



KEY ISSUES

THE NEWSLETTER OF THE TEXAS JAIL ASSOCIATION

Vol. X, No. 1

Winter 2007

MESSAGE FROM THE PRESIDENT



President, Danny Downes

Season's Greetings! I hope this finds you and yours in good spirits and in good health. It is hard to believe that another year will soon be in the record books. When I was a child I remember reveling in comments my parents and grandparents made regarding how time passes more quickly as one ages. As often has been the case during my lifetime, the passing of time has proved out the knowledge that my elders tried to impart in me. Yes, time does pass

more quickly as you age. This year is one I would prefer to slow down a little as I would like to savor all of the things that seem to be happening so quickly. I guess I will just learn to enjoy faster.

This issue finds us near completion of the Texas Commission on Jail Standards "The Basics" regional training and preparing to begin the Texas Association of Counties 2007 Spring Law Enforcement Regionals, "Interpersonal Communications in the Correctional Setting. These cooperative efforts between the Texas Jail Association and these two fine organizations began several years ago and every year help to fulfill part of our Mission - "To advance professionalism through training, technical assistance, publications,

CONTENTS

Message From The President	1
A New Year And A Great New Location.....	2
Basic Jail Administration Training - Group One, First Class	3
37th Annual Jail Management Conference.....	4
21st Annual TJA Spring Conference Registration.....	6
Early Registration.....	7
Tentative Agenda.....	8
The 2007 TJA Golf Tournament Registration Form.....	9
Courtroom Challenge	10
TJA Idol.....	10
Call For Service	11
2006 Winter Regional Training	11
Call For Nominations	12
Correctional Officer Of The Year	13
From The Desk Of Adan Munoz	14
Methicillin Resistant Staphylococcus Aureus (MRSA)	16
About The Author.....	17
Organizing Yourself From The Inside Out: Keys To Increased Productivity And Creativity	19
Handling Criticism	21
Jasper's Reluctant Jailer Appreciated For Fairness	22
Brown One Of 24 In Training Program.....	23
War Brings Tragedy To The Denton County Sheriff's Office For A Second Time.....	24
New Members Welcomed	26
Montgomery County Sheriff's Office Named Best Dressed	28
Texas Jail Association Bulletin Board	29
2007 Training Opportunities.....	31
Texas Jail Association Board Of Directors.....	32

MESSAGE FROM THE PRESIDENT cont'd

peer interactions and conferences;" We are constantly looking for ways to provide the membership with more training opportunities and this is just one of the ways that we do that. Take advantage of these training opportunities as they are provided with no registration fee for participants. Sign up early, as space is limited!

It's not too early to talk about the Texas Jail Association's 21st Annual Conference that will be held at the Austin Renaissance Hotel, May 14-18, 2007. This venue is a change for us and I believe everyone will agree it is a positive move, once they have seen and experienced the accommodations. There is ample shopping and numerous restaurants within walking distance of the host hotel. As usual, there will be great training and opportunities to meet and interact with others associated with the care, custody and control of those incarcerated here in Texas. Don't forget to make your hotel reservations early.

The growth and maintenance of our membership is a very important part of this Association and I have often remarked about my passion for these fine folks. I would never want to minimize their importance, but I feel the need to mention some other very important individuals who help in this Association's general well being – the vendors. Every year, their participation in our process

allows us to provide training throughout the state. The vendors who provide goods and services to the county jails play a key role in keeping the Texas Jail Association a viable, productive organization. Their support even helps with the publication of this periodical. Let me speak for the Texas Jail Association by saying that we are grateful for the vendors and for their unwavering support.

The Texas Jail Association needs you! For those of you who may be considering serving on the Board of the Texas Jail Association it is time to take action. There is always a need for those who wish to serve and provide leadership in this organization. You will find the "Call for Nominations" in this issue of Key Issues. I urge you to take the next step and make a commitment by submitting your nomination and begin your service to the men and women who constitute the detentions community in Texas.

I hope everyone has a joyous holiday season!

Sincerely,



Danny Downes

A NEW YEAR AND A GREAT NEW LOCATION!

by
Karl Wiess

The 21st Annual Conference will be held in Austin, Texas at the Renaissance Austin Hotel, May 14-18, 2007. We are looking forward to a great conference. We have made some changes and are going to try some new things to increase the traffic through the vendor area and more time with the attendees. I know the attendees will enjoy the changes and the vendors will, too.

Space is going fast, we already have 15 vendors registered for the show. If you have not received your vendor packet, please call Sharese Hurst at 936-294-1687. I am looking forward to seeing everyone there and having a great Conference!

Karl Wiess (MTL)
GT Distributors, Inc.
Vendor Representative

BASIC JAIL ADMINISTRATION TRAINING — GROUP ONE, FIRST CLASS

by
Carmella Smith

On Sunday, September 24, 2006, a group of 24 Jail Administrators, chosen from across the State, met for the first time. As each one stood and provided information about themselves, it was apparent this was a very diverse group.



Their experience in corrections varied. The counties they represented were as different as the individuals themselves; the group in the Sam Houston State University classroom contained all sizes, shapes, colors, locations, backgrounds, knowledge, and sophistication. Could it be possible that this premier group, after only a one week training session, would leave with the necessary wisdom required to administer a jail?

This was the goal established just one year prior when a group of ten individuals calling themselves merely a



'focus group' met to discuss the need for an intense training session with a specific concentration concerning jail management and administration.

This was innovative. The most litigious area of county government did not have a designated training program for newly appointed managers of county jail facilities. The first meeting of the group established the basic structure for curriculum, funding, and timelines.

Countless hours of planning, research, discussion, and organization were required for the preparation of this revolutionary concept. The first priority and most difficult was finances. Sheriff's offices are continually under funded for education. State mandated courses burn up training funds leaving little, if any, for administrative edification. Many counties could not



afford to spare the jail administrator for a week, much less pay for food, lodging and tuition fees. Funding was essential to provide this program to all counties with a need for new jail administration education, equally to all without regard to population, politics, or pay. The answer came from those who recognized the need for this program. With funds contributed and provided by the Texas Jail Association, the Sheriffs' Association of Texas, Texas Association of Counties and Sam Houston State University's Correctional Management Institute of Texas, the 24 attendees of the Basic Jail Administration Training were there at little or no cost to their Sheriff's Offices.

Curriculum was also a main concern. What do you teach a new jail administrator? Who are your instructors? The Focus Group was unanimous. Since this was "Basic Jail Administration Training," a firm foundation of knowledge must be in place before more advanced instruction could be given. Although more complex and detailed information was needed, that would have to be addressed another time with additional sessions for more seasoned administrators. Three areas were targeted. First, the actual jail operations, second, supervision of employees and third, acquiring the leadership skills necessary to administer a jail facility. Jail Administration involves and requires knowledge of jail operations, from commissary, to medical, to Jail Standards, to inmate rights and privileges. Employee supervision involves labor law, hiring, firing, training, retaining and personnel management. Leadership entails ethics, professionalism, interpersonal communications, planning, conducting meetings and media relations. The Focus Group quickly determined that the most difficult part was narrowing the curriculum to 40 hours. The enormous amount of knowledge



needed to administer a jail could never be covered in a week.

The instructors were recruited and provided by the same organizations and associations that contributed the funding. Experienced jail administrators from across the state in leadership roles with the Texas Jail Association provided invaluable knowledge and instruction from an awareness and comprehension that, in the past, had to be gained from actual on-the-job training. These veterans and their Sheriffs were committed to the need and success of this training. 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, Montgomery County; and David Drosche, Lieutenant, Brazos County. Dan Beto and Randy Garner from Sam Houston State University, Mark Warren, James McMillan, Steve Chalender and Carmella Smith from Texas Association of Counties completed the instructional staff.

After a week of concentrated instruction, all twenty four participants agreed it was the most intense, most comprehensive and most valuable training they had received anywhere, anytime. Many participants are asking to attend the second level training when it is developed. Sheriffs of attendees have stated this training session met their highest expectations and has made visible and measurable improvements regarding the management of their jail facilities.

The following individuals graduated from the first class of the Basic Jail Administration Training Program: Todd Allen, Tom Green County; Ted Arcand, Refugio County; Kelvin Armstrong, Jack County; Jerry Baker, Houston County; Loretta Biggers, San Augustine County; Jerry Black, Archer County; Beth Brasfield, Bosque County; Diane Brown, Jasper County; Roy Davenport, Denton County; Bradley Fosdick, Titus County; Randy Harkey, Gonzales County; Nathan Honeycutt, Eastland County; Pat King, Newton County; Mark Laughlin, Grimes County; Laketra Macias, San Jacinto County; Dean Naylor, Dallam-Hartley County; Daniel Patterson, Bailey County; Brent Phillips, Polk County; Johnny Ponce, Stephens County; Tracey Poteet, Carson County; Keith Radcliff, Cherokee County; Frank Schull, Guadalupe County; Cassandra Shaw, Rusk County; and, Kelli Stephens, Grayson County.

And, what about the Focus Group? Those ten innovative individuals who saw a need, planned a program, and provided a path now have a warm sense of accomplishment, the honor of being ground breakers and the privilege of serving the much maligned and often ignored profession of county detentions.

37TH ANNUAL JAIL MANAGEMENT CONFERENCE by Joe Serio

From October 9-12, 2006, the Correctional Management Institute of Texas at Sam Houston State University held its 37th Annual



Jail Management Conference. This year, the Annual Jail Management Conference reintroduced its golf tournament. Held at the Raven Nest golf course in Huntsville, the tournament attracted nearly 40 golfers and was run in expert style by **Wayne Dicky**. Congratulations to Sheriff **Chris Kirk** from Brazos County who shot a hole-in-one and **Ric Torres'** team that won the tournament.



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

Kicking off the program was the new Commissioner of the Texas Commission on Jail Standards, **Adan Munoz**. Commissioner Munoz addressed the audience in his first public speech since taking office in September. Those in attendance welcomed the opportunity to hear first hand about the possibilities and challenges Commissioner Munoz and his team will face in the coming year. Former Buffalo Bills linebacker, Shane Nelson, spent the remainder of the first day relating his NFL experience to leadership, giving insights on motivation, excellence, and



preparation.

After a full day of education, participants were invited to attend Casino Night at the Walker County



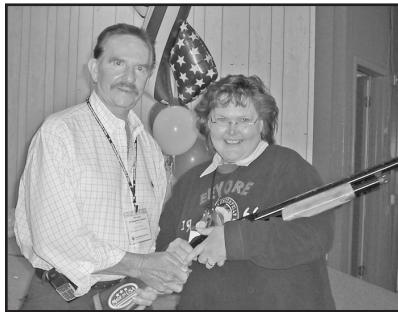
A special thank you goes out to **Global Tel*Link** for hosting dinner and **Justice Benefits** for sponsoring the beverages.

After a night of playing games, there were loads of lucky winners. **GT Distributors** donated a Streamlight won by **Cheryl Mynar** of Global Tel*Link. **Syscon Justice Systems** provided an iPod, which was won by **Tim Trawick** of Taylor County. **Texas Correctional Industries** contributed an engraveable ring box won by **Edna Moya** of Lubbock County. They also donated caps won by **Stacy Fults** of Lamar County and **Kathy Graham** of Taylor County. **Global Tel*Link** provided a DVD player that was won by **Kashena Davis** of Gregg County. Sheriff **Terry Box** of



Collin County was the winner of a western clock given by **Total Telephone Concepts, Inc.** **Cheryl Mynar** of Global Tel*Link was also the lucky winner of the Texas Legends Picture donated by **Lonestar Commissary**. The Correctional Management Institute of Texas also sponsored numerous prizes. The winners were as follows: **Felix Herrera** from Atascosa County, **Sharon Moy** from Wilson County, **Kathy Graham** from Taylor County, **Samantha Jacobusse** from Limestone County, **Billy Bryan** retired from Bell County, **Todd Allen** from Tom Green County, **David Richardson** from Midland County, **Issac Powell** from Limestone County, **Kevin Waca** from Lubbock County, **Cheryl Mynar** of Global Tel*Link and **Jackie Sparks** of Smith County. Two attendees

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.

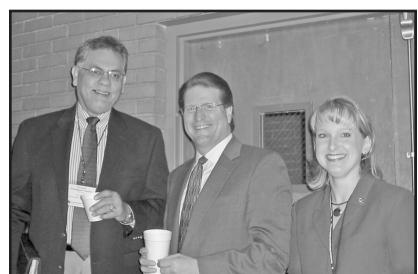


went home with the big prizes of the night. **Gaynell Hendrick** from Lubbock County won a twelve-gauge pump-action shotgun donated by **Larry Harris of Harris Medical & EMS Supply Company**. **Matt Ripley** of Kendall County was the lucky winner of the semi-automatic rifle given by **Billy Bryan** of the Texas Jail Association.

In the morning session on day two, Dr. Robert Hanser presented on "Communicable Diseases in the Jail Setting," including recommendations for screening and handling inmates. He also conducted a session on mental illness, including personality disorders. Building on Dr. Hanser's presentation, former FBI Special Agent Max Howard gave an overview of crisis negotiation techniques with mentally ill inmates, including suicidal inmates. Mr. Howard provided scenarios as well as actual recordings of crisis situations.

Closing out the program, David Brunet presented on varieties of leadership needed to motivate various generations in the workplace. A return speaker from the 36th Annual Conference, Mr. Brunet once again made a deep impression on the audience with his insight into leadership and management gained from his experience in the Texas Department of Criminal Justice.

Thanks to the generosity of **Inmate Calling Solutions** and **Securus Technologies, Inc.**, the participants enjoyed delicious refreshments throughout the conference. 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.

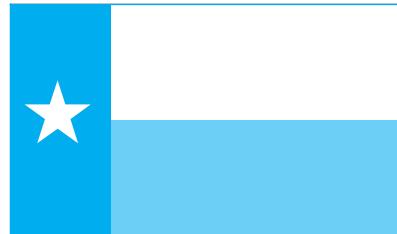
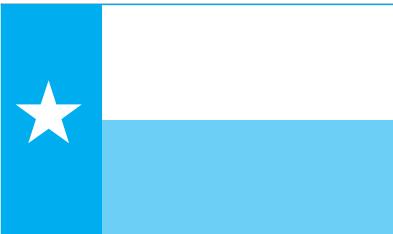




21st Annual
Texas Jail Association
Spring Conference

Join the TJA at the
Renaissance Austin Hotel
May 14 – May 18, 2007
In Austin, Texas

Early Registration by Friday, April 30, 2007
 TJA Member - **\$130** (\$156 after April 30)
 Non-Member - **\$150** (\$180 after April 30)



- Cancellations must be made in writing and received by the Correctional Management Institute of Texas at Sam Houston State University no later than **April 30, 2007**, 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 reception and awards banquet

Credit Card # _____ Exp: _____
 Mastercard or Visa

Member Since: _____ Year _____

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. ____

SSN #: _____ Date of Birth: _____

No TCLEOSE Credit Needed (please check)

******REQUIRED SECTION******



**Early Registration
by
Friday, April 30, 2007**

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

**Late Registration
after
Friday, April 30, 2007**

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

For conference information contact 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 30, 2007, in order for a full refund to be processed.
- Cancellations received after April 30, 2007 and before May 14, 2007 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 \$120.00 double
\$130.00 triple \$140.00 quad

Rate Cut-off: April 20, 2007 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 Hotel: Summerfield Suites Austin Northwest
(512) 452-9391

- Turn cell phones and pagers off during meetings
- Smoking permitted in designated areas only
- NO conference certificates will be handed out at the 21st Annual Conference without a written request.

**Golf Tournament
Information**

DATE: Monday, May 14, 2007
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: _____

Tentative Agenda

Event Times
MONDAY, MAY 14, 2007

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

TUESDAY, MAY 15, 2007

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 – 11:30 am
12:00 pm – 7:00 pm
1:30 pm – 3:00 pm
Breakout Sessions:

3:30 pm – 5:00 pm
Breakout Sessions (Repeat):

5:00 pm – 7:00 pm

WEDNESDAY, MAY 16, 2007

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

10:00 am
10:15 am
10:30 am – 12:00 pm
Breakout Sessions (Continued):

1:30 pm – 3:00 pm
Breakout Sessions (Repeat):

3:30 pm – 5:00 pm
Breakout Sessions (Continued):

4:00 pm

THURSDAY, MAY 17, 2007

8:30 am – 10:00 am
Breakout Sessions:

8:30 am – 5:00 pm
10:30 am – 12:00 pm
Breakout Sessions (Continued):

1:30 pm – 3:00 pm
Breakout Sessions (Repeat):

3:30 pm – 5:00 pm
Breakout Sessions (Continued):

7:00 pm – Midnight

FRIDAY, MAY 18, 2007

8:30 am – 11:30 am
10:45 am – 11:30 am

Event

Pre-Conference Board Meeting
Golf Tournament
Registration
Bunko Tournament
Gang Identification & Intelligence Gathering in Jail

Registration
Exhibitor Set-up
Opening Ceremony
Keynote Address
Introduction of Candidates
TBD
Exhibitor Showroom Open
TBD
CR-43 & CJISTraining
TBD
Jail Commission Update
TBD
CR-43 & CJISTraining
TBD
Jail Commission Update
President's Reception

Prayer Breakfast
Exhibitor Showrooms Open
Courtroom Challenge
Customer Service
Mental Health Issues/Suicide Prevention
Deaf & Hearing Impaired Inmates
Integrity & Ethics
Sheriff's Photo
Jail Administrator's Photo
Customer Service
Mental Health Issues/Suicide Prevention
Deaf & Hearing Impaired Inmates
Integrity & Ethics
Customer Service
Mental Health Issues/Suicide Prevention
Deaf & Hearing Impaired Inmates
Integrity & Ethics
Customer Service
Mental Health Issues/Suicide Prevention
Deaf & Hearing Impaired Inmates
Integrity & Ethics
Exhibitor Showrooms Close

TBD
Overview of Employment Law
Restraint Techniques
Jail F.T.O. Program
Courtroom Challenge
TBD
Overview of Employment Law
Restraint Techniques
Jail F.T.O. Program
Ballots Due by 12:00pm
TBD
Overview of Employment Law
Restraint Techniques
Jail F.T.O. Program
TBD
Overview of Employment Law
Restraint Techniques
Jail F.T.O. Program
Awards Banquet

Team Building
Board Meeting

Speaker

Board of Directors
Robert Patterson
SHSU/TJA Staff
TJA Staff
Dionicio Cortez

SHSU/TJA Staff

Margo Frasier
Carla Stone, 1st Vice President TJA
Doug Dretke, Director - CMIT

Steve Chalender
Shelia Bledsoe
Carmella Smith
Texas Commission on Jail Standards
Steve Chalender
Shelia Bledsoe
Carmella Smith
Texas Commission on Jail Standards

Mike Barber

Texas Commission on Jail Standards
Nancy Baird
Norm Hurst
Eileen Baker
Jim Dodson

Nancy Baird
Norm Hurst
Eileen Baker
Jim Dodson
Nancy Baird
Norm Hurst
Eileen Baker
Jim Dodson
Nancy Baird
Norm Hurst
Eileen Baker
Jim Dodson
Nancy Baird
Norm Hurst
Eileen Baker
Jim Dodson

Mark Warren
Sheila Gladstone
David Drosche & Jerome Losack
James MacMillan
Texas Commission on Jail Standards
Mark Warren
Sheila Gladstone
David Drosche & Jerome Losack
James MacMillan

Mark Warren
Sheila Gladstone
David Drosche & Jerome Losack
James MacMillan
Mark Warren
Sheila Gladstone
David Drosche & Jerome Losack
James MacMillan

Ruby Lehrmann

The 2007 TJA Golf Tournament



This year's tournament is once again being held at the gorgeous RIVERPLACE Country Club in AUSTIN, Texas on Monday, May 14, 2007, with a 1:00 p.m. 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: _____, _____, _____, _____

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

“TJA IDOL”

As your President, it is my responsibility to recruit someone to sing the National Anthem at the Spring Conference, our Association’s annual business meeting. As I sometimes do, I was thinking “out loud,” via email, to Executive Director Sharese Hurst and asked her if she thought it would be a good idea to have a contest for those who might like to sing the National Anthem at our Spring Conference. She immediately responded by praising my “creativity” and assuring me that I had stumbled on an excellent idea. So here is how this process will work!

If you are a Texas Jail Association member, or eligible to become one, then you can submit an entry! Interested contestants should send a CD with a recording of themselves singing the National Anthem. The winning contestant will receive free conference registration, hotel accommodations and membership for one year.

The Texas Jail Association Entertainment Committee will choose one contestant who will sing the National Anthem at the Spring Conference during the opening ceremony on May 13, 2007.

All entries must be received no later than **March 1, 2007**. Entries must be accompanied by a letter from the contestant’s Sheriff endorsing and committing his/her support to this process.

Visit the TJA website, www.texasjailassociation.com, for a entry form.

Send entry form, letter and CD to:

Sharese Hurst

Executive Director, Texas Jail Association
Correctional Management Institute of Texas
Sam Houston State University
Box 2296
Huntsville, TX 77341-2296

CALL FOR SERVICE
by
Carla Stone
1st Vice-President

The Texas Jail Association elects Officers and Directors every year, and several other people 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 only the current year.

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 serving on the Board of Directors for TJA since 1996, and I can say it has been a wonderful and rewarding experience. 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 within 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, 2007. If you have any questions or would like more information regarding the requirements, please contact me at Kaufman County Sheriff's Office, 972-932-9736.

2006 WINTER REGIONAL TRAININGby
Robert Green

The Texas Jail Association and the Texas Commission on Jail Standards continued their training partnership this year, hosting six regional workshops throughout the state of Texas. This year's topic entitled, "The Basics," was a 12 hour program designed to cover the fundamentals of county corrections, with topics addressing all aspects of jail operations. The course was designed to enhance professional development of jail staff by discussing recent developments and best practices in the field of jail operations.

Training locations included Midland, Kerrville, Conroe, Kilgore, Ft. Worth, and Amarillo. Two hundred eighteen participants attended the training for a total of 2,616 hours of instruction. The Texas Commission on Jail Standards instructors involved in this project were Shannon Herklotz and Jonathon Hortman. Instructors representing the Texas Jail Association included **Mary Farley** (Bell County), **David Drosche** (Brazos County), **Carla Stone** (Kaufman County), **Joe Dominguez** (Kendall County), **Travis Rogers** and **Ryan Beam** (Lubbock County), **Robert Green** (Montgomery County), and **Gary Pinkerton** and **Marvin Suell** (Smith County). These workshops were free of charge to participants.

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 2009. 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. In order to be eligible for this office, the member must have served on the Board of Directors for at least one year. The member elected will be required to attend approximately four meetings per year.

BOARD OF DIRECTORS

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.

The 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, and a brief biographical sketch (not to exceed 50 words).**

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, 2007.** Nominations received after the deadline cannot be considered.

Send nominations to:

Carla Stone

1st Vice President, TJA
Nomination Committee, Chair
Kaufman County
P.O. Drawer 849
Kaufman, TX 75142
(972) 932-9736
(972) 932-9752 fax

Committee Members:

Robert Green

2nd Vice President, TJA
Montgomery County
#1 Criminal Justice Drive
Conroe, Texas 77301
(936) 538-3205
(936) 538-3210 fax

Randy Clark

Member-at-Large
Collin County
4300 Community Avenue
McKinney, Texas 75071
(972) 547-5200
(512) 547-5303 fax

CORRECTIONAL OFFICER OF THE YEAR

The Texas Jail Association is now accepting nominations for Correctional Officer of the Year. The purpose of this award is for the statewide recognition of outstanding Correctional Officers. This award will be presented at the Annual TJA conference held May 14 – 18, 2007. 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 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 acts:

- A. Professional Achievement**
- B. Valor**

Please complete and return the nomination form below to the Awards Committee by **March 31, 2007**. Please describe in specific detail how this nominee meets the criteria for Correctional Officer of the Year. 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. Professional Achievement – An individual through personal initiative, persistence, or endeavor creates or participates in a program or system that has a significant positive impact within the field of corrections which would exceed the normal expectations of job performance.
- B. Valor – An act of personal heroism or bravery which exceeds the normal expectations of job performance, such as placing one's own life in jeopardy to save another person's life, preventing serious bodily injury to another, or preventing the consequence of a criminal act.

** Hotel room and conference fee will be complimentary for the award recipient.*

TEXAS JAIL ASSOCIATION Correctional Officer of the Year 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, 2007:

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

FROM THE DESK OF

ADAN MUÑOZ

Executive Director of the

Texas Commission on Jail Standards

As I sit here in Austin, Texas as the recently appointed Executive Director of the Texas Commission on Jail Standards, I must say that I have gone full circle on my attitude and perception of Texas county jails.

My career began as a police officer in Kingsville, Texas in 1970, where the only thing I cared to know about jails was that crooks belonged in them. It was my duty to bust as many people as I could and take them directly to jail. I would transport to the county jail in Kleberg County, fill out paper work and leave. But, I would take the time to eat a nice, greasy hamburger prepared by the jail cook. He was also the Jail Administrator, Detention Officer and Chief Bottle Washer. What ever happened to those poor, misguided individuals after that did not matter. I did that for 4 ½ years and it worked fine for me. I never gave any thought to what it took to run a jail.

In 1975, I decided that I had enough of the city law enforcement and went to work as a Deputy Sheriff for the Kleberg County Sheriff's Office. Now I got to see how the daily life of a jailer and his duties and the responsibilities of the Sheriff played into the lives of those poor misguided, wrongfully accused individuals. Not only did I arrest them, now I had to book them into the jail, assist in strip searching, take inventory, place their belongings in storage, make sure they got a phone call and take them into their cell. All of that and they would normally beat me out of the courthouse, because someone was already waiting for them downstairs to bond them out, or the family knew the Sheriff really well and the "alleged" poor misguided individual got released on a PR bond. Oh, and I neglected to mention that when I joined the Kleberg County Sheriff's Office in 1975, it was a nine man department with a 32 bed jail capacity that sat on the 3rd floor of the courthouse. The exercise area was on top of the courthouse and was enclosed by chicken wire to keep the inmates from jumping off the roof of the courthouse!

At some point all deputies had to help in the jail. I



really hated it because we had to essentially be nice to those poor misguided individuals. And, I quickly learned that I never want to be a full-time jailer.

In 1977, after two years as a Deputy Sheriff and thousands of miles transporting those poor misguided individuals to prison and from out of county jails back to Kleberg County, I was fortunate to be hired on as the District Attorney Investigator for the 105th Judicial District. I worked for the District Attorney's Office for over 12 years and during that time worked most, if not all, of the high profile cases to come out of Kleberg County. My experience, through this job, provided me more insight and compassion in dealing with victims, but also with the accused (poor misguided individuals) families. They were victims as well.

My most notable case, in 1988, was a capital murder where the accused raped and killed a young, 18 year old college girl, while high on cocaine, by stuffing a sock down her throat, taking her body and placing her in the trunk of his parents' vehicle, driving around with her for 2 days and then leaving her in the trunk of the car, parked in the garage of his parents' home. We found her decomposed body on the 3rd day of her disappearance. Upon investigation, developing a suspect and then arresting the accused, I took his voluntary confession. I helped prosecute him on a capital murder charge and then watched him get executed in Huntsville.

Seeing and experiencing the effects of my stint as the District Attorney Investigator, and knowing that crime was running rampant in our county, I decided, through a short term of insanity, that I wanted to run for the elected office of Sheriff of Kleberg County. I went up against a Sheriff who had already been in office 16 years and his father and grandfather had been Sheriff before him. Sixty-four years of the same family being Sheriff. What kind of poor misguided individual was I now?!

To the shock of many, including myself, I got elected by over a 2 to 1 margin. Taking office in January of 1989, I now was in charge of a 30 + men department, which still had the jail on the 3rd floor of the courthouse and still had the same chicken wire for the exercise area. And most notable was the fact that I now was responsible for all those poor misguided individuals that were incarcerated. How they were treated, or not treated, was my ultimate responsibility. I had landed in lawsuit heaven!

I was now the one responsible for making sure all the standards of that State Jail Commission were followed. Prior to my election, I did not even know the Texas Commission on Jail Standards existed!

In the early part of my first term, I advised my Commissioners' Court that the State Jail Commission was going to de-certify the jail and we needed to plan for a new jail facility.

The County Judge flat told me, "The Jail Commission does not tell us what to do." The Commissioners' Court, with me not being their favorite son, agreed with the County Judge. And the fight was on. I saw the need for a new jail and they did not, period. Through the assistance of the Jail Commission and staff, I was able to formulate a plan of action to at least force the Commissioners' Court to place the subject of a bond issue for a new jail before the voters. I pursued that bond election like a political campaign and the citizens of Kleberg County agreed with me and the bond election passed.

In 1994, 1½ years into my second term, I got a deal I could not refuse. Governor of Texas at the time, Ann Richards, asked me to become her Executive Director of the Criminal Justice Division.

The Criminal Justice Division works with local, county, state agencies and non profits from all over the State of Texas in evaluating and awarding grants to enhance their respective efforts. Included in those grant applications were monies to help rehabilitate those poor misguided individuals that were in jails or needed to stay out of jail. I also landed in Austin during the time of the massive prison building initiative and most of the Texas county jails were overcrowded, as well. While my tenure at this appointment was short-lived, due to the election process, I learned even more about being considerate, fair and impartial in dealing with county governments and their respective problems, including jails.

From 1995 to 1998, I worked for the Office of the Texas Attorney General and in that capacity continued to work closely with Texas Sheriffs and County Commissioners. From 1998 through 2005, I worked in the corporate world. How ironic that the corporate world took me to the area of sales in the market of inmate telephone systems. Where at one point in my law enforcement career, I could have cared less if those poor misguided individuals got to make a phone call from the jail, I now was promoting the idea of those poor misguided individuals being able to make as many calls as they could, so both the counties and my company could make money and lots of it.

In late 2005, I went to work for a private security firm that dealt primarily with providing detention officers for federal detention facilities. Shortly thereafter, the position of Executive Director for the Texas Commission on Jail

Standards became available. And as the saying goes, "the rest is history."

As I evaluate my duties in this position, I see the many diversified challenges that I saw in 1994, when I first came to the Capital city. County jails are overcrowded, our prison system is full, and how to find the solutions to these issues are before us again. However, this time, I am in a position to help both Sheriffs and County Commissioners find the most viable solution to their respective jail problems.

The Texas Commission on Jail Standards' main responsibility, under my leadership, will be to help counties stay in compliance and reduce their liability issues. While the Commission does have enforcement authority to issue remedial orders for non-compliance and order the closing of county jails; that should come as a last resort. Only when counties refuse to comply or cannot comply, because of whatever reason, then and only then should we feel compelled to take that action. Life safety issues, as they relate to both inmates and detention officers, will be my priority in the inspections and compliance of Texas county jails. Detention Officers have to work in the same facilities that house the inmates and we should never be remiss of that.

Yes, I have come full circle. From being an overly aggressive cop on the street and not caring what happened to those poor misguided individuals or detention officers, I now have seen the entire picture of fairness, compassion and being a problem solver. From making sure that Detention Officers are well trained, helping find solutions to the overcrowding and understaffed jail facilities, we should all work together. Each and every one of you out there that have viable suggestions or solutions should come forward with recommendations. County governments need to be very proactive in the analysis of their jail needs, not only for the immediate needs, but for the future. Together, we can all make a difference.

The upcoming legislative session will be very intense and the Commission will be a resource that will be called upon quite frequently. We can be a better resource with input from the people who work in the jails every day. Please, share your ideas.

I am proud and humbled to be here as Executive Director of the Texas Commission on Jail Standards. To you young officers on the street and in the jails, you too can go full circle. It's a heck of a trip, but worth while.

Take care and be safe.

METHICILLIN RESISTANT STAPHYLOCOCCUS AUREUS (MRSA)

by
Sharon Phillips, RN, MBA

Methicillin resistant Staphylococcus Aureus (MRSA) has been causing infection in hospitals, nursing homes and the community for years. Increasingly, the organism is also being recognized as a cause of infection in jails and prisons across the country. Hopefully, the following information will be useful in the prevention and control of MRSA in correctional facilities.

MRSA is a kind of Staphylococcus Aureus bacteria that is resistant to some types of antibiotics. Frequently, you will hear these infections referred to as "staph" infections. While many staph, including MRSA, can sometimes cause severe disease, with proper treatment using different medications, MRSA can be treated successfully.

The symptoms of a MRSA infection include warm, painful, red or swollen pimples, rashes or pus-filled boils. It is not uncommon for this to be mistaken for spider bites. Occasionally, as mentioned earlier, more severe problems can occur and symptoms could also include high fever, headache and fatigue.

Diagnosis of MRSA must be done by a healthcare professional. A sample from the infected area is taken and sent to a laboratory to see if the infection is caused by staph. If it is caused by staph, a second test will be performed to determine if the staph is MRSA.

Good wound and skin care treats most MRSA infections. The infected area needs to be kept clean, dry and covered with a bandage. Soiled bandages should be carefully disposed and hands should be washed to prevent spreading of the infection to others. Antibiotic treatment may also be required. If antibiotics are necessary, it is important to take the medication as prescribed and to notify the doctor if the infection has not improved in a few days.

There are certain situations/conditions that can lead to MRSA infection in correctional settings. The first is direct contact. To get a MRSA or other type of staph infection you must get the bacteria on your skin or in your nose. The bacteria are spread by direct skin-to-skin contact. This happens in correctional facilities when someone gets "patted down" or clothing is removed and stored and can even occur with casual contact such as shaking someone's hand. The next situation and probably

the most important is lack of hand washing. The best way to prevent any type of infection including MRSA is to wash hands frequently using soap and water or a hand sanitizer. Another situation that may lead to infection is officers or inmates who have open cuts and scrapes. Bacteria need to enter the skin in order to cause infection. People with MRSA, especially those with boils or wounds that are swollen and have pus, can easily spread infection to others. These infections should be taken seriously and treated appropriately.

There are several actions that can prevent and control MRSA in correctional settings such as:

- Practice good hand hygiene. Wash hands and encourage inmates and their visitors to practice hand washing as well.
- Keep natural nail tips less than 1/4 inch long and avoid artificial fingernails, as these tend to trap bacteria and increase infection.
- Wear gloves when contact with blood, non-intact skin or dirty clothing is anticipated. Change gloves between contacts and wash hands upon removal of gloves each time.
- Take care of your skin. Cuts and scrapes should be kept clean and covered. Encourage inmates to do the same.
- Encourage inmates to take regular showers with soap and warm water.
- Do not share nor allow inmates to share personal items such as towels, razors and toothbrushes.
- Be observant. Encourage inmates with skin lesions to follow up with healthcare staff as soon as possible. Officers should see a doctor if concerned about a skin infection.
- Launder sheets, towels, uniforms and clothing with hot water and detergent and dried on the hottest setting.
- Regularly clean sinks, showers, toilets and drains.
- Whenever possible, disinfect equipment (handcuffs, shackles, pagers, cell phones, etc.) and surfaces (counters, benches, floors, walls, etc.) with approved disinfectants.
- Consider training inmates who are responsible for cleaning in the appropriate procedures for reduction and elimination of infection.
- Develop and follow your agency's infection control policy.

With the implementation of the above points and close coordination with medical staff and local health departments officers will be greatly safeguarded from MRSA infection.

ABOUT THE AUTHOR

Sharon Phillips, RN, MBA

Sharon Phillips is a leader with over 20 years of experience managing and delivering health care. She is currently Senior Vice President of Operations for Community Oriented Primary Care and Jail Health Services for Parkland Health & Hospital System in Dallas.

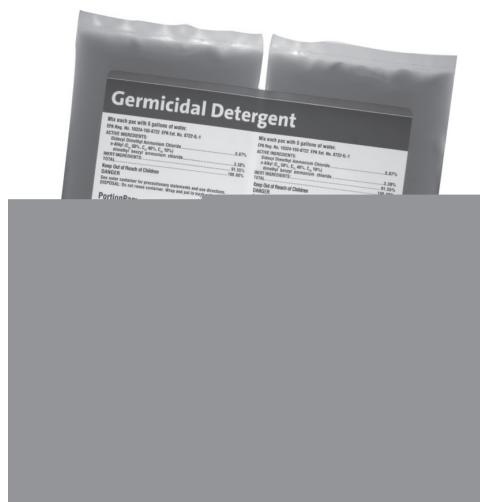
Since 1998, Ms. Phillips has focused on providing health care to the neediest people in the Dallas area. She is the executive in charge of 20 community based clinics, including 10 school based clinics, an urgent care center, and a mobile program serving the homeless. In March of this year her responsibilities expanded to include providing health care services for inmates and juveniles in the Dallas County Jail Health System. She has streamlined clinic operations, reduced management overhead, and contained costs while maintaining and improving health care outreach. Ms. Phillips is dedicated to extending health care as broadly as possible to needy communities while maintaining quality of service standards and controlling costs.

In 1991, Ms. Phillips established the health program

and facilities for Parkland Health & Hospital System staff and family members, the Employee Physician Office (EPO). She directed the EPO until 1998 as it grew dramatically based on assurances of superior service, shorter waits, and complete confidentiality. Concurrently with EPO management responsibility, she led development of Parkland's capabilities to operate as an HMO for Medicaid patients, successfully completing the 18 month process to earn the second HMO license awarded to a county hospital in the state of Texas.

Ms. Phillips began her health care career as a nurse in 1981. She joined Parkland in 1985 and quickly advanced to Head Nurse and Nurse Administrator in the Outpatient Specialty Clinics. She led and collaborated with staff on projects that improved results of regulatory reviews, raised patient care standards, and improved patient satisfaction.

Ms. Phillips earned her RN licensure in 1980, completed a Bachelor in Business Administration degree from Dallas Baptist University in 1998, and earned a Masters in Business Administration degree from the University of Texas at Arlington in 2002. She lives in Irving, Texas and has two children.



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ORGANIZING YOURSELF FROM THE INSIDE OUT: KEYS TO INCREASED PRODUCTIVITY AND CREATIVITY

by
Joe Peraino, Ph.D.

Have you heard this before: "I'm going to get organized this time and stick to it?" Maybe you have said it yourself. Staying organized is like trying to keep weight off; we do it for a while and then fall back into old habits. Most of us have learned many organization techniques over the years: Get a day planner; make to-do lists; develop an organizing system, so we can find and store things easily; touch paper only one time; "do, delegate, delay or dump;" and have a method of handling phone calls and e-mails. All too often, however, we end up still getting bogged down, and the planners and the to-do lists fall by the wayside. We end up right where we were before, maybe a little improved, but still struggling with overload, over commitment, and overly tired.

Why can't we stay focused and organized? Much like in dieting, something or someone comes along and interrupts the plan. Your manager asks you to do a special assignment; your mother is suddenly in the hospital and you have to help take care of her; you find yourself spending a lot of time being social during work hours; or you are inundated with phone calls and e-mails. In providing personal coaching services, I find individuals have tremendous difficulty remaining free from distractions. In general, I have found that people do not stay organized when: 1) stress is not managed; 2) the people in our lives are not managed; or, 3) our emotional or psychological problems are not corrected. If any of these three factors exist, it is difficult to stay focused on an organizational plan.

When we have control over these three life circumstances, then we are organized on the "inside." "Inside" refers to our emotions, our mental state, and our psychological make-up. Being organized on the inside frees up energy that is then used on organizing the "outside." "Outside" refers to the environment and the situations we find ourselves in. We only have so much mental stamina. If it's all used up solving or trying to manage personal "inside" issues, then little is left over for managing our work, home, friends, hobbies, family of origin, etc. **People stay organized in their work and**

home environments (the outside) only when their personal life is organized (the inside).

High levels of productivity and creativity occur only if we have learned organizational and time management skills and we can deal with stress, manage people, and are free from our own psychological distress. We need all four factors to be in place to be fully productive and have time for creative pursuits. **We can only use the time management and self-organization techniques if we have ourselves together; that is, if we are organized from the inside out.**

Organizing the outside: a few time management and organization techniques. Obviously, not all techniques generated over the years can be summarized in this short article but my coaching clients have found the following tips most useful. These techniques may not work for everyone since we all live and work in different kinds of settings. What might work for one person may not work for another. The reasons for these vary depending on personality, the level of distractibility, or not being organized on the inside.

Planning. One minute of planning saves five minutes in execution. That's a 500% return in time savings on the investment of planning!! Since most of us sell our time, increased planning produces increased productivity and leaves more time for creative pursuits.

Develop the habit of neatness. Most executives would not promote a person with a messy desk or work environment. When things are in their proper place, one saves a tremendous amount of time. Why waste time remembering where you put things? Neatness and organization makes you feel relaxed and in control.

Have everything at hand when you begin a task or project. Clear your desk of everything but what you need for the task. It reduces distractions and you'll save time. Pretend you are a chef; have all your utensils and ingredients within reach.

Resolve to handle a piece of paper (or e-mail) only once. Make a decision on it: toss it, delegate it to somebody else, act on it, or file it. Handling a piece of paper many times is a huge time waster. 80% of papers filed are never used or seen again. Best way to save time: throw things away!

When finished with something, put it away. This could be reference materials, pen or paper, clothes, cooking utensils, travel brochures, files, checkbook, whatever. Complete your transaction. Be done with it so you can move on, both physically and mentally, to other things

without worrying about it again.

