



KEY ISSUES

THE NEWSLETTER OF THE TEXAS JAIL ASSOCIATION

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MESSAGE FROM THE PRESIDENT



President, Mary Barron

The Texas Jail Association, along with the Texas Commission on Jail Standards, has recently completed its fourth year of "Current Issues in Jail Management." The training workshops were provided in eight counties across the state and received excellent evaluations. Special thanks to all the instructors who provided their time and knowledge toward

this training. The workshops have been a success due to the curriculum and materials provided by the Texas Jail Commission Staff.

Training and networking are the two main purposes of

the Texas Jail Association. We are dedicated to improving our profession by sharing knowledge through training and communication. We face constant changes and challenges everyday in our workplace and as professionals, we must achieve our goal to expand our knowledge in training and education in order to emphasize our desire for professionalism.

I would like to congratulate all the Sheriffs on their successful elections and welcome them to the Texas Jail Association. We appreciate the support of our Sheriffs in the Association.

The Spring Regional Training with the Texas Association of Counties has already begun. The first training workshop, "Intermediate Suicide Detection and Prevention" and "Classification and Sexual Harassment and Misconduct," was held January 11 - 12, 2005 in Kerrville. It was a huge success! To register for future workshops, or if you need additional information, please call Jan Halverson at 1-800-456-5974. These are great training opportunities, make plans to attend!

The Texas Jail Association is calling for nominations

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for future Board members. The future of our association is dependent upon members who have a desire to get involved. We are also seeking nominations for Correctional Officer of the Year, in the categories of Valor and Professional Service. Forms for these nominations are included in this issue.

Due to the unfortunate resignation of Jerry Moore from the position of 2nd Vice President, Danny Downes will move to this position by succession. I have appointed Carla Stone as Interim 3rd Vice President. Jerry will truly be missed. He has contributed so much to the Association

over the years.

The year of 2004 was very busy for the Board of Directors and we are excited about 2005 as opportunities for training and networking continue to expand.

I want to wish everyone a safe and happy new year! Please continue to pray for our troops in the military.

Sincerely,

Mary Barron
President Texas Jail Association



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REGRETFUL GOODBYE

For many years I have proudly been a member of the Texas Jail Association and have served in the offices of Historian, Director, 3rd Vice President, and now, 2nd Vice President. I believe in this outstanding organization and admire all that it does to represent and educate its membership. After 33 years of serving in law enforcement, in which the last 31 years have been spent with the Harris County Sheriff's Department, it is with the deepest regret that I must tender my resignation of my office with the Association, effective immediately. While a difficult conclusion to make, this decision is solely due to my health status, which further dictates that I must enter into retirement with my department as well. As many members may be aware of, I have suffered due to my back for many years. Unfortunately, it has now come to the point in which my doctors insist that I retire from employment with the Sheriff's Department as well as relinquish all other duties I currently hold in order to pursue more intense medical treatment for my back and my overall health.

I regret being unable to continue in my duties and sincerely thank all who I have been associated with in this wonderful organization.

Respectfully,
G.L. "Jerry" Moore
2nd Vice President, Texas Jail Association

TEXAS POLICE NEWS

by
Jason Sheehan, Staff Writer, Abilene Reporter News

Robert Haley was a dedicated sheriff's lieutenant known for his hard work and a tendency to pull practical jokes, the Comanche County sheriff said Friday.

Haley, 67, and Dennis Eli Edwards, 51, a detainee Haley was bringing from the Taylor County Jail to Comanche, both died after a car wreck Thursday on Highway 36 in Callahan County.

Haley was driving in the eastbound lane of Highway 36 when he veered toward the right shoulder, according a Texas Department of Public Safety report. When Haley corrected back onto the road, he crossed into the westbound lane at an angle.

Haley's car was hit on the passenger side by a 2003 Ford Explorer driven by David Ballew, 53, DPS reported. Ballew was treated at Hendrick Medical Center and released. Haley and Edwards were pronounced dead at the scene.

Edwards was wanted on a warrant for failing to appear in court to face a burglary of a building charge. He was being taken back to Comanche County after he was arrested in Taylor County, said Comanche County Sheriff John Boyd.

Boyd said DPS has brought in an investigative team to determine the cause of the crash. According to a DPS accident report, Haley was wearing a seat belt; however, Edwards was not. The DPS report does not list where Edwards was sitting at the time of the crash.

Texas law does not require passengers in the back seat of a car to be wearing a seat belt. Boyd said the decision to use a seat belt is usually up to the discretion of the officer. Haley was known within the Comanche County Sheriff's Office for his dedication to his job, Boyd said."

Bob was the type of person you couldn't keep away from work," Boyd said. "He had the best work ethic of anyone I've ever worked with in 34 years in this business."

Haley worked as the office's primary prison transporter, often driving outside the county and Texas to bring detainees back to Comanche County. Haley, who had been with the Comanche County Sheriff's Office since 1988, had a clean driving record and had not been involved in any previous crashes, Boyd said."

Bob was a real careful driver," Boyd said. Comanche County vehicles are covered by insurance through the Texas Association of Counties that covers liability and property, Boyd said.

Texas counties cannot be sued when they are doing a duty that is given to them by law. However, use of motorized equipment is an exception under the Texas Tort Claims Act. For the county to be held liable, an investigation would have to conclude the vehicle was at fault, or the driver was at fault.

If the investigation determines Haley was at fault in the crash, the county could be held liable. The Tort Claims chapter in the Texas Civil Practice and Remedies Code limits the damages to a maximum of \$100,000 that could be awarded to the victim's family by the county.

Boyd said while Haley was serious about his work, he also had a reputation as the office joker." He had a great sense of humor," Boyd said. "He was always pulling a trick on somebody. He had a pretty good reputation for that." Sometimes, he would get accused of something he didn't do." Contact justice writer Jason Sheehan at sheehanj@reporternews.com or 676-6784.

MEET YOUR FELLOW TJA MEMBERS ACROSS THE STATE

by
Ronnie Freeman



Chief Deputy D.V. "Red" McKaskle



In February 1991, D. V. "Red" McKaskle was hired by then Sheriff Johnny Klevenhagen to the Command Staff. Brought to the Harris County Sheriff's Department as a Major in the Detention Bureau, he was recruited for his vast experience and formidable skills as a prison administrator.

McKaskle was named Director of the Detention Command in 1992, and Sheriff Tommy Thomas' first appointment after taking office was to name Director McKaskle to the position of chief with the Harris County Sheriff's Department.

Chief McKaskle, a native of the Houston Heights, graduated from Sam Houston State University in 1961, where he lettered in basketball. He began his criminal justice career with the Texas Department of Corrections the same year he finished college. While employed with the TDC, Chief McKaskle served as a Correctional Officer, Sergeant, Lieutenant, Captain, Assistant Warden, Warden and Assistant Director, before retiring as the Interim Director in 1984. He was Assistant Warden on the tough Ellis Prison Farm and served with legendary prison Warden "Bear Tracks" McAdams.

He worked for the nationally renowned penologist Dr. George Beto and the well known Jim Estelle while serving as Assistant Director, he was in charge of prison security, classification and a host of other duties. It was McKaskle that was charged with the responsibility of bringing down Carrasco during his ill-fated escape attempt from the Huntsville "Walls" Unit.

Known for his exceptional memory, there are few law enforcement and prison officials in Texas that do not know Red McKaskle. It must have been like homecoming to many ex-TDC inmates housed in the Harris County Jail when McKaskle first walked the jail floor, as he is known to do.

I talked with Harris County Sheriff Tommy Thomas who told me that he has known Red for over thirty-five years going back to his days at TDC. Sheriff Thomas said in those days Chief McKaskle had quite a reputation throughout law enforcement for his knowledge regarding prison systems and particularly inmates. Sheriff Thomas told me that Red certainly was the man to go to if you needed any help at TDC. When he came to Harris County he brought that knowledge with him and he used all that experience in the running of the third largest jail system in the U.S. Utilizing his management skills as Chief Deputy he was instrumental in keeping the Harris County Sheriff's Office on track while being accredited by CALEA, NCCHC, and the CEA. Chief McKaskle will certainly be missed, but I am sure he will always be available when we need advice on matters around here.

I also had the honor to speak with Mr. Dan Beto who told me that he was pleased to count D. V. "Red" McKaskle as one of his few friends. Mr. Beto told me that Chief McKaskle "is a consummate criminal justice professional who has devoted his entire life to making the world a better place to live. During his distinguished career he has served as a role model and mentor to countless criminal justice practitioners. McKaskle is a true servant leader whose many talents will be sorely missed when he retires. His unwavