: _____
Telephone: _____
Fax Number: _____
Team: _____

COURTROOM CHALLENGE

2 Person Team

Please complete and return with registration form

Name #1: _____
Name #2: _____
County: _____

**BUNKO TOURNAMENT & DRIVING
SIMULATOR COMPETITION**

****Watch for more information and registration form in the January 2008 Key Issues!**

Tentative Agenda

Event Times

MONDAY, MAY 12, 2008

9:00 am – 10:30 am
 1:00 pm – 5:00 pm
 1:00 pm – 6:00 pm
 2:00 pm – 6:00 pm
 3:00 pm – 5:00 pm
 5:00 pm – 7:00 pm

Event

Pre-Conference Board Meeting
 Driving Simulator Competition
 Golf Tournament
 Registration
 Stress Awareness
 Bunko Tournament

Speaker

Board of Directors
 Don Courtney & James MacMillan
 Robert Patterson
 SHSU/TJA Staff
 Frank Lott
 TJA Staff

TUESDAY, MAY 13, 2008

7:30 am – 12:00 pm
 7:30 am – 12:00 pm
 8:30 am – 8:45 am
 8:45 am – 10:00 am
 10:15 am – 10:30 am
 10:30 am – 11:20 am
 11:20 am – 11:30 am
 11:30 am – 1:30 pm
 12:00 pm – 7:00 pm
 1:30 pm – 3:00 pm

Registration
 Exhibitor Set-up
 Opening Ceremony
 Keynote Address
 Introduction of Candidates
 Legislative Update
 Easier Ways to Mandated Courses
 Lunch (on your own)
 Exhibitor Showroom Opens
 Critical Incidents Aftermath
 MRSA
 Correctional Civil Litigations
 Jail Commission Update
 Driving Simulator Competition
 Critical Incidents Aftermath
 MRSA
 Correctional Civil Litigations
 Jail Commission Update
 Driving Simulator Competition
 President's Reception

SHSU/TJA Staff

District Judge Michael Chitty
 Robert Green, 1st Vice President TJA
 Chris Kirk
 Texas Engineering Extension Service

Breakout Sessions: I

Steve Chalender & Carmella Smith
 Trey Flores
 Danny McDonald
 Texas Commission on Jail Standards
 Don Courtney & James MacMillan
 Steve Chalender & Carmella Smith
 Trey Flores
 Danny McDonald
 Texas Commission on Jail Standards
 Don Courtney & James MacMillan

3:30 pm – 5:00 pm

Breakout Sessions (Repeat): II

5:00 pm – 7:00 pm

WEDNESDAY, MAY 14, 2008

7:30 am – 8:30 am
 7:30 am
 8:30 am – 5:00 pm
 8:30 am – 10:00 am

Breakout Sessions: III

Prayer Breakfast
 Exhibitor Showroom Opens
 Courtroom Challenge
 Crisis Intervention
 Mental Health Issues in Jail Setting
 Classification
 Courtroom Security
 Safety Issues While Transporting Inmates
 Sheriff's Photo
 Jail Administrator's Photo
 Breakout Sessions (Continued): III
 Boxed Lunch in Exhibit Hall
 Crisis Intervention
 Mental Health Issues in Jail Setting
 Classification
 Courtroom Security
 Safety Issues While Transporting Inmates
 Exhibitor Showroom Closes
 Breakout Sessions (Continued): IV

TBA

Texas Commission on Jail Standards
 Frank Lott
 Marlin Suell
 Wayne Dicky
 Tim Quintana
 Don Courtney & James MacMillan

10:00 am

10:15 am

10:30 am – 12:00 pm

12:00 pm – 1:30 pm

1:30 pm – 3:00 pm

Breakout Sessions (Repeat): IV

Frank Lott
 Marlin Suell
 Wayne Dicky
 Tim Quintana
 Don Courtney & James MacMillan

2:00 pm

3:30 pm – 5:00 pm

THURSDAY, MAY 15, 2008

8:30 am – 10:00 am

Breakout Sessions: V

Demographic Gangs
 Small Jail Issues
 Effective Communication/What You Bring to the Table
 PEN Packets
 Courtroom Challenge
 Breakout Sessions (Continued): V
 Ballots Due by 12:00 pm
 Lunch (on your own)
 Demographic Gangs
 Small Jail Issues
 Effective Communication/What You Bring to the Table
 PEN Packets
 Goal Setting and Stress Reduction
 Breakout Sessions (Continued): VI
 Awards Banquet

Siggy Sanchez
 Frank Hecht
 Charlotte Stallings
 TDCJ Staff
 Texas Commission on Jail Standards

8:30 am – 5:00 pm

10:30 am – 12:00 pm

12:00 pm – 1:30 pm

1:30 pm – 3:00 pm

Breakout Sessions (Repeat): VI

Siggy Sanchez
 Frank Hecht
 Charlotte Stallings
 TDCJ Staff
 Rodney Rash

3:30 pm – 5:00 pm

7:00 pm – Midnight

FRIDAY, MAY 16, 2008

8:30 am – 11:30 am

10:45 am – 11:30 am

Survival Spanish Speaking in the Jail
 Board Meeting

Dionicio Cortez



The 2008 TJA Golf Tournament



This year's tournament is once again being held at the gorgeous RIVERPLACE Country Club in Austin, Texas on Monday, May 12, 2008, with a 1:00PM shotgun start. Many of you may remember we played this course for several years back in the late 90's. It's not the easiest course on the planet, so bring your "A" game and enjoy the scenery. Your fee of \$65.00 includes green fees, cart and a box lunch provided on the course. Prizes will be awarded at the conclusion of the tournament.

RIVERPLACE is a Soft Spike only Course

'Proper' golf attire is required (shirts w/ collars)

NO BLUE JEANS/NO DENIM OF ANY KIND/NO EXCEPTIONS

TJA Golf Tournament

4-man scramble (make your own team)

Registration Form

Fee: \$65.00

Last Name: _____ First: _____

Agency: _____

City: _____ State: _____ Zip: _____

Phone: _____ Fax: _____

Team Members: _____, _____,
_____, _____

Contact Tournament Director:

Bob Patterson at
(254) 933-5409 Office
(254) 778-1091 Home
(254) 913-6743 Cell

Return Registration & Fee to:

T.J.A. Golf Tournament
C/O Bob Patterson
3209 Bonham Avenue
Temple, Texas 76502

Courtroom Challenge

The Courtroom Challenge is a team game involving participants representing their counties by showing their knowledge of Texas Jail Standards. The game uses a game show format, with two opposing teams squaring off to "win jurors" by answering questions about Jail Standards. Once a team wins, that team advances through the elimination chart, and faces other teams until a team takes first place. Trophies are given for first, second, and third place. Each jail may have more than one team.

To register your 2 person team, complete the following:

Name #1: _____

Name #2: _____

County: _____

Detach and mail to:

Texas Jail Association
Correctional Management Institute of Texas
George J. Beto Criminal Justice Building
Sam Houston State University
Huntsville, TX 77341-2296

Driving Simulator Competition



Test your driving skills in the Texas Association of Counties Driving Simulator. Scenarios will include Pursuit Driving, Prisoner Transport and Defensive Driving. Look for a sign up sheet during registration on Monday afternoon and Tuesday morning.

The Simulator will be open on Monday afternoon from 1:00PM-5:00PM and Tuesday from 1:30PM-5:00PM.

Sign up for your time slot! Prizes will be awarded!

CALL FOR SERVICE

by

Robert Green
1ST Vice-President

The Texas Jail Association elects Officers and Directors every year and several positions are appointed by the current President to serve in various capacities. The elected officers are expected to serve for a designated number of years and the appointed positions usually serve for the current year. Election of Officers and Directors is a part the Annual Conference.

There are requirements which go along with this service as well as some sacrifices. The sacrifices usually are in the form of time and hard work. All officers, directors, secretaries, treasurers, etc. must have the support of their employers. This support entails financial means from the employer for them to travel to conferences, board meetings and training events across the state.

Some events are required by the Association's by-laws and others are not required, but have become an established part of TJA. Such things for example are the regional trainings hosted throughout the state in partnership with the Texas Commission on Jail Standards and the Texas Association of Counties. The regional training is provided free of charge to any county jail wishing to send officers. TJA Board Members, Officers and others are often needed to instruct and assist with these events, which can benefit every county jail in the State of Texas.

I have been a member of TJA since 1996 and served on the Board of Directors since 2004. This has been a wonderful and rewarding experience, giving me the

opportunity to contribute to our profession. Not only have I received much needed, up-to-date information regarding the jail community when attending conferences and regional training programs, I have met many people with the law enforcement community that have been very informative and helpful contacts. And even more important, I have made some great friends.

As stated earlier, the roles of each member of the Board of Directors requires sacrifice and commitment. As members of this association, and professionals in the corrections field, we have a responsibility to provide the association with leaders so that we can continue the visions of our founding officers.

If you feel compelled to be part of the leadership of the Texas Jail Association, and are willing to make the required commitments and sacrifices, then I urge you to seek the support of your employer and take the next step toward your service with this Association. Or, if you know someone you feel could and would "fit the bill," encourage them to seek the support of their employer and run for office.

In this publication, you will find a Call for Nominations form, which must be completed and returned to the nominations chairman no later than March 31, 2008. If you have any questions or would like more information regarding the requirements, please contact me at the Montgomery County Sheriff's Office, 936-538-3205.

Advertise with the Texas Jail Association

Key Issues, the official journal of the Texas Jail Association, is published quarterly. The journal is authorized to publish advertisements and the following rate schedule has been established:

Half Page	\$185/per issue	\$ 600/four issues
Full Page	\$300/per issue	\$1,000/four issues
Double Page	\$500/per issue	\$1,750/four issues

Advertisers should provide camera-ready copy or halftone negatives. High resolution eps, tif, or pdf files on disk are also accepted. Advertisements, along with a check made payable to the "Texas Jail Association" in the correct amount should be mailed to the following:

Sharese Hurst
Editor, Key Issues
Sam Houston State University
Correctional Management Institute of Texas
George J. Beto Criminal Justice Center
Huntsville, Texas 77341-2296

For additional information about advertising, call Sharese Hurst at (936) 294-1687. Faxes may be sent to (936) 294-1671. Email: sharese@shsu.edu

CALL FOR NOMINATIONS

Election time is coming and the Nominating Committee of the TJA will be selecting a slate of candidates for the following positions:

THIRD VICE PRESIDENT

The person elected will serve progressively through the Presidential preparation chairs to become your President in the year 2011. Give some serious thought to this nomination and present yourself or someone else to the Nominating Committee. The eligibility for this elected office is contingent upon active "professional" membership in good standing with the Association for a period of one year prior to election. The member must have served at least one year on the Board of Directors in order to be eligible for this position. The member elected will be required to attend approximately four meetings per year.

TREASURER

This person sits as a member of the Executive Committee and is the Chief Fiscal Officer of the Association. The Treasurer is expected to oversee all financial operations and records of the Association on behalf of the board. The Treasurer shall make the financial records of the Association available for audit by the Finance Committee at the request of the President. The eligibility for this elected office is contingent upon active "professional" membership in good standing with the Association for a period of one year prior to the election. The member elected will be required to attend approximately four meetings per year. The Treasurer shall serve a three year term in office.

BOARD OF DIRECTORS

Two Positions Available

The Board of Directors shall be the governing body of the Association. The President shall be the presiding officer at all board meetings. The Board shall be empowered to authorize expenditures for the general business of the Association, authorize additional expenditures, and set appropriate charges. The Board may enter into any agreement or contract with other personal or organizations for the advancement of the Association. Eligibility for this elected office is contingent upon active "professional" membership in good standing with the Association for a period of one year prior to election. Members elected to this position shall serve a three year term in office.

Nominations with attached resumes are to be returned to the Nomination Committee Chairman for verification of eligibility and distribution to Committee Members. All nominations shall contain the following for consideration: Full Name, Current Occupation,

Official Title, Business Address and Phone Number, a brief biographical sketch (not to exceed 50 words), and a picture to be included on the ballot.

A. Guidelines for nominations

1. Individuals must be members in good standing as specified in the bylaws at the time of nomination.
2. Nominating Committee members shall not be considered for office.
3. Only written nominations will be considered. Self-Nominations are acceptable.
4. Office being sought shall be identified in the nomination.
5. Endorsement of the affected Sheriff must accompany the nomination. Nominations lacking the Sheriff's endorsement will not be considered for office.
6. Elections shall be conducted in accordance with the provisions of Article VI of the bylaws.

We need good people from around the State to continue the tradition of dedication and commitment set by current and past officers and board members. Become involved, submit a nomination now. Nominations must be received by March 31, 2008. Nominations received after the deadline cannot be considered.

Send nominations to:

Robert Green
1st Vice President, TJA
Nomination Committee, Chair
Montgomery County
#1 Criminal Justice Drive
Conroe, TX 77301
(936)538-3205
(936)538-3210 fax

Committee Members:

Mary Farley
2nd Vice President, TJA
Bell County
111 West Central Avenue
Belton, Texas 76513
(254)933-5783
(254)933-5939 fax

Johnny Mynar
Member-at-Large
McLennan County
3201 East Highway 6
Waco, Texas 76705
(254)759-5687
(254)757-0541 fax

YEARLY AWARD NOMINATIONS

The Texas Jail Association is now accepting nominations for Detention Officer of the Year – Professional Service, Detention Officer of the Year - Valor and the Jerry Baggs Leadership Award. The purpose of these awards is to recognize exceptional service provided by an individual in the field of county jail operations. These awards will be presented at the Annual TJA conference held May 12-16, 2008. A person being nominated does not have to be a member of TJA, however, he or she must be eligible for membership in TJA. Recipients will receive complimentary conference registration and hotel accommodations at the Annual Training Conference. The recipient will also be presented with a commemorative plaque and will be recognized in the TJA newsletter. Any nomination must have the written endorsement of the agency head.

Nominations will be accepted for the following awards:

- A. Detention Officer of the Year - Professional Service**
- B. Detention Officer of the Year - Valor**
- C. Jerry Baggs Leadership Award**

Please complete and return the nomination form below to the Awards Committee by **March 31, 2008**. Please describe in specific detail how this nominee meets the criteria for the award. Attach additional pages if needed. Also attach supporting documentation such as offense reports, sworn statements, newspaper accounts, and letters of recommendation.

CRITERIA FOR NOMINATION

- A. Detention Officer of the Year - Professional Service** – This award is given to an individual working in county corrections who has demonstrated a commitment to professional service at their agency by making outstanding contributions to county corrections that exceed basic ability and expected performance.
- B. Detention Officer of the Year - Valor** – This award is given to an individual working in county corrections who demonstrated courage or valor in the face of danger while in the performance of their official duties.
- C. Jerry Baggs Leadership Award** – This award is presented to an individual employed in the field of county corrections who has demonstrated leadership and a sincere commitment to the professional advancement of county corrections.

TEXAS JAIL ASSOCIATION

Award Nomination

Person Nominated: _____

Department/Agency: _____

Position or Title: _____

Address: _____

Phone Numbers: _____

Nominated by: _____

Position or Title: _____

Endorsement by Agency Head: _____

*Return this form and any supporting documents by **March 31, 2008**:*

TEXAS JAIL ASSOCIATION
ATTN: Awards Committee
Correctional Management Institute of Texas
George J. Beto Criminal Justice Center
Sam Houston State University
Huntsville, Texas 77341-2296

38TH ANNUAL JAIL MANAGEMENT CONFERENCE

by
Sharese Hurst

The Correctional Management Institute of Texas at Sam Houston State University hosted the 38th Annual Jail Management Conference, October 8-11, 2007. The conference started off with the Annual Jail Management



golf tournament held at the Raven Nest golf course in Huntsville. The tournament attracted approximately 32 golfers and was run in expert style by **Wayne Dicky**. A sincere thank you

to our golf tournament title sponsors: **Lone Star Commissary** and **T.T.C., Inc.** We would also like to thank our hole sponsors: **Global Tel*Link**, **Securus Technologies, Inc.**, and **Rosser International**.

The golf tournament and conference registration was followed by the annual meet and greet party hosted by **Lonestar Commissary**. This year's social was once again held at the Goree Clubhouse and attendees devoured tasty bar-b-que and numerous desserts. **Tim Calcote**, owner of Lonestar Commissary, gave away numerous door prizes to conference attendees and provided a great atmosphere to watch Monday night football.



Kicking off the program on Tuesday was Jack Harris from Tuscon, Arizona who spoke on "Keeping Good People Good." Harris explained that keeping good people good is a shared responsibility, which requires a combination of good leadership, good management, realistic expectations and personal resilience! Dwayne Wright followed Harris with Detecting Deception in Interviewing. Wright discussed techniques for identifying deception, both verbal and non-verbal.

After a full day of education, participants were invited to attend Casino Night at the Walker County Fair Grounds. This year's Casino Night was a huge success.



Attendees took part in a Texas size steak dinner and an assortment of luscious desserts. A special thank you goes out to **Global Tel*Link** for hosting dinner,

Justice Benefits for sponsoring the beverages, and **Securus Technologies, Inc.** for sponsoring Variety Sounds, who



provided our music.

After a night of playing casino games, there were loads of lucky winners. **GT Distributors** donated a Streamlight won by **George Palmer** of Lucky Bail Bonds. **Keefe**

Group provided two gift cards from Chili's Restaurant, which were won by **Jack Bryan** of Atascosa County and **Monica Bollinger** of Tom Green County. **Time Keeping Systems** also donated two gift cards from Chili's and they were taken home by **Richard Holloway** of Navarro County and **Steve Chalender** from the Texas Association of Counties. **Global**

Tel*Link provided a 13" Television that was won by **Richard Holloway** of Navarro County and a DVD player that was won by **Crystal Irvin** of Dewitt County. **Liz Ramon** of Atascosa County was the winner



of a \$50.00 Home Depot gift card given by **Conversant Technologies**. **Conversant Technologies** also donated a poker set which was won by **Haley Haygood** with the Texas Association of Counties. **Sharon Sheely** of Collin County was the lucky winner of a large cooler donated by **Securus Technologies, Inc.** and **Deborah Farmer** of Navarro County took home a cordless drill also donated by **Securus Technologies, Inc.** A digital camera donated by **Correctional Healthcare Management** was won by **Jeremy Valdez** of Taylor County. **Monica Bollinger** of Tom Green County was the winner of western wall décor donated by **T.T.C., Inc.** The **Prison Museum** donated a prison museum shirt that was taken home by **Johnny Mynar** of McLennan County. **Tim Calcote** and **Carla Stone** donated a cap from the Polunsky Unit that was



won by **Mo Mascorro** of **Infinity Networks**. They also donated a shirt which was taken home by Sheriff **Terry Box** of Collin County. A leather notepad

holder was donated by **Tim Calcote** and **Carla Stone** and won by **Kevin Stuart** of Brazos County.

The **Texas Jail Association** generously contributed numerous casino night prizes, as well. They were won by the following: **Alex Rocha** of Harris County, **Whitney Roberts** of Hopkins County, **Terry Box** of Collin County, **Monica Bollinger** of Tom Green County, **Shane Derryberry** of Lubbock County, **Kent Allee** of Harris County, **Bob Violette** of Lubbock County, **Scotty Sewell** of Hopkins County and **Andrew Alwine** of Tom Green County. **The Correctional Management Institute of Texas** also sponsored numerous prizes. The winners were as follows: Sheriff **Terry Box** from Collin County, **Andrew Alwine** from Tom Green County, **Alex Rocha** from Harris County, **Greg Martin** from Guadalupe County, **Mary Byrne** from Tom Green County, and **Teri Nolen** from Irving Police Department. **The Sam Houston State University College of Criminal Justice** also donated numerous awards. These awards were



taken home by: **Terry Box** of Collin County, **Andrew Alwine** of Tom Green County, **Richard Holloway** of Navarro County, **Kenneth Chitwood** of Walker County, **Deborah Farmer** of Navarro County, and **Charlene Holland** of Tom Green County. Other prizes purchased with the proceeds from the golf tournament included a bucket won by **Scotty Sewell** of Hopkins County, a digital photo frame won by **Robert Bryant** of Lubbock County, a deer feeder taken home by **Whitney Roberts** of Hopkins County, a camouflage armchair won by **Lauren Smith**, a business card holder taken home by Sheriff **Chris Kirk** of Brazos County, a candle won by **Steve Fisher** of Walker County, a western picture frame won by **Jeremy Valdez** of Taylor County, a candle taken home by **David Morrison** of Harris County, and a picture frame won by Sheriff **Terry Box** of Collin County. Two attendees went home with the big prizes of the night. **John Hill** from Lubbock County and **Ted Montgomery** of T.T.C., Inc. each won a twelve-gauge pump-action shotgun donated by **Detain, Inc.**

This year's casino night raised over \$2,000.00 for the **Correctional Management Institute**



of Texas scholarship that will be awarded to a Sam Houston State University College of Criminal Justice student.

On day two of the 38th Annual Conference, Dr. Hank Roubicek lectured

on "Courtroom Testimony and Demeanor." He assisted participants in learning to communicate with confidence, control and conviction when testifying in Court. That afternoon, Dr. Randy Garner presented on Criticism Management. He discussed the criticism techniques and strategies that should be used both in the workplace and at home. Each participant received a copy of Dr. Garner's latest book, "Criticism Management: How to More Effectively Give, Receive and Seek



Criticism." To close out day two of the conference, Trey Flores furnished participants with valuable information on Medication Administration for Jails. Flores covered numerous areas from proper documentation to financial obligations of the inmate and county.

Thursday morning began with Paul Mohler, of the Texas Attorney General's Office, presented on "Gangs and the Internet: Open Source Intelligence Gathering for Law Enforcement." Mohler discussed investigative issues,



tools needed for proper information gathering and clues on what to look for and where to look when doing an investigation. Closing out the conference was a session on Jail Diversion presented by Trey Flores.

Flores discussed the types of jail diversion initiatives and some success stories of counties with a Jail Diversion Program. A 3 day, 2 night turkey hunt for two was donated by **Infinity Networks** to be raffled off during the conference. The drawing for the turkey hunt was held on Thursday morning and **Teri Nolen** of the Irving Police Department was the lucky winner. A special thank you goes out to all of the exhibitors for their support of this education conference. Their contributions assist us in making continuing education more affordable.



ANOTHER YEAR OF TREMENDOUS SUPPORT

by
Heather White

Thanks to the generosity of many of our wonderful vendors we were able to give out some pretty terrific door prizes at the 38th Annual Jail Management Conference hosted by the Correctional Management Institute of Texas held in Huntsville in early October. I've said it once and I'll say it again. Your support really does make a difference at these conferences!

As we move into the New Year, our annual conference will be here before you know it. Registration packets were sent out in November, so be on the look out for yours to reserve your space now. You can also access the entire exhibitor packet at www.texasjailassociation.com. There will be plenty of sponsorship opportunities for everyone and I look forward to getting you all involved. Please let me know if there is anything we can do to assist you at the conference. Also, if you would like to get more involved, please see myself or Robert Green the incoming President for 2008-2009.

Finally, it's that time of year when we all reflect on what we've accomplished and share our blessings with others. As we begin to make our goals for the coming year and focus on what is important to us and our futures, please remember our troops and the men and women in law enforcement that all put their lives on the line each and every day for our safety.

Happy Holidays,

Heather White
2007-2008 Vendor Representative
hwhite@securustech.net



SHERIFF PAINTER SHARES EXPERIENCE IN FARMING, WAR GARY PAINTER IS NAMED 'DISTINGUISHED ALUMNUS' OF SUL ROSS STATE UNIVERSITY

by

Bob Campbell
Midland Reporter-Telegram

As a Hale County farm boy in the 1950s and '60s, Gary Painter had equally important role models in his father, who farmed, and granddad, a 1920s Special Ranger who became a Montague County constable and deputy sheriff in Northeast Texas.

Painter liked farming and would have stayed in it after Marine Corps service in Vietnam; but it became too expensive and he chose a law enforcement career that led him to election as Midland County sheriff in 1984.

He was a Texas Department of Public Safety trooper after his second Vietnam tour, stationed in El Paso and Van Horn, joined the Presidio County Sheriff's Office as chief deputy and earned a bachelor's degree in police administration at Sul Ross State University.

Named an SRSU distinguished alumnus in Alpine on Oct. 27, the 60-year-old Edmondson native today seems a product of all his variegated experiences.

Memories of setting irrigation tubes on a 360-acre farm adjacent the half section tilled northwest of Plainview by his father Wayne's twin Dwayne are tempered by the vivid nightmare of a windstorm that knocked their grain sorghum flat just before harvest.

Between battles with a brutally determined enemy in Vietnam, he was a motor transport driver who learned to enjoy mechanics. Painter and his wife Patsy last year bought a home and one-acre tract with a shop north of Midland, where he hopes to indulge an interest in woodworking.

When asked how officers deal with the danger of their work, he said, "You get over the fear pretty quick.

"There is still a great feeling that they want to serve and protect the community. The odds are in your favor that it (death) won't happen, but somebody still has to stand up and protect the people who can't defend themselves.

"I know what fear is because I've been in situations where the bullets were flying so thick that you couldn't stick your head up. We came under a rocket and mortar attack my first night in Da Nang and I figured right then I had got into something pretty deep. It appeared they had an unlimited supply of combatants to throw at you."

Painter had a combat role with the Third Marine Division during his first year-long tour and returned to



drive and maintain trucks for the First Marines after being a truck driver in San Diego and military policeman in Key West, Fla.

"I didn't like the stateside duty," he said. "I just wanted to get back into it."

The amiable 6-foot-5-inch sheriff recounts a battle east of the Ashau Valley in the first six weeks of his first tour in which his depleted company of 80-90 men fired 46,000 shots in one night to stave off the enemy.

He was in Camp Carroll, six miles south of the demilitarized zone near the Laotian border, when it was attacked and a chaplain going from one wounded man to another was killed by a mortar. The camp barber was found dead on the perimeter wire the next morning -- a Viet Cong spy who had marked targets throughout the camp.

The Painters have six children. The sheriff's father died in 1991 and his mother Beth survives. His sister is Janet Pennington of Amarillo.

Painter was a mud engineer and Midland policeman after leaving Alpine and worked his way up in the sheriff's office here from jailer to deputy sheriff, criminal investigator and lieutenant. He beat two term incumbent Dallas Smith, who had unseated 38-year incumbent Big Ed Darnell, and will seek a seventh four-year term next year, saying, "I need at least one more to get my bills paid."

“Eversince I was a kid, I wanted to be in law enforcement. My granddad’s name was W.A., but everybody called him Mr. Painter. He died when I was 14.”

He says the glistening sheriff’s building on South Main Street is partly the result of his approach to public service and partly from his Marine Corps experience. “It has to be clean,” he said. “I was taught early that you have to take care of your stuff because if you take care of your equipment, it will take care of you. That was re-asserted when I was in the Marine Corps.

“You can’t be an office holder and just do so much. You have to do 110 percent 24 hours a day -- stay on the ball and work all the time to stay on top of your game.”

Third vice president of the Sheriffs’ Association of Texas and in line to be president of the 254 county group in four years, Painter says field work is not usually problematic. The complex aspect of his job is in supervising 101 jailers and 84 deputies.

“If somebody gets out of line, I go to them,” he said.

One of his close friends is retired Texas Ranger Captain Clete Buckaloo of Kerrville, who is now director of the District Community Supervision and Corrections Department of Kerr, Gillespie and Bandera counties. Buckaloo was an Alpine-based narcotics investigator from 1980-87 and Midland Ranger captain from 1987-93. “I have known Gary for 20 years and his character is as tall as he is,” Buckaloo said. “You can’t help being his friend. That’s where you end up with him. You earn a friend.”

Buckaloo said Painter emphasizes teamwork and is demanding. “He wants the job done right, but he gives back what he expects,” he said. “If I have learned anything from Gary, it is how important people are. I watched him over the years and tried to emulate that. It’s not something he takes lightly. He truly stands by his friends and goes to bat for them.

“At the same time, he respects the rights of criminals. Yes, he wants them punished, but he has a strong focus that way.”

Painter had a heart attack and quintuple bypass survey in November 1992, after which he learned “how to give up the stress” and delegate responsibility.

Though he requires even the most controversial suspects to be treated humanely, he regrets the way the world has changed. “The old criminals had respect,” he said.

“They wouldn’t hurt a woman or a kid. Criminals today have no respect for anyone or anything. Narcotics and the abuse of narcotics created that problem and it’s worldwide.”

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JIM WHITE MEMORIAL YOUTH SCHOLARSHIP AWARD

by
Cheryl White Mynar

I am pleased to announce the Fall 2007 recipients of the Jim White Memorial Youth Scholarship. The recipients are Miss **Christina Norum** of Conroe and Miss **Lacey Jane Simonton** of Mineral Wells.

Christina is the daughter of Deputy Carl Norum, Montgomery County Sheriff’s Office and Cynthia Norum. She attends Sam Houston State University where she is studying English. She works in the Sam Houston Writing Center as an English tutor. She also participates in several outside organizations including the Sam Houston State College Republicans, the Baptist Student Union and she is the President of the Jackson-Shaver Hall Council. In addition, she is a member of the Phi Theta Kappa National Honor Society and the Elliott T. Bowers Honors Program.

Once she graduates, Christina plans on becoming a high school English teacher and continuing to pursue a Master’s Degree in Educational Leadership in order to become a principal.

“No life ever grows great until it is focused, dedicated, disciplined” – Calvin Coolidge. Lacey believes this to be true and has attempted to demonstrate this throughout her life in all areas, but most specifically in her future.

She was an honor graduate of Mineral Wells High School in 2006 and was very involved in various sports and organizations in her community. She took Advanced Placement classes and graduated with nine hours of college credit from dual credit courses.

Lacey is the daughter of Deputy Scott Simonton of Palo Pinto, County.

Lacey is currently a sophomore at the University of North Texas where she is studying Criminal Justice. She made the Dean’s List for 2006-2007. She is a member of the Honor Society, the National Society of Collegiate Scholars, and she is an Ambassador of the College of Public Affairs and Community Service as a representative of Criminal Justice.

She plans to complete her Bachelor’s degree in Criminal Justice at UNT and then pursue a Master’s Degree in Criminal Justice Management at Sam Houston State University.

We wish them both well in their future endeavors.

BASIC JAIL ADMINISTRATORS TRAINING

by
Carmella Smith

Is the first time the best time?

Some say the first time is the best because it sets the standard for all things that follow. First kiss, first job, first car, you can remember those first things and they become a comparison for the next kiss, the next job, the next car. The Basic Jail Administrators



Training curriculum focus committee struggled with these questions. Is it going to be as good as last year? Is this group going to be as enthusiastic as the first class? How could we improve? What can we do to provide even more information in the same amount of time? What is important and what to just too basic?

The twenty-seven attendees of the 2007 Basic Jail Administrator Training session had no idea or concept of the hours of planning, assessment, discussion and preparation that were involved in the 40 hours of training they were about to observe and receive at Sam Houston State University in Huntsville, Texas. Once again, they were



chosen from all over the state. They came from small jails with capacities less than ten inmates and they came from larger facilities with room for close to 800. And once again, their career experience and longevity varied; their rank and stature changed according to their specific county. Their job duties were all different, however, the one consistent fact remained among the group - every attendee had the responsibility of running the jail.

Wayne Dicky, Certified Jail Manager and Administrator of the Brazos County Jail led the team of

trainers focused on jail operations which included: Kelly Rowe, Chief, Lubbock County; Gary Pinkerton, Chief Deputy, Smith County; Robert Green, Captain, and Edsel West from Montgomery County; and David Drosche, Lieutenant, Brazos County. Dan Beto and Randy Garner contributed their expertise on behalf of Sam Houston State University. Mark Warren, Robert Davis, James McMillan, Steve Chalender and Carmella Smith donated their instructional expertise from Texas Association of Counties.



The following individuals graduated from the second class of the Basic Jail Administrator Training Program: **Mike Averette**, Howard County; **Cary Berger**, Bandera County; **Brandi Boren**, Archer County; **Rodney Burns**, Gregg County; **Nancy Carter**, Hemphill County; **Kenneth Chitwood**, Walker County; **Larry Don Cook**, Chambers County; **Angie Fomby**, Newton County; **Larry Foraker**, Gillespie County; **Sylvia Foraker**, Kerr County; **June Graves**, Fannin County; **Jerry Green**, Austin County; **Deborah Irwin**, Guadalupe County; **Timothy Jones**, Johnson County; **Mike Lindsey**, Cherokee County; **Charles Mathis**, Freestone County; **Eddie Musgrave**, Calhoun County; **Curtis Neel**, Hunt County; **Evelyn Nelms**, Hockely County; **Rosie Ortiz**, Reagan County; **Mary Ann Page**, Jack County; **Anna Perales**, Duval County; **Chris Pounds**, Comanche County; **Glenn Richardson**, Swisher County; **Debra Smith**, Brown County; **Shane Sowell**, Lamb County; and, **Tommy Vaughn**, Eastland County.



When the final evaluations were received, it was determined once again that the training was educational and all the attendees learned invaluable information concerning jail administration. The interaction between the various departments was beneficial and the format allowed participation at will.

If you are a new jail administrator, or know one in your surrounding area, watch for the nomination packets to the 2008 class in June. Any questions about this class can be directed to Sharese Hurst at the Correctional Management Institute of Texas, 936-294-1687.

GREAT LEADERSHIP IS GREAT COACHING: WHAT COACHES DO THAT MOST BOSSES DON'T

by
Mark Warren
Training Coordinator
Texas Association of Counties
Austin, Texas

A Very Successful “Failure”

Born into abject poverty, his mother died when he was 9 years old. In order to help support his family, he had to go to work at a neighboring farm, and thus had almost no opportunity to go to school. In fact, his formal education totaled less than one year. At 23, he lost his first real job as a sales clerk in a dry goods store. Deciding that politics might be a worthwhile pursuit, he ran for the state legislature. He finished eighth out of 13 candidates. In a campaign document, he stated that if he were to lose, he “was too familiar with disappointments to be very much chagrined.” He and a partner attempted to start a small business, but it also failed, and he spent the next seventeen years paying off money he had borrowed from friends to start the business. He was elected to the state legislature at age 25, and his fiancée died a year after his election, putting him in a deep depression and he had a “nervous breakdown.” He spent the next six months confined to bed.

Over the next twenty years, he was defeated in his race to become his state’s House Speaker, defeated for nomination to run for Congress, lost his party’s bid for re-nomination after finally winning a subsequent election, lost his bid to become a land officer, and was twice defeated for the U.S. Senate and once for Vice President. And, even though eventually elected President of the United States, influential members of his *own party* asked him to resign as the nominee for re-election. He sent a memo to his cabinet stating that in all likelihood, he would be defeated. In April of the very next year – the year 1865 – he was killed.

Abraham Lincoln understood commitment to task, and something more about standing up in the face of adversity and overcoming tremendous obstacles and resistance. He once said that “nearly all men can stand adversity, but if you want to test a man’s character, give him power.”

As a leader, it’s important to keep our perspective – even though the trials we face on a weekly basis are significant, remember some of those who have gone before us. Their sacrifices surely helped pave the way to make our struggles in the modern world a little more bearable. In addition to commitment to task, successful leadership also requires that leaders:

- Set the example, and then follow it. Remember the famous Gandhi quote – “be the change you envision”?
- Take an unbiased approach when dealing with others, especially those different from “us.” Give everyone the chance to play on a level playing field.
- Concentrate on the objectives of the task. Whoever said “the person rowing the boat generally doesn’t have the time to rock it” really knew what they were talking about.
- Maintain an exceptional attitude. Golf great Lee Trevino was once asked if it was true that he has never had a professional golf lesson. “Yes,” Trevino said, “because I’ve never seen a teacher that could beat me.” Trevino also once advised a friend to “never play a guy for money who had a 1-iron in his bag or a tan darker than yours.” In 1960, John F. Kennedy was asked if he would accept the Vice-Presidential nomination if it were offered. He replied, “No, because once you accept second place when first is available, you have a tendency to do it for the rest of your life.”
- Set goals that are attainable. Think about how most of us attempt to lose weight. Instead of trying to lose 25 pounds, (or 50, or 10 or 100), re-set your goal on a tangible, realistic 2-4 pounds per week. Think who you’ll be at the end of eight consistent weeks?
- Have a set of rules to live by, that they themselves follow. Could your employees quote your philosophy or rule set? The great writer, actor and humorist Will Rogers was once asked how young people should live a complete life. He responded by saying “I think we should all try to live our lives so that we wouldn’t mind if the family parrot got sold to the town gossip.”

Am I a Serving Leader or a Self-serving Leader?

Most day to day management is not a crisis. It’s a gentle influencing through the process of routine. If you lead with the intention of serving your employees and constituents, you’ll behave fundamentally differently than if your motivation is self serving. Self serving leaders

think that leadership is all about them and not about the best interests of those they serve. They forget about acting with respect, care and fairness for all involved. Everything is about their own self interest. *When you begin to realize that it's really not about you, you begin to lead at a higher level.* The great leadership author and coach Ken Blanchard wrote about this new definition of leadership in 2006: "The capacity to influence others by unleashing the power and potential of people and organizations for the greater good."

"When the definition focuses on goal accomplishment, one [tends to] think that leadership is only about results. Yet, when we talk about leading at a higher level, just focusing on goal accomplishment is not enough. The key phrase in our new definition 'the greater good' – what is best for all involved. We think leadership is a high calling [because it requires putting others first]. Leadership should not be done purely for personal gain, or goal accomplishment; it should have a much higher purpose than that."

Have a Vision

Great leaders and managers have vision. The leader's vision lays the stones in the path for the future of your group. A compelling vision stirs **passion** [and **intensity**] within you. It tells everyone who works with you who you are, where you're going and what will drive your behavior. Values are a good example. Live, demonstrate and communicate them. Author Marcus Buckingham talks about a leader's vision this way: "[A leader] starts with his image of the future. This better future is what he talks about, thinks about, ruminates on, designs and refines. Only with this image clear in his mind does he turn his attention to persuading other people that they can be successful in the future he envisions. But, through it all, the future remains his focus" (Buckingham 2005).

A sure way to maximize your results as a leader or manager is to have high expectations for both results and relationships, and not just the bottom line. If we can take care of our customers or constituents and create a motivating working environment for our people, then profits, financial strength and/or re-election are the applause we get for a job well done. It's the fun we have *on the way* to the finish line. Success is both results and relationships. It's a proven formula. The same formula is utilized by the trainers at Sea World to train the killer whales in the *Shamu* show – work to build trust, accentuate the positive and redirect the behavior – don't punish (Blanchard, et al., 2002).

The Importance of Trust

All genuine leadership is built on trust. There are many

ways to do that, but one of most important is to "walk your walk, "talk your talk" and then *walk your talk*. In other words, live consistently with the values you profess. If you say that "I care about what the people think" or "our people are our most valuable asset," then you must live and model those statements all the time. If you're inconsistent, people will eventually lose faith and lose trust, and your effectiveness as a leader is down the drain. Spend time each day communicating and demonstrating your organization's core values and recognize and reward employees who embody those values in their work and behavior as you try to do.

Day to Day Coaching is Critical – Tell, Show, Catch, Reprimand

For more than 25 years, Ken Blanchard has been an inspiration and model of teacher and coach - the kind of person who makes one want to be better, live better, do better and try harder. I found the following bit of coaching wisdom on his website (www.kenblanchard.com), and I hope you'll visit it also.

"A good performance management system is comprised of three parts: (1) performance planning, which consists of setting goals and objectives; (2) day-to-day coaching to help your people accomplish their goals; and (3) performance evaluation to examine individuals' performance against goals during a certain period of time. Unfortunately, the most important of these three parts is almost never done well in organizations: day-to-day coaching. *Coaching should take up 90 percent of your people management efforts.* It's through day-to-day coaching that you help your people monitor their progress and systematically move toward success."

Great coaching to change behavior involves consistent, empathic redirection. **Tell** people what's expected, in language and terminology and reference that they understand. **Show** people what good performance looks like. They have to have a model – something to make theirs look like. Caution: whatever they see the leader do, they assume it's right! So if you're not the best example, find a model that is. **Catch** people in the act of doing something right, or almost right. Most of us are used to being caught doing something that we shouldn't. Instead, make a habit of catching your people doing something correct or almost correct. Call it to their attention, explain why it's right and good and let them know that you'll be watching their way in the future. People will do a lot for your positive affirmation. Finally, **reprimand** negative behavior, but never punish the person in the process of coaching. Address the negative behavior most severely, if necessary, but never let them believe that you are attacking them personally. Try this in a coach/pupil exercise with your people: Use the Tell, Show, Catch,

Reprimand strategy to coach tying shoes, paddling a canoe and dancing, or any physical skill. Driving is perhaps the best physical skill example. Remember when you learned to drive? If you were taught to drive by an elder, then I'll bet you know plenty of what NOT to do! Great coaches spend time and give attention to behaviors they want their players **to do**.

Winning organizations and winning teams are continually learning. And, corporate America is beginning to take a lesson from old coaches – *focusing on an athlete's strengths, not their weaknesses*. Coaches don't wait for an annual review before they sit down with each player to go over goals and how they've done. *Feedback is instant. Accountability is immediate*.

Consider this example in the workplace: employees will pay attention to what the boss values, but if that is largely something that an employee hates doing, they will float along and miserably try to appease, becoming dysfunctional, or leave a job that forces them to concentrate on tasks that are contrary to their natural abilities. Consider the language of weakness fixing, for example. In performance appraisals, if a person is evaluated in 26 areas and 22 of them exceed standards, 2 meet standards and 2 needs some improvement, where do most bosses spend their time in the evaluation? What message does the company send the employee? *Make an artificial value of the aspects of your job that you hate and/or are not good at, and shrink work time and attention in areas where you excel*. This is not the kind of environment most people want to come back to every day! Believe me, people will take less money and stay in your employ if they enjoy what they spend most of their time doing. The real secret is: can I recruit, attract, hire and retain people (now and particularly in the future) with a keener sense of how their strengths match the demands of the role? Human potential and productivity are at stake. Go get 'em!

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The Texas Jail Association offers the **Jim White Memorial Youth Scholarship** to a son, daughter, stepson, stepdaughter, or grandchild of an active Texas Jail Association member pursuing an academic degree at a college or university. In addition, the Texas Jail Association offers the **Jim White Memorial Law Enforcement Scholarship** to an active Texas Jail Association member pursuing a degree. The scholarships are awarded in the Spring and Fall of each year. For more information regarding these scholarships, please log onto: www.texasjailassociation.com.

AN UPDATE FROM THE TEXAS COMMISSION ON JAIL STANDARDS

by
ADAN MUNOZ

The Commission on Jail Standards would like to welcome **Melinda Hieber** to the agency. Melinda was recently hired as Program Specialist, and will handle complaints and other duties. She is replacing Shannon Herklotz, who was promoted to Assistant Director. Melinda has a BS in Criminal Justice from Texas State University and a MS in Technology from UT Tyler. She worked for Texas Department of Criminal Justice prior to working for Gregg County Community Supervision and Corrections Department where she worked for over twelve years, including the last seven as a Fugitive Officer tracking probation absconders. We're glad to have Melinda working for us.



The Commission on Jail Standards would also like to welcome **Jimmy Barton** to the agency. Jimmy will be the new Inspector for the West region of Texas, once he completes his orientation and training. Jimmy comes to TCJS with over 17 years experience with the Reagan County Sheriff's Department. Jimmy began his career with Reagan County as a dispatcher/jailer and eventually being promoted to Captain over the jail. Jimmy is a current member of the Texas Jail Association and plans to remain active in TJA. With Jimmy's experience and working knowledge of jail operations, he will be a tremendous asset to the TCJS.

Change to Minimum Jail Standards:

The Commission on Jail Standards has also taken steps to change Minimum Jail Standards. Both changes are currently before the Texas Register awaiting formal adoption. The first change addresses prisoners that are being transported by an agency that needs to house them in another facility temporarily (usually overnight, but up to 48 hours). The change modifies classification requirements for prisoners in transit when temporarily placed in housing, and removes the requirement to submit inmate information for CARE system checks. However, closer watches (30 minute checks) are required to be maintained due to relaxed classification, and the transporting agency must provide a written statement that the prisoners may safely be housed together. The change also requires that prisoners in transit be housed in maximum construction level housing, and that females be separated by sight and sound from males.

The second change to Minimum Jail Standards addresses the performance of inmate CARE checks. Jails housing federal inmates or out-of-state inmates on a contractual basis are no longer required to submit information for CARE checks on those inmates. This is due to the fact that these inmates are unlikely to be in the CARE system, and performing checks on these contract inmates presented a burden to jail staff and staff from the local MHMR authority staff. This change to standards also removes the requirement that jails mark whether the inmate's information was submitted for a CARE check on the Suicide/Mental Impairments screening form. The only requirement is that jails maintain documentation showing that each inmate's information was submitted for a CARE check. If the jails wish to continue noting this on the intake screening form, that will suffice as documentation.

WHAT'S HAPPENING ACROSS THE STATE

Baytown Police Department

After a long and sometimes grueling process of updating policies and procedures, the Baytown Police Department has officially become an internationally accredited agency. The Commission Accreditation of Law Enforcement Agencies certified the department as one of the top agencies in the country. Baytown Police Department becomes one of about 1,100 agencies out of about 10,000 – including specialized agencies not affiliated with municipalities – to receive accreditation.

And as for the Baytown City Jail, we have certified every jailer in our jail (except new hires). This will happen in the near future. For a city jail, we hold ourselves to the same standards as a county facility. Our Jail Administrator **Galan Wortham** and Supervisor **Gerald Ben** are T.C.L.E.O.S.E Instructors. And, we also have two new jail F.T.O. trainers in our jail, Detention Officer **Brandy Enciso** and Supervisor **Gerald Ben**. Brandy works very hard in making sure everyone is trained the same to eliminate errors. Supervisor **Teresa McArthur** will receive her intermediate jailer's certificate in January and Galan Wortham will receive his advanced jailer's certificate in January, as well.

Bell County

Sheriff Dan Smith, Major Bob Patterson and the entire staff of Bell County Sheriff's Office wish Corporal **Butch Athey** the best of luck in his retirement. Corporal



Athey served as food service supervisor in the jail for 15 years and his devotion to duty was greatly appreciated by everyone.



Grayson County

On Friday, November 30, 2007, Grayson County Sheriff J. Keith Gary held a personnel promotion ceremony. The following Corrections personnel were promoted:

Officer **Donald Booe** to Corporal; Deputy **Joel Donohoe** to Corporal; Deputy **Brent Norris** to Corporal; Officer **Mindy Rector** to Corporal; Officer **Terry Wilson** to Corporal; Corporal **Joe Medlin** to Sergeant; and, Corporal **James Woodson** to Sergeant.

Investigator **David Sikes**, Criminal Investigation Section, was promoted to Patrol Sergeant in the Enforcement Division.

The ceremony was attended by family, friends, and co-workers of the personnel being promoted. The Grayson County Sheriff's Association provided a cake depicting the Grayson County Sheriff's Office shoulder patch, punch, and finger food for the occasion.



Hays County

On Wednesday, October 10, 2007, the Hays County Sheriff's Office held a graduation ceremony for its most recent Basic Corrections Course. Twenty – one cadets from Hays County, Comal County and Blanco County successfully completed the requirements for graduation and were congratulated by Hays County Sheriff **Allen Bridges** for their accomplishments.

Each cadet completed the 133 hours of classroom instruction and practical application that made them eligible to take the Texas Commission on Law Enforcement Standards and Education licensing examination to receive a basic corrections officer certificate. Hays County Sheriff **Allen Bridges** commended all the graduates for their hard work and the sacrifices that were made by them and their families to successfully complete this course and wished them well in their future endeavors.

Pictured are Hays County Sheriff **Allen Bridges**, Training Coordinator, Sergeant **Terry Carter**, **Alex**

Fernandez, Darrell Maze, Joseph Fling, Jessica Repley, Jacob Wardlow, Ryan Sabol, April Mungle, Justin Hanna, Paul Eichholtz, Adriana DeLeon, Raymond Gaona, Jason McCoy, Victor Gonzalez, Matthew McMain, John Coleman, Jacquelyn Eby, Jennifer Stamm-Zachary, Sean Cunningham, Heather Molandes, Ann McCoy, Eliseo Galarza, Lieutenant John Saenz, and Chief Sherman Brodbeck.



Limestone County

Limestone County Sheriff's Office Honors Limestone County Sergeant Gene A. Rhodes with 20 years Service Award

Limestone County Sheriff Dennis D. Wilson proudly recognizes the faithful and loyal services of Jail Sergeant **Gene A. Rhodes**. Sergeant Rhodes began his career with the Limestone County Sheriff's Office in March of 1987. Sergeant Rhodes has served faithfully as a Limestone County Employee for the past 20 years. An appreciation plaque was awarded to Sergeant Rhodes during a private appreciation ceremony on May 22, 2007. Sheriff Wilson would like to publicly express his thanks to Sergeant Rhodes for his outstanding service to the citizens of Limestone County. Sergeant Rhodes continues to be a dedicated and professional correctional officer who has served citizens of Limestone County in an outstanding manner. Sergeant Rhodes also is involved in a number of civic and church activities in our county. I am proud to have worked side by side with Sergeant Rhodes during the past 20 years. He is truly a great asset to the Limestone County Sheriff's Office as well as the citizens of Limestone County which he serves.



Captain Steve Morton received 20 Year Service Award on September 24, 2007

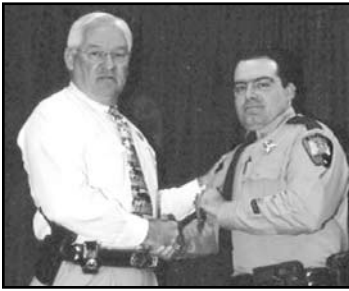
Limestone County Sheriff Dennis D. Wilson presented Captain **Steve Morton** with a 20 year appreciation plaque, honoring him for his service as a Limestone County Sheriff's Office Employee. Captain Morton began his career as a correctional officer with the Sheriff's Office on August 5, 1987. He was promoted to a Corporal on October 25, 1995. On August 1, 1997, he was promoted to Jail Sergeant and then on July 10, 2006, he was promoted to Jail Captain. Most of Captain Morton's career has been spent working as a night supervisor on the 10PM to 6AM shift. During the course of his career Captain Morton has obtained numerous training hours related to being a County Correctional Officer. Sheriff Wilson would publicly like to acknowledge the outstanding and dedicated service that Captain Morton has preformed during the past 20 years as a Correctional Officer for Limestone County. Captain Morton is truly a great asset to our Sheriff's Office and has served the citizens of Limestone County in a loyal and professional manner. Captain Morton is now responsible for the correctional staff of the Limestone County Jail and the jails day to day operations. All the members of the Limestone County Sheriff's Office wish to congratulate Captain Morton on his 20 years of service and wish him continued success as he continues his career working for the citizens of Limestone County at the Sheriff's Office.



Montgomery County Jail Division Promotions

Corporal **Stephen R. Johnson** was promoted to Sergeant on October 5, 2007, by Sheriff Tommy Gage.





Deputy **Jeremiah Richards** was promoted to Corporal on October 5, 2007 by Sheriff Tommy Gage.

Detention Officer **Jason Hodges** was promoted to Deputy on October 5, 2007 by Sheriff Tommy Gage.



Smith County *Transportation Division Honored*

The Smith County Sheriff's Office held their annual Awards Banquet on November 19, 2007. Sheriff **JB Smith** presented the transportation division with the Outstanding Performance Award. The transportation division transported 7,847 inmates to Court appearances, 983 medical transports and traveled over 225,000 miles extraditing inmates back to Smith County. We are proud of this unit for their professionalism and dedication to this agency.

Pictured are: **Reggie Clark, Ron Sheffield Jr., Casey Creed, Janet Calder, Sergeant G. Williams, Patricia Sheain, Kim Matlock, Sharon Taylor, Sergeant Blalock, Geri Lauter, Dale Dixon, Arlana Gipson, Brad Williams**, not pictured **Bert Arroyo** and **J. Creasy**.



Group photo: Capt. Green, Sheriff Gage, Cpl. Richards, Cpl. Mouton, Sgt. Johnson

Detention Officer **Doug Tipton** received a Certificate of Appreciation from Sheriff Tommy Gage on October 19, 2007 for his hard work and dedication as the Jail Division FTO Coordinator.



Detention Officer **Chris Pickens** was promoted to Deputy by Sheriff Tommy Gage on November 30, 2007.



Wilson County

The Wilson County Sheriff's Office has a yearly Sheriff Santa Program that donates food baskets and toys for the kids to the needy families in Wilson County during the Christmas holidays. We have fundraisers throughout the year to help towards the Sheriff Santa Program, such as a Golf Tournament in April and a Pistol Match in October. We also get help from the people in the community and businesses in Wilson County. Last year, we helped approximately 350 families and 450 children in Wilson County. It was a great success due to the people and businesses in Wilson County, as well as the employees that helped throughout the year from the Wilson County Sheriff's Office.

Donations are currently being taken for:
Major J. M. Baggs TJA Scholarship
c/o Sharese Hurst
Texas Jail Association
Sam Houston State University
Huntsville, Texas 77341-2296

2007 WINTER REGIONAL TRAINING

by
Mary Farley

The Texas Commission on Jail Standards is committed to providing the most comprehensive and up-to-date information for detention officers. The 2007 Winter Regional Training was sponsored by the Texas Commission on Jail Standards and the Texas Jail Association. Jail Commission Assistant Director Shannon Herkoltz and Texas Jail Association President Carla Stone collaborated to put together five regional workshops throughout the state of Texas this year.

The nine hour program was designed to cover the fundamentals of county corrections with topics addressing all aspects of jail operations. A special edition of "Jail Escapes" was presented to reveal pertinent areas of interest for sound practice, sound policies and sound security concerning jail facility escapes.

Training locations included Nacogdoches, Corpus Christi, Del Valle, Lubbock and San Angelo. There were 130 participants who attended the trainings for a total of 1170 training hours. Colorado County will be hosting two additional training sessions, so the total number of training hours provided will increase. The final numbers will be announced at the 22nd Annual Texas Jail Association Conference.

Individuals involved in this project were Shannon Herkoltz, Jonathan Hortman, Fred St. Amant, Jackie Semmler and Melinda Hieber from the Texas Commission on Jail Standards. Instructors for these trainings included the Texas Jail Association's Mary Farley (Bell County), Mike Ganzer (Denton County), Carla Stone (Kaufman County), Kim Howell (Lubbock County), Robert Green (Montgomery County), Scott Simonton (Palo Pinto County) and Gary Pinkerton (Smith County).

The 2008 Spring Regionals sponsored by the Texas Association of Counties, the Texas Jail Association and

the Correctional Management Institute of Texas will begin the second week in January. This free training will be



offered at various trainings sites throughout Texas. For more information, please see the advertisement in this edition of *Key Issues*, or log onto www.county.org.

RESPONDING TO THE TJA MEMBERSHIP DRIVE

by
Mike Starkey
Leon County Sheriff's Office

In the 2007 Fall publication of *Key Issues*, the Association's 3rd Vice President, David Drosche, wrote an article titled, "Professional Corrections Officers Wanted." He spoke of two contests currently being held to strengthen membership numbers for the Association. One of these contests "enticed" counties to pursue 10 new memberships in exchange for a free registration for the 22nd Annual Conference in May 2008.

I went to my Sheriff, Mike Price, with the idea of spending \$200.00 out of our training budget so that we may receive a \$130.00 registration for one of our employees to go to the Austin Conference. In the end, this would be taking just \$70.00 out of our training budget. Sheriff Price wholeheartedly agreed that this was a great idea.

This was a win-win situation for a small jail with only a few employees. All of the jail staff completed applications and are now TJA members. The Leon County Sheriff's Office is very proud to say we are now a 100% membership county!

Although this may not be feasible for every county in the state, the Board of Directors certainly has hopes that this will inspire each county to increase their membership with the Association. The benefits are great and an extra 1, 2, or maybe even 3 staff members could go to Austin and enjoy all the activities and training planned for the 22nd Annual Conference.



NEW MEMBERS WELCOMED

The Texas Jail Association's Officers and Board of Directors would like to welcome the 37 new members who joined the Association between September 7, 2007 and November 30, 2007.

Kamal Ariss from J.E. Donn Construction Company; **Jeffrey Bass** from Rockwall County; **Brandon Bennett** from Smith County; **Randall Browder** from Hood County; **Morse Burroughs** from Hemphill County; **Matthew Buske** from Howard County; **Kenneth Chitwood** from Walker County; **Clint Clifton** from Montgomery County; **Lance Fenter** from Denton County; **Larry Foraker** from Gillespie County; **Sylvia Foraker** from Kerr County; **Keith Gary** from Grayson County; **Josh Godi** from Denton County; **Dianna Greger** from Hardin County; **Shannon Herklotz** from TCJS; **Craig Hromadka** from Ellis County; **Michael Jennings** from TCJS; **George Johnson** from TCJS; **Richard Jones** from Limestone County; **Kraig Lavan** from Hood County; **Sue Mize** from Howard County; **Neil Morris** from Brazos County; **Adan Munoz** from TCJS; **Evelyn Nelms** from Hockley County; **Mitchell Netterville** from Fayette County; **Amos Oliver** from Smith County; **Carmin Ortegon** from Medina County; **John Perry** from Rockwall County; **Glenn Richardson** from Swisher County; **Chris Russell** from Simplicity Healthcare Systems, **Fred St. Amant** from TCJS; **Gary Taylor** from Waller County; **Sharon Taylor** from Smith County; **Charles Todd** from Smith County; **Johnny White** from Simplicity Healthcare Systems; **Beth Ann Williams** from McCulloch County; and **Brandon Wood** from TCJS.

**Mark Your Calendar
for the Texas Jail Association's**

Jail Management Issues

August 18-21, 2008

South Padre Island, Texas
Radisson Resort

Participant Fee: \$130 member
\$150 non-member

For Information Contact:
Sharese Hurst
Texas Jail Association
Phone: 936.294.1687
Fax: 936.294.1671
Email: sharese@shsu.edu

For updates, check www.texasjailassociation.com.

2008 TRAINING OPPORTUNITIES

<u>Date</u>	<u>Workshop Title</u>	<u>Location</u>
January 23-24, 2008	Strategies for Effective Team Building*	Victoria, Texas
February 5-6, 2008	Strategies for Effective Team Building*	El Paso, Texas
February 8, 2008	Strategies for Effective Team Building*	San Angelo, Texas
February 19-20, 2008	Inmate Rights & Privileges**	Tyler, Texas
February 19-20, 2008	Inmate Rights & Privileges**	Odessa, Texas
February 26-27, 2008	Inmate Rights & Privileges**	Corpus Christi, Texas
February 26-27, 2008	Inmate Rights & Privileges**	Denton, Texas
February 28, 2008	Turning Negative Energy into Positive Power*	Tyler, Texas
March 4-5, 2008	Inmate Rights & Privileges**	March Amarillo, Texas
March 4-5, 2008	Inmate Rights & Privileges**	College Station, Texas
March 18-19, 2008	Leadership, Ethics, & Integrity in Criminal Justice*	Victoria, Texas
March 20-21, 2008	Strategies for Effective Team Building*	Texas City, Texas
March 26-27, 2008	Verbal Judo*	Lubbock, Texas
April 15-16, 2008	Strategies for Effective Team Building*	Tyler, Texas
May 12-16, 2008	22 nd Annual TJA Conference	Austin, Texas
May 12-16, 2008	Criminal Justice Executive Leadership*	Bandera, Texas
May 19, 2008	Managing a Multigenerational Workplace*	San Angelo, Texas
May 27-28, 2008	Courtroom Security*	Huntsville, Texas

*For more information on this course, contact Joe Serio or Natalie Payne at 936-294-1705, 936-294-1706, or visit www.cmitonline.org.

**2008 Law Enforcement Regional Workshops produced by the Texas Association of Counties in conjunction with the Texas Jail Association and co-sponsored by the Correctional Management Institute of Texas. This program is free of charge to all county employees. For more information log onto www.county.org.

The Texas Engineering Extension Service (TEEX) is set to roll out on-line Intermediate Jailer Certification courses beginning January 2008. On-line course development was made possible through a grant received from the Texas Criminal Justice Division Office of the Governor.

TEEX initially announced the project at the Sheriffs' Association of Texas 2007 conference and provided all chief administrators with a demo version of Inmate Rights and Privileges, the first course scheduled for completion. After receiving an overwhelming response from potential users at the administrative level, TEEX met with the Texas Jail Association (TJA) and Texas Association of Counties (TAC) to gain support for the project. Although TEEX will be presenting current work efforts during the 22nd Annual TJA conference and TAC officials will be introducing the project during their regional meetings coming up in February, TEEX must perform a beta test of the course before final access to all jail staff is supported.

In the meantime, TEEX has been working with TCLEOSE representatives to sync up approvals to be completed by the end of January 2008. Once completed, Texas jail staff will be able to start the year off right. The TEEX goal is to provide effective on-line training to all Texas jail officers increasing the current 22% of those having their intermediate certificate to 50% by 2010.

TEXAS JAIL ASSOCIATION BOARD OF DIRECTORS 2007-2008

Carla Stone, President
Kaufman County Sheriff's Office
P.O. Drawer 849
Kaufman, TX 75142
Phone: (972) 932-9736
Fax: (972) 932-9752
chiefstone@kaufmancounty.net

Robert Green, 1st Vice President
Montgomery County Sheriff's Office
#1 Criminal Justice Drive
Conroe, TX 77301
Phone: (936) 538-3205
Fax: (936) 538-3210
robert.green@mctx.org

Mary Farley, 2nd Vice President
Bell County Sheriff's Office
111 West Central Avenue
Belton, TX 76513
Phone: (254) 933-5783
Fax: (254) 933-5939
mary.farley@co.bell.tx.us

David Drosche, 3rd Vice President
Brazos County Sheriff's Office
300 East 26th St., Suite 105
Bryan, TX 77803
Phone: (979) 361-4846
Fax: (979) 361-4847
ddrosche@co.brazos.tx.us

Danny Downes, Past President
Dallas County Sheriff's Office
111 W. Commerce Street
Dallas, TX 75207
Phone: (214) 653-2602
Work Cell: (214) 213-7208
dldownes@dallascounty.org

Wayne Dicky, Treasurer
Brazos County Sheriff's Office
300 East 26th St., Suite 105
Bryan, TX 77803
Phone: (979) 361-4168
Fax: (979) 361-4170
wdicky@co.brazos.tx.us

Cindy Wood, Secretary
Kaufman County Sheriff's Office
P.O. Drawer 849
Kaufman, TX 75142
Phone: (972) 932-9736
Fax: (972) 932-9752
sgtewood@kaufmanso.com

Terrisa Candelaria, Director
Midland County Sheriff's Office
P.O. Box 11287
Midland, TX 79702
Phone: (432) 688-4531
Fax: (432) 688-4975
cterrisa@hotmail.com

Joe A. Dominguez, Director
Kendall County Sheriff's Office
#6 Staudt Street
Boerne, TX 78006
Phone: (830) 249-4989
Fax: (830) 249-0036
kcsosou@gvct.com

Michael Ganzer, Director
Denton County Sheriff's Office
127 N. Woodrow Ln.
Denton, TX 76205
Phone: (940) 349-1711
Fax: (940) 349-1704
michael.ganzer@dentoncounty.com

Steve Fisher, Director
Walker County Sheriff's Office
717 FM 2821, Suite 500
Huntsville, TX 77320
Phone: (936) 435-2400
Fax : (936) 435-2440
sfisher@co.walker.tx.us

Michael Starkey, Director
Leon County Sheriff's Office
P.O. Box 278
Centerville, TX 75833
Phone: (903) 536-2749
Fax: (903) 536-4357
leoncoso@cji.net

Scott Simonton, Director
Palo Pinto County Sheriff's Office
Office
402 Cedar Street
Palo Pinto, TX 76484
Phone: (940) 659-3593
Fax: (940) 659-3801
deputysimonton@yahoo.com

Tommy Gage, Director
Montgomery County Sheriff's Office
#1 Criminal Justice Drive
Conroe, TX 77301
Phone: (936) 760-5872
Fax: (936) 538-3210
tommymgage@mctx.org

Heather White, Director
Securus Technologies, Inc.
P.O. Box 191578
Dallas, TX 75219
Phone: (214) 943-9994
Fax: (214) 943-9993
hwhite@securustech.net

Gary Pinkerton, Chaplain
Smith County Sheriff's Office
P.O. Box 90
Tyler, TX 75710
Phone: (903) 590-2666
Fax: (903) 590-2659
gpinkerton@smith-county.com

Carmella Smith, Historian
Texas Association of Counties
1210 San Antonio
Austin, TX 78701
Phone: (800) 456-5974
Fax: (512) 476-6231
carmellas@county.org

Jayson Mouton, Sergeant at Arms
Montgomery County Sheriff's Office
#1 Criminal Justice Drive
Conroe, TX 77301
Phone: (936) 760-5864
Fax: (936) 538-7759
jayson.mouton@mctx.org

Jim Eiselstein, Parliamentarian
Jefferson County Sheriff's Office
5030 Hwy 69 South
Beaumont, TX 77702
Phone: (409) 726-2502
Fax: (409) 726-2512
jeiselstein@jeffersonco.tx.us

Sharese Hurst, Executive Director
CMIT / SHSU
Box 2296
Huntsville, TX 77341-2296
Phone: (936) 294-1687
Fax : (936) 294-1687
sharese@shsu.edu





**2008 Law Enforcement Regional workshops
Inmate Rights and Privileges
Register Today!**

In this course, we will cover the evolution of correctional case law in order to understand the present context of prisoner rights and the courts' role in protecting those rights. We will discuss civil liability issues and various state and federal remedies available to inmates. There will also be a review of inmate rights in consideration of the First, Fourth, Fifth, Sixth, Eighth, and 14th Amendments to the Constitution. This course is required for intermediate TCLEOSE certification.

Objectives

Law Enforcement Personnel completing this course will:

- Have a basic understanding of the rights and privileges afforded by law to those incarcerated;
- Increase their effectiveness through knowledge of the allowances and requirements in the law as it applies to running jails;
- Receive material upon which to develop operational policies and procedures;
- Understand how to take appropriate preventative or remedial action to protect against potential civil liability;
- Be able to assist in defense against actual actions filed; through greater understanding of case law; and
- Have a better understanding of how the Federal Court system works in the application to individual county jails.

Who Should Attend?

Sheriffs, Chief Deputies, Jail Administrators, Deputies, Jailers, and Jail Staff

Agenda:

Day 1: 7:00am Registration – 5:00pm Adjourn

Day 2: 8:00am Class Begins – 5:00pm Adjourn

This program is **free of charge** to all county employees. Fax this form to (512) 477-1324, or register online at www.county.org.

Name: _____ **Title:** _____

County: _____ **Business Address:** _____

City/State/Zip: _____ **Business Phone:** _____

Business Fax: _____ **Business Email:** _____

TCLEOSE PID#: _____ **Date of Birth:** _____

Are you licensed by TCLEOSE? YES NO *(circle your response)*

Type: 1. Regular 2. Reserve 3. Telecommunicator
 4. Elected 5. County Jailer 6. Civilian *(circle your response)*

Seven Regional Workshops will be held: *(check your preferred location)*

- | | |
|--|--|
| <input type="checkbox"/> January 8-9 – Kerrville | <input type="checkbox"/> February 26-27 – Denton |
| <input type="checkbox"/> February 19-20 – Tyler | <input type="checkbox"/> March 4-5 – Amarillo |
| <input type="checkbox"/> February 19-20 – Odessa | <input type="checkbox"/> March 4-5 – College Station |
| <input type="checkbox"/> February 26-27 – Corpus Christi | |

For details about the 2008 Law Enforcement Regional Workshops, visit our website www.county.org

Tailored Healthcare For County Jails

(SHP) provides medical, dental, and mental health services to inmates in small and medium-sized county jail facilities. Our programs are tailored to the size of the facility and the desires of the Sheriff and other county government officials. To date, SHP has improved the quality and access to medical care for inmates in more than 120 jails.

To learn more, call us at (888) 231-2890 or (888) 231-2888. You can also email us at info@southernhealthpartners.com or visit www.southernhealthpartners.com.



S O U T H E R N
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