Develop a planning system. Every successful person has one. You can develop your own system with the essential features to include daily, weekly and monthly lists. Lists bring order out of chaos and can probably save about 25% in time. Lists reduce feelings of being overwhelmed. After you have made your lists, prioritize them.

The most effective people do the most important thing first. "The secret to success is constancy to purpose." (Benjamin Disraeli) Those who think, plan and stay organized will reach their goals and function with great efficiency.

Getting organized on the inside. We are able to use organizational tools most effectively when 1) we handle stress, 2) we manage people, and 3) we minimize personal problems. These are the three precursors to organization and productivity. Let's look at how we can handle these three areas.

Stress. Stress is the experience of a situation as being overly taxing and self-endangering. Stress responses can be physiological, behavioral, or attitudinal. Ways to manage stress include the following:

Limit the amount of stress you are exposed to.

Be proactive; take charge of situations.

Take a break, dialog with others; get some feedback about the situation or person. Maintain physical activity: running, yoga, tennis, etc.

Change your environment.

Change your perspective about what is stressful.

Most of us think that in this busy world, one way to handle stress is by multi-tasking. Multi-tasking is simply doing many things at once. Research suggests that we should **avoid multi-tasking at all costs!** What happens when your computer runs more than one or two programs at a time? It runs slowly and laboriously. Multi-tasking makes a computer less productive. Multi-tasking makes us less productive, too!

Managing people. How we deal with co-workers, supervisors, supervisees, spouses, children can take up a lot of our time and mental energy. Are we being taken advantage of? Are we pulling somebody else's weight? Are we a people pleaser? Here are some organizational tips on managing the people in our lives.

Learn to say 'no.' Saying 'no' to others is saying 'yes' to ourselves and our goals.

Identify people who steal your time; don't succumb to their schedules or tactics.

Somebody else's crisis does not have to be yours.

Control interruptions: the more you allow them, the more they will happen.

Ineptitude on their part does not constitute an emergency on yours.

Don't give in to the shrillest cry, squeakiest wheel, or loudest complainer.

Don't get stuck as the "official" problem solver.

Psychological or emotional problems. Marital problems, child management issues, depression, addiction to alcohol, drugs, gambling, sex, or food, chronic anxiety, attention deficit disorder, worry, perfectionism, procrastination, fear of failure, fear of success, and family problems are a few examples of mental states that interfere with organization and productivity. A study released in May 2002 found that 20 million Americans suffer from depression. Nearly 50% of marriages end in divorce in the United States. It is an understatement to say that these conditions affect our productivity and ability to stay organized. Space limitations do not allow for an in-depth discussion of these bandits of organization but fortunately, there are numerous techniques and interventions to treat these problems.

This article just scratched the surface about how to organize one self inside and out. There are numerous resources that can help in each area (organizational tools, stress management, learning to manage people, and dealing with psychological and emotional issues). These are important life tasks. Why procrastinate? Get organized inside and out!

Joe Peraino, Ph.D. is a speaker and consultant in relationships and human motivation. He is author of numerous articles in scientific and popular journals. He recently released a CD entitled Progressive Relaxation. He can be reached at 713-859-7759 or by e-mail at joe@joepерainо.com for speaking, training and consultation.



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HANDLING CRITICISM

by
Dan Richard Beto

Review of *Criticism Management: How to More Effectively Give, Receive, and Seek Criticism in Our Lives*, by Randy Garner. The Woodlands, Texas: Prescient Press, 2006, 150 pp., \$19.95 (paperback).

In addition to possessing strong leadership qualities, persons charged with leading organizations, project, or special initiatives, or who desire productive interpersonal relationships, must possess effective communication skills. And part and parcel of effective communication is one's ability to deliver and receive constructive criticism. In *Criticism Management: How to More Effectively Give, Receive, and Seek Criticism in Our Lives*, Randy Garner has produced a fresh and insightful book on how one might better initiate and respond to criticism.

Garner, who possesses a doctorate in social psychology, has recorded a distinguished record of service in the field of criminal justice, both as a successful practitioner and skilled educator. During a career that spans three decades, he has served as a Chief of Police, Executive Director of the Law Enforcement Management Institute of Texas, founding Director of the Texas Regional Community Policing Institute, and Associate Dean of the College of Criminal Justice at Sam Houston State University. He is currently Professor of Behavioral Sciences at Sam Houston State University.

In the first of 12 chapters, the author defines criticism and provides a brief history of the term. Most of the chapter is devoted to Garner's own definition of the term – "offering productive and constructive information intended to help others *grow, recover, improve, prosper, or excel*" (which he refers to as GRIPE) – and how best criticism may be conveyed. Building on the first chapter, in Chapter 2 Garner covers the subject of critical discourse, in which he touches on the topics of why people criticize, who criticizes, types of criticisms, critical response, and the benefits of criticism. The challenge of giving and receiving criticism is discussed in Chapter 3, in which the author enumerates why people typically do not like to criticize or be criticized. In addition, the topic of self-criticism is also covered.

Chapter 4 – "Critical Communications: Problems and Processes" – is particularly instructive, in that the author provides suggestions on how to offer constructive

criticism effectively and while inflicting as little pain as possible. Addressed in the chapter is the role nonverbal communication – facial expressions, body language, eye contact, vocal tone, and distance – plays in conveying criticism. In Chapter 5, Garner discusses the "art" of giving criticism, with considerable emphasis on preparing a "productive and constructive criticism plan," which includes the following elements:

- Consider your goal and motivation
- Gather all the relevant information
- Consider the time and place
- Consider the emotional state of the giver and receiver
- Consider the psychological state of the recipient
- Evaluate the criteria being used to validate the criticism
- Use mental rehearsal and visualize the encounter
- Send a clear message
- Think win-win

Continuing on the message found in Chapter 5, the author provides in Chapter 6 some helpful tips when giving criticism; they are:

- Don't procrastinate
- Remain calm – monitor your own emotions
- Stick to the facts and be specific
- Criticize the deed, not the doer
- Make sure it's a dialogue
- Be prepared for a variety of responses
- Ensure effective communication had occurred
- Focus on the future, not the past
- Be concrete regarding expectations
- Acknowledge your comments may be subjective

In the next chapter Garner provides some techniques that may be employed when delivering criticism.

Chapter 8 is devoted to how one should receive and manage criticism. More specifically, the author recommends that one should:

- See the criticism as an opportunity
- Recognize there may be some truth in the criticism
- Engage in an honest assessment
- Separate the criticism from the critic
- See the criticism as information
- Remain in the third person
- Recognize the potential for personal development
- Not dwell on the criticism
- Accept the criticism if correct – learn the lesson
- Evaluate improvement

This chapter is concluded with a list of the elements of the criticism management process. Continuing with the subject of receiving and managing criticism, in Chapter 9 Garner discusses in detail the LAURA method of handling criticism, which includes: *listen* empathetically, *appraise* the criticism, *understand* the criticism and the critic, *respond* effectively, and *assess* the outcome. Chapter 10, building on the previous chapter, provides suggestions on how one might appropriately respond to the critic. And in Chapter 11 are found some strategies for seeking out constructive criticism.

In the final chapter, the author provides a summary of the book which, for trainers, could be used as outline for a PowerPoint presentation.

In *Criticism Management*, Randy Garner has provided a valuable tool for anyone responsible for supervising people, managing projects, and training skills in human resource management.

Dan Richard Beto is Chair of the Governing Board, Texas Regional Center for Policing Innovation, Sam Houston State University, Huntsville, Texas.

JASPER'S RELUCTANT JAILER APPRECIATED FOR FAIRNESS

by
Sharon Kerr

Jasper County Jail Administrator Diane Brown was offered her current position more than once, and turned it down for personal reasons each time. She said last week, "just got tired of training people to do the job and then them leaving me." Chief Deputy Sheriff Jack Jett seemed pleased she finally accepted.

Brown has worked in prisons for the last nine years. The first five were in a private prison in Newton under the



CHECKING FOR CONTRABAND, Jail Administrator Diane Brown screens books for excessive violence or sex before putting them in the prisoners' library.

jurisdiction of the TDC (Texas Department of Corrections).

She said a job opening became available at a time she was ready for a move, so she came to Jasper before the new jail was built. "Jasper is a smaller jail and the employees are pretty close. These are good people that work for me, easy to talk to and get along with."

She says it's not harder to be a woman and be a jailer, it's that being a jailer is not the job for everyone. "It takes patience," she says, "and maybe it's a little easier being a woman because men sometimes show more respect."

The State of Texas offers classes for correctional professionals, such as cultural diversity training. "It's important that we understand cultures other than our own," Brown said.

"You have to be firm but fair and treat everybody the same. After all, you are looking after a lot of people, and what you do for one, you have to do for all."

Brown thinks the hardest to handle are the mental patients. When people are brought in straight off the street, you don't always know what you are dealing with, what their problems may be, what drugs or alcohol they may have consumed.

On average, about 75 percent of the inmates are only in for a short time until arraigned by a judge and they make bond.

Only a few are long-term residents, months or occasionally more than a year. They are either awaiting trial or serving time for less serious offenses. "We do have frequent flyers," Brown says, people who are in and out too many times a month.

Trustees are sometimes allowed out to help with roadwork, or they may work in food service or maintenance, painting and cleaning.

Working like this is a privilege allowed for good behavior. "We have a set of rules," Brown said, "and everybody knows them."

Other privileges that can be revoked for bad



PRIVILEGES IN JAIL are revoked when prisoners don't follow rules. "You treat everyone the same," Diane Brown says.

behavior are visitation privileges, televisions and telephones, and access to the commissary and library.

The commissary stocks basics like underwear, deodorant and toothbrushes, simple medications like aspirin and lip balm, writing materials and snack items. Inmates are allowed to spend a maximum of \$50 per week, if they have it.

The library recently grew by a couple of boxes of books donated by Lakes Area Hospice. Brown demonstrated to officers how to check the books for contraband, standard practice for all donations. The books will also be screened, and any with excessive violence or sex will be removed before adding to the library.

The jail Brown administers was designed to house 146 inmates, but they can currently only accommodate 96 because of lack of staff as mandated by the state.

All those extra rooms, however, came into use as a family shelter for emergency workers last year after Hurricane Rita.

The new portion of the jail was just completed and had never been occupied by inmates when the storm hit. First responders who remained in Jasper brought their families and children with them and lived at the jail. Within days they had the generators running and had laundry facilities, plenty of bathrooms, and hot meals supplied by the Red Cross and Hillcrest Baptist Church.

Some cells saw their first duty as day care centers for the children of law enforcement officers, game wardens and firefighters.

That is the only time children will ever see the inside of these cells. No juveniles are housed here. If children are in temporary custody, they must be kept in an office or the lobby with no contact with adult prisoners, not even for food service.

The period following Rita was a shakedown for the new facility, and as with most construction projects, not everything worked right.

In a recent letter to the Jasper County Commissioners' Court, Jett detailed several ongoing problems the jail has experienced.

Last week, contractors who did roofing and electrical work were at the jail working on the punch list.

Brown and Jett conferred with the roofer, who had ample opportunity to observe where the leaks were coming from during last week's rain.

The issues with the UPS system (Uninterrupted Power Source) were traced back to the original wiring diagrams, which did not specify any change. Jett said

the architect may not have thought it was needed, but the UPS covers the 10-second delay between when the power goes off and the generator kicks in.

Without it, all the computers in dispatch go down. It will cost \$724 more to get the work done, according to Jett.

Brown and Jett said they will continue to work with the contractor, John Kingham of Nacogdoches, until everything in the new jail is top notch.

All that will be needed then is the funding from the county to fully staff the jail so they can house the maximum number of inmates it was designed to accommodate.

Jett said if the next Commissioners' Court would do that, it would open up the possibility of contracting with other counties like Newton or even the federal government to house inmates and actually make a profit on some of the cells.

Reprinted with permission from The Jasper Newsboy

BROWN ONE OF 24 IN TRAINING PROGRAM

Diane Brown, from the Jasper County Sheriff's Office, recently completed an extensive training course at Correctional Management Institute of Texas, a division of Sam Houston State University. One of only 24 jail administrators chosen from across Texas, Brown spent more than 40 hours in this pilot program learning the professional skills and techniques needed for managing a jail.

The training was provided at no cost to Jasper County or the registrants, through a collaboration of the Texas Association of Counties (TAC), Sam Houston State University, Texas Jail Association, and the Sheriffs' Association of Texas. These elite 24 are returning to their counties with an education in their profession that is unequalled in Texas.

The TAC is a non-profit professional organization. Sam Houston State University is known nationwide as the premier school for criminal justice students. The Texas Jail Association and the Sheriff's Association of Texas are professional organizations dedicated to the training and welfare of their members.

Reprinted with permission from The Jasper Newsboy

WAR BRINGS TRAGEDY TO THE DENTON COUNTY SHERIFF'S OFFICE FOR A SECOND TIME

by
Donna Fielder
Denton Record Chronicle,
and Captain Mike Ganzer,
Denton County Sheriff's Office

Last year, Denton County Sheriff's Detention Sergeant Phyllis (Loftice) Broomfield, a long time member of the Texas Jail Association, cried with her good friends and co-workers, Detention Officer Charlene Sauseda and Detention Corporal Christina Dallas when Officer Sauseda's son and Corporal Dallas' brother, Army Specialist Ernie Dallas Jr., was killed on July 24, 2005, in Baghdad while driving a Bradley fighting vehicle.



Spec. Ernie Dallas Jr.



2nd Lt. Johnny Craver

was injured, who recently died from his injuries received in the blast.

Although their sons never met, the mothers are friends and co-workers at the Denton County Jail.

Sgt. Broomfield learned of her son's death Saturday, Oct. 14, as she reported for duty at the jail. Another officer met her inside and led her to an interview room.

"I walked down the hall, and the department chaplain hugged me, and I saw a military man sitting in that room and I went to my knees," she said. "I said, 'Please don't tell me my son is dead.'"

"I know Johnny died doing what he wanted to do," Sgt. Broomfield said. "I'd call him a hero and he'd say,

'I'm not a hero. I'm just doing my job.' But he was a hero."

2nd Lt. Johnny Craver became a Ranger and later a Ranger instructor. He served in Hawaii and Alaska and Washington, D.C., but he had not served war duty until he got his orders last summer. On July 15, he and his wife, Natalie, signed the documents on their newly built house near Fort Hood. He left for Iraq that afternoon, never having slept a night in his new home.

The family watched Lt. Craver on television when he participated in the 2005 Best Ranger Competition, his mother said. He had trained for the event for months. At the end, as he and his partner started up a steep hill, his partner twisted an ankle.

2nd Lt. Craver left three children, Savannah, 12, Caelen, 8, and Emma, 3.

What are the chances? What are the odds? Two mothers working in the same place, working the same shift, with same days off, working side-by-side each day, and both losing their son in the Iraq War in the same area, both in and around a Bradley fighting vehicle, both by an I.E.D. Spec. Ernie Dallas Jr. had been in the military less than two years, a start of a long career, and 2nd Lt. Johnny Craver had two years until his 20 year retirement.

"It's a tragedy any time a mother loses a son — on the battlefield or at home," Sheriff Benny Parkey said. "Two of our employees have lost sons in the war. It makes it all the more real and closer to home. We'd ask that everyone keep this family in their prayers."

Reprinted with permission of the Denton Record Chronicle.

KEY ISSUES DEADLINE DATES

March 1, 2007 for April Publication

June 1, 2007 for July Publication

September 1, 2007 for October Publication

December 1, 2007 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.

Jail Security, Investigation and Court Testimony

March 5-7, 2007 • San Antonio, Texas
Cohosted by the Texas Jail Association

This three-day seminar will introduce participants to the latest methods of basic jail security, including basic inmate supervision skills, effective methods of communication, available technologies, potential security problems, and compliance inspections. Participants will learn investigative techniques; how to begin an investigation; formulate an inquiry plan; methods of questioning witnesses, victims, and suspects; and how to formulate and complete an investigation synopsis, summary, and report. This seminar will introduce participants to courtroom testimony, reviewing methods of direct examination and cross-examination, appropriate responses for attorney questioning, eye contact, calming techniques, and how to answer questions without fear. Participants will have an opportunity to role play learned techniques.

Participants can apply 24 points toward the Certified Jail Manager Program CEUs will be available through Fort Hays State University

At the conclusion of this program, participants will be able to:

- ★ Identify the basic elements of a sound jail security program
- ★ Understand current jail security methods
- ★ Recognize potential security problems
- ★ Conduct basic investigations of incidents
- ★ Develop complete reports on jail incident investigations
- ★ Calmly and professionally testify in court regarding incidents that occur within jail facilities

→ Hotel Accommodations & Training Site

(Make reservations under the AJA room block by February 3, 2007.)

Omni San Antonio
9821 Colonnade Blvd., San Antonio, TX 78230
Room Rate: \$99.00 S/D occupancy
(plus 16.75% sales tax)
Reservations: 800-843-6664

Seminar Registration Fees
AJA Member Discount Rate.....\$395

Nonmember.....\$445

For more information or to register, contact Faye Metger at 301-790-3930.



Who should participate?

Sheriffs, jail administrators, directors, security personnel and all others responsible for security and investigations

Expert Instructors:

Peter Perroncello, CJM, is a Certified Jail Manager and superintendent of the Detention Division at the Bristol County Sheriff's Office in Massachusetts. Peter and his staff manage all custody, transportation, training and classification services for three jail facilities with a combined inmate population in excess of 1,350. Peter is a past president of the American Jail Association and currently serves as a member of the Certified Correctional Trainers Commission in a collaborative partnership between the IACTP and AJA. Peter also is a member of the Board of Directors of the National Commission on Correctional Health Care where he serves on the programs and accreditation committees. He is a frequent contributor to *American Jails* on topics ranging from direct supervision practices to leadership collaboratives, and a nationally renowned consultant and trainer.

Anthony Callisto, Jr., CJM, is a Certified Jail Manager and recently retired as Chief Deputy for the Onondaga County Sheriff's Office in Syracuse, New York where he managed a staff of over 280 deputy sheriffs. He now serves as the Interim Director/Chief of Public Safety for Syracuse University where he manages 80 full-time campus police officers; security and communications officers, administrative staff; plus 300 part-time security staff. Tony is a past president of AJA and is an expert in criminal justice management, operation, program development, incident investigation, prisoner transportation, and court and building security. He earned a B.A. in criminal justice from Columbia College and a Masters in Public Administration from Syracuse University. Tony is also an adjunct instructor in criminal justice for Columbia College and Keuka College.

NEW MEMBERS WELCOMED

The Texas Jail Association's Officers and Board of Directors would like to welcome the 150 new members who joined the Association between May 31, 2006 and November 30, 2006. They are: **Alicia Kerss** from Angelina County; **Daniel Patterson** from Bailey County; **Cary Berger, Don Berger, Allen Tucker and Weldon Tucker** from Bandera County; **Robert Amador, Doyle Athey, Ryan Blankemeier, Birna Daniels, Jason Davis, Diana DeFord, Jason Duniivent; April Johnson, William E. Jones, Cheryl Materne, Sarina Mauro, Harry V. Mongillo, III, Gabriel Olivares, Edwin Pacheco, Elizabeth Primas, Brian Standfield, and Mary Williams** from Bell County; **Laura Delgado and Shirlee Spang-Filoteo** from Bexar County; **Joseph Johnson** from Blanco County; **Fred Bagley, Ira Cotler, Tim Kurpiewski, and Russell Rau** from C3 Corrections, LLC; **Carlos Azua, Lisa Ann Fletcher, Roberto Giron, Gabriel Limon, and John Perez** from Cameron County; **James Kirk and Tammy Richardson** from CiviGenics; **Micky Frizell and Amy Lanier** from Collin County; **Christina Pounds** from Comanche County; **Fred Fierro** from Crockett County; **Mona Birdwell and Mark Howard** from Dallas County; **Mary C. Martin** from Denton County; **Brett Evans** from DeSoto Police Department; **John Kitsmiller** of Emerald Systems, Inc.; **June Graves and Lorey Norman** from Fannin County; **Gordon Lindley** from Floresville County; **Kim Bratton and Daniel Quam** from Fort Bend County; **Shelly McCarn** from Gray County; **Jesus Soliz** from Grayson County; **Ricky Clark** from Gregg County; **Frank Schull** from Guadalupe County; **Amy Bunyard** from Harris County; **Donna Dickey** from Hemphill County; **Jack Alaniz, Jose Perez, and Jose I. Villarreal** from Hidalgo County; **Beth Miles** from Hood County; **H.D. Gresham** from Houston County; **Michael C. Averette, Harold D. Bentley, Irene Buchanan, Jose Gonzales, Amanda Hernandez, Milton Horton, Bonnie Jeffcoat,**

Jesse Lee Metcalf, III, Jason Ogle, Clarissa Lee Teichman, Larry Torres, Joe Whitaker, and James M. Williams from Howard County; **Jack Jett** from Jasper County; **Noel Benavides, Dorothy Gutierrez, Richard Miller, and Sandra Salas** from Jim Wells County; **Tim Jones** from Johnson County; **Broocke Hammer and Kathryn Mansfield** from Kaufman County; **Buddy Holmes** from Lamb County; **Jose Garcia** from LaSalle County; **Micah C. Harmon** from Lavaca County; **Travis Rogers and Cody Scott** from Lubbock County; **Stephen Hall** from Medina County; **Christina Harper, Ethel M. Leeman, Tierni Adamick, Jerry Dossey, D.V. Edwards, Stephen Johnson, and Jayson Mouton** from Montgomery County; **Kenneth Hammack** from Polk County; **Larry Harris** from Portion Pac; **Roger Haney and Jeff Turnbill** from Potter County; **Gene Bridges** of Prime Coat; **Kirk Pullig** from Reagan County; **Adryana de la Torre, Kristy Gray, Terry Reed, and Wendy Wymer** from Red River County; **Jason Lambeth and Cassandra Shaw** from Rusk County; **LaKetra Macias** from San Jacinto County; **Denise Johnigan** from Smith County; **Randall Fesperman** of South Plains College; **Richard Gill, Martha A. Guerrero, Roel Marichalar, and Amy Reyes** from Starr County; **Miguel Castillo** from Titus County; **Andrew Alwine** from Tom Green County; **Gerald Bishop** from University Park Police Department; **Gregory Bernardo** of Vicon Industries, Inc.; **John F. Kasper, T. Michael O'Connor, and Adam Reynolds** from Victoria County; **Glenn White** from Waller County; **Jorge Iruegas, Ponce Trevino, and Rogelio Villarreal** from Webb County; **Geraldine Morin, Mary Smithey, Cody Wallace and Amalia G. Zertache** from Wilson County; **Richard Burdick, Luke Campbell, Sharon Dawson, Shane Fowler, Kenneth Fuqua, Tom Goode, Arturo Hernandez, Susan Hoelscher, Russell Joiner, Lance Larson, Levi Rasplicka, Robbie Schwartz, Keith Stone, Lena Tucker, and Amy Ward** from Wise County; **Carlos Ramirez and Juan Valdez** from Zapata County; and **Eusevio Salinas** from Zavala County.

Communicate!

2007 SPRING LAW ENFORCEMENT TRAINING

Interpersonal Communications In the Correctional Setting.

Produced by the Texas Association of Counties in conjunction with

The Texas Jail Association. The education co-sponsor: Sam Houston State University

In this two-day course, which is a requirement for intermediate TCLEOSE certification, we will provide an opportunity for you to try out new ways of handling inmates, reconstructing their attitudes and contributing to an eventual successful adjustment in the institution and on the street. Since 97% of our daily contact time is spent talking to people, the need to learn good communications skills is vital. These skills will also help in getting compliance without escalation to the use of force. By learning these skills you will also increase safety, decrease complaints and liability, enhance professionalism, and lower stress levels. This course identifies common problem situations and gives you the practical solutions.

WHO SHOULD ATTEND

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

CONTINUING EDUCATION

TAC Law Enforcement Education Committee has approved sixteen (16) TCLEOSE hours. This course is one of the Intermediate Core courses required by TCLEOSE to receive Intermediate Certification as a County Corrections Officer. TCLEOSE has approved us to reduce Course 3504, from the minimum 24 hour course to 16 hours.

This program is brought to you by the Texas Association of Counties and is co-sponsored by the Texas Jail Association, which also assists with this program by providing instructors.

AGENDA

7:30a.m. Registration	8:00a.m. Program begins
12:00p.m. Lunch on your own	5:00p.m. Adjourn

REGISTRATION

Space may be limited in some locations so register early. This program is free of charge to county employees. Just return the registration form to TAC at least one week before the program you plan to attend. Mail registration to: Texas Association of Counties, Education Dept., P.O. Box 2131, Austin, Texas 78768-2131, or fax (512) 477-1324. If you have any questions call us at (512) 478-8753 or (800) 456-5974. You can also register on the web at: www.county.org

LAW ENFORCEMENT COMMITTEE MEMBERS

Hon. Keith Gary, Chairman
Grayson County Sheriff

Hon. Betty Jean Longoria
Nueces County Commissioner

Mr. Wayne Dicky
Brazos County Jail Administrator

Ex Officio
Steve Westbrook, Executive Director
Sheriffs' Association of Texas

Hon. Larry Gallardo
Hidalgo County Constable

Sharese Hurst, Executive Director
Texas Jail Association

Hon. Larry Lynch
McLennan County Sheriff

Roger Rountree, Executive Director
Texas Justice Court Training Center

Mr. Robert Davis
Attorney at Law
Flowers & Davis, PLLC



2007 SPRING LAW ENFORCEMENT REGIONALS

Fax this form to 512-477-1324 or register on-line at
www.county.org

Name _____

Title _____

Address _____

City/Zip _____

County _____

E-mail _____

Phone _____

Fax _____

TCL bnv EOSE PID# _____

(Mandatory for getting continuing education credit)

Are you licensed by TCLEOSE? Yes No (circle response)

Type: 1.Regular 2.Reserve 3.Telcomunicator 4.Elected

5.County Jailer 6.Civilian (circle responses)

Check the date and location you wish to attend:

- | | |
|--|--|
| <input type="checkbox"/> January 9 - 10 – Kerrville
(Rehearsal)
Inn of the Hills, 1001
Junction Hwy. 830-895-5000 | <input type="checkbox"/> February 20 - 21 – Odessa
MCM Elegante, 5200 East
University, (432) 368-5885 |
| <input type="checkbox"/> February 13 - 14 –
Corpus Christi
Omni Bayfront Towers,
(361)882-1700 | <input type="checkbox"/> February 27 - 28 – Amarillo
Ambassador Hotel, 3100 IH-
40 West, (806) 358-6161 |
| <input type="checkbox"/> February 13 - 14 – Tyler
Holiday Inn Select , 5701
South Broadway,
(903) 561-5800 | <input type="checkbox"/> February 28 - March 1 –
College Station
College Station Hilton, 801
University Drive East,
(979) 693-7500 |
| <input type="checkbox"/> February 20 - 21 – Denton
Radisson, 2211 I-35 East
North, (940) 565-8499 |  |

MONTGOMERY COUNTY SHERIFF'S OFFICE NAMED BEST DRESSED

Montgomery County Sheriff's Office Named Best Dressed New York, NY, November 9, 2006 - While you may not find their clothes hanging in a Parisian boutique or on the catwalk during New York's Fashion Week, Texas's own Miller Uniforms has outfitted one of the best dressed law enforcement departments in the country according to the National Association of Uniform Manufacturers & Distributors (NAUMD), a trade group representing the uniform industry.

The Austin-based uniform store provided the uniforms and accessories worn by the Montgomery County Sheriff's Office in the 2006 Best Dressed Law Enforcement Competition, sponsored annually by the NAUMD. Montgomery County was one of twelve departments nationwide that earned the best dressed nod.

Located adjacent and north of Houston, Harris County, Montgomery County is the fourth fastest growing county in Texas and the 36th fastest in the nation.

The demands on the 287-member department are many, and uniforms play a vital role in meeting these day-to-day challenges. To ensure that the uniform design created by Sheriff Gage received the attention to detail they were seeking, Montgomery County turned to Miller Uniforms. "Our contract calls for us to custom fit this program,

and this helps ensure a fine look for every deputy," notes Bob Miller. "They also demand quality, and for this we turned to Blauer, who manufactures a premium product."

"We utilize a number of different uniforms here for a variety of duties so it's important to have a uniform that is comfortable and functional," adds Chief Deputy Randy McDaniel. Garments are purchased by the department,

and additional items are kept on hand to ensure a speedy replacement process if needed. Inspections are held daily, and public feedback is vigorously encouraged.

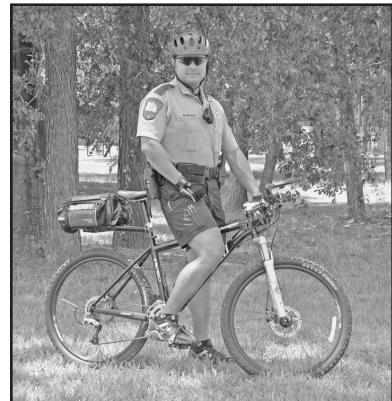
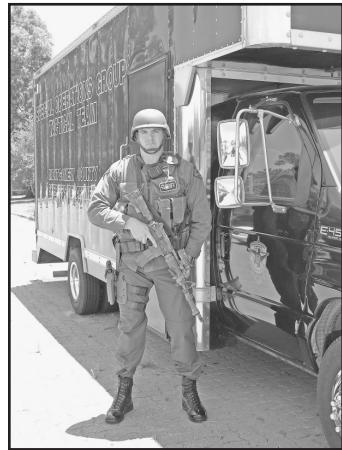
What does an award-winning department look like? The department's basic look consists of a navy trouser with a tan stripe and red piping. Shirts are tan, and feature navy blue epaulets with red piping. Neon yellow rain wear provides the high visibility needed during poor weather. A blue campaign hat finishes the program.

Now in its 29th year, the Best Dressed Law Enforcement Competition honors the nation's law enforcement community by calling attention to the important role uniforms play in police work. "Now, more than ever, the quick and positive identification of officers is key to the public feeling more secure in these dangerous times," says Richard Lerman, NAUMD executive director. "Having law enforcement personnel feel both proud of and comfortable in their uniforms goes a long way in building positive moral so that they can perform at the highest level." Both the winning supplier and department receive handsome plaques.

The NAUMD judges review each department's professional appearance and uniform diversity, paying close attention to detail and written standards. Written standards provide every officer instruction for a "uniform" look to be presented. Since many officers have specific assignments and patrol details, there are many factors to consider, including the following: Does the uniform fit the job function? Is the appearance neat and do the garments fit properly? Most importantly, can the public immediately identify the wearer as a professional, law enforcement officer?

According to Dan Donahue, who chairs the NAUMD public safety committee, uniforms serve not only to identify the wearer, but work to allay fears, comfort and assure the public in times of crisis. "A well-dressed officer will also command respect, for he or she will be viewed as a professional, a voice of authority," says Donahue. "Uniforms, therefore, are an integral part of police work, and calling attention to the importance of uniforms is the driving force behind this competition."

Reprinted with permission from Montgomery County Sheriff's Office.



TEXAS JAIL ASSOCIATION BULLETIN BOARD

Denton County



Detention Officer **Marva Brown** was promoted to the rank of Detention Corporal on November 7, 2006. Corporal Brown has been with the Sheriff's Office since November 11, 2001.

Detention Corporal **Delbert Rutherford** was promoted to Deputy in the transport section of the sheriff's office on November 1, 2006. Deputy Rutherford has been with the Sheriff's Office since June 15, 2004.



Detention Officer **Hugh Anderson**, a long time employee of the Sheriff's Office, will retire on December 29, 2006. Hugh has been with the Sheriff's Office since November, 12, 1998 and has worked in several different areas and positions in law enforcement over his career of 37 years. "Congratulations, Hugh. You will be missed," Captain Mike Ganzer.

Gregg County

Sheriff **Cerliano** recently promoted Investigator **Mike Claxton** and Sergeant **Michael Baggett** to the rank of Lieutenant in the Jail Division. These officers were selected for their leadership abilities as shown in their previous duty assignments. Lt. Claxton and Lt. Baggett have had prior experience in Detention operations and will continue to be assets to the Sheriff's Office.



Montgomery County



Detention Officer **Audrey Terrell** was promoted to Deputy – Patrol Division by Sheriff Tommy Gage in September 2006.



Deputy **Stephen R. Johnson** was promoted to Corporal – Jail Division by Sheriff Tommy Gage on October 20, 2006.

Detention Officer **Kristy Cater** was promoted to Deputy – Patrol Division by Sheriff Tommy Gage in September 2006.



Detention Officer **John Lumpkin** was promoted to Deputy – Jail Division by Sheriff Tommy Gage in October 2006.



Deputy **Eric Hensley** was promoted to Corporal – Jail Division by Sheriff Tommy Gage on September 29, 2006.



Detention Officer **Paul Wakefield** was promoted to Deputy – Patrol Division by Sheriff Tommy Gage in October 2006.

Detention Officer **Donald Maxey** was promoted to Deputy – Jail Division by Sheriff Tommy Gage in October 2006.



Detention Officer **Shane Phelan** was promoted to Deputy – Patrol Division by Sheriff Tommy Gage in October 2006.



Detention Officer **Henry Lowe** was promoted to Deputy – Patrol Division by Sheriff Tommy Gage in October 2006.



Detention Officer **James Lollar** was promoted to Deputy – Patrol Division by Sheriff Tommy Gage in October 2006.

Detention Officer **Howard Ansley** was promoted to Deputy – Jail Division by Sheriff Tommy Gage in October 2006.



Detention Officer **Kristy Krolczyk** was promoted to Deputy – Jail Division by Sheriff Tommy Gage in November 2006.

Detention Officer **James Wellborn** was promoted to Deputy – Jail Division by Sheriff Tommy Gage in November 2006.



Montgomery County is pleased to announce **Ramona Koch** as the new supervisor for the Warrants / Records section. Ramona retired from TDCJ after 25 years as the supervisor for the State Ready office. Sheriff Gage and the Montgomery County Sheriff's Office are proud to welcome Ramona on board.



Mark Your Calendar for the Texas Jail Association's Jail Management Issues

August 20-23, 2007

**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

2007 TRAINING OPPORTUNITIES

Texas Jail Association

Date	Workshop Title	Location
January 9-10, 2007	Interpersonal Communications in the Correctional Setting***	Kerrville, Texas
January 10-11, 2007	Strategic Planning & Program Evaluation**	Huntsville, Texas
Jan. 16 – Feb. 1, 2007	Basic County Corrections (96 hours)*	Conroe, Texas
January 29, 2007	Staff Safety**	Lubbock, Texas
January 30, 2007	Staff Safety**	McKinney, Texas
January 30-31, 2007	Verbal Judo**	Fort Worth, Texas
February 1, 2007	Staff Safety**	Conroe, Texas
February 7-8, 2007	Leadership, Ethics & Integrity in Criminal Justice**	Laredo, Texas
February 13-14, 2007	Interpersonal Communications in the Correctional Setting***	Corpus Christi, Texas
February 13-14, 2007	Interpersonal Communications in the Correctional Setting***	Tyler, Texas
February 20-21, 2007	Strategies for Success**	Kerrville, Texas
February 20-21, 2007	Interpersonal Communications in the Correctional Setting***	Denton, Texas
February 20-21, 2007	Interpersonal Communications in the Correctional Setting***	Odessa, Texas
February 27-28, 2007	Crisis Negotiations**	Arlington, Texas
February 27-28, 2007	Interpersonal Communications in the Correctional Setting***	Amarillo, Texas
Feb. 28-Mar. 1, 2007	Interpersonal Communications in the Correctional Setting***	College Station, Texas
March 6, 2007	Stress Management**	Tyler, Texas
March 13, 2007	Supercharge Your Productivity**	Texas City, Texas
March 21-22, 2007	Drug Recognition Conference**	San Antonio, Texas
April 17-19, 2007	Women in Criminal Justice**	San Antonio, Texas
May 1-2, 2007	Courtroom Security**	Huntsville, Texas
May 8-9, 2007	Strategies for Success**	Corpus Christi, Texas
May 14-18, 2007	21st Annual Texas Jail Association Conference	Austin, Texas
May 20-24, 2007	American Jail Association Annual Training Conference	Nashville, Tennessee
August 20-23, 2007	TJA Jail Management Issues Conference	South Padre, Texas

* This course provides 96 hours of TCLEOSE credit. For more information, please contact Andrea Herr at the Montgomery County Sheriff's Office Training Academy, 936-760-5859, 936-760-5809 or academy@mctx.org.

** For more information on this course, visit www.cmitonline.org.

*** This course provides 16 hours of TCLEOSE credit. It is free of charge to county employees. This class is one of the Intermediate Core courses required to receive an Intermediate Certification as a County Corrections Officer. This course is sponsored by the Texas Association of Counties, the Texas Jail Association and the Correctional Management Institute of Texas. For more information about the course or to register on-line, log onto www.county.org.



TEXAS JAIL ASSOCIATION BOARD OF DIRECTORS

Danny Downes –President
 Dallas County Sheriff's Office
 Lew Sterrett Jail
 111 West Commerce Street
 Dallas, Texas 75202
 Office: 214-653-2602
 Fax: 214-653-2797
ddownes@dallascounty.org

Carla Stone – 1st Vice President
 Kaufman County Sheriff's Office
 P.O. Drawer 849
 Kaufman, Texas 75142
 Office: 972-932-9736
 Fax: 972-932-9752
chiefstone@kaufmancounty.net

Robert C. Green – 2nd Vice President
 Montgomery County Sheriff's Office
 #1 Criminal Justice Drive
 Conroe, Texas 77301
 Office: 936-538-3205
 Fax: 936-538-3210
robert.green@mctx.org

Mary Farley – 3rd Vice President
 Bell County Sheriff's Office
 111 West Central Avenue
 Belton, Texas 76513
 Office: 254-933-5783
 Fax: 254-933-5939
mary.farley@co.bell.tx.us

Rachelle Arrington - Secretary
 Kendall County Courthouse
 201 East San Antonio Street
 Boerne, Texas 78006
 Office: 830-249-9343
 Fax: 830-249-9478
way2boop@yahoo.com

David Drosche – Treasurer
 Brazos County Sheriff's Office
 300 East 26th Street, Suite 105
 Bryan, Texas 77803
 Office: 979-361-4846
 Fax: 979-361-4847
ddrosche@co.brazos.tx.us

Kelly Rowe – Past President
 Lubbock County Sheriff's Office
 811 Main Street
 Lubbock, Texas 79408
 Office: 806-775-1449
 Fax: 806-775-1491
krowe@co.lubbock.tx.us

Terrisa Candelaria – Director
 Midland County Sheriff's Office
 P.O. Box 11287
 Midland, Texas 79702
 Office: 432-688-4531
 Fax: 432-688-4759
cterrisa@hotmail.com

Joe A. Dominguez - Director
 Kendall County Sheriff's Office
 158 Chesley
 San Antonio, Texas 78226
 Office: 830-249-4989
 Fax: 830-249-0036
kcosou@gvtc.com

Michael Ganzer - Director
 Denton County Sheriff's Office
 127 North Woodrow Lane
 Denton, Texas 76205
 Office: 940-349-1711
 Fax: 940-349-1704
michael.ganzer@dentoncounty.com

Clint McRae – Director
 Walker County Sheriff's Office
 717 FM 2821, Suite 500
 Huntsville, Texas 77320
 Office: 936-435-2400
 Fax: 936-435-2440
cmrae@co.walker.tx.us

Gus Reyna – Director
 Cameron County Sheriff's Office
 7300 Old Alice Rd.
 Olmito, Texas 78575
 Office: 956-554-6700
 Fax: 956-554-6780
greyna@cameron.tx.us

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

Sheila Thun – Director
 McLennan County Sheriff's Office
 3201 East Highway 6
 Waco, Texas 76705
 Office: 254-759-5686
 Fax: 254-757-0541
sheila.thun@co.mclennan.tx.us

Bill Bryan – Parliamentarian
 P.O. Box 1056
 Belton, Texas 76513
 Office: 254-780-0288
 Fax: 866-468-4563
wjb@vvm.com

Keith Jeffrey – Sergeant at Arms
 Caldwell County Sheriff's Office
 1204 Reed Drive
 Lockhart, Texas 78648
 Office: 512-398-6777 Ext. 206
 Fax: 512-376-3061
kjeffrey@caldwellcosheriff.com

Carmella Smith - Historian
 Texas Association of Counties
 1210 San Antonio
 Austin, Texas 78701
 Office: 512-478-8753
 Fax: 512-478-6231
carmellas@county.org

Tim Smith – Chaplain
 Calhoun County Sheriff's Office
 302 West Live Oak
 Port Lavaca, Texas 77979
 Office: 361-553-4481
 Fax: 361-553-4668
chjailer@tisd.net

Karl Wiers – Vendor Representative
 GT Distributors, Inc.
 2545 Brockton Drive, Suite 100
 Austin, Texas 78758
 Office: 512-451-8298
karlw@gtdist.com

Sharese Hurst – Executive Director
 Correctional Management Institute of Texas
 P.O. Box 2296
 Huntsville, Texas 77341-2296
 Office: 936-294-1687
 Fax: 936-294-1671
sharese@shsu.edu

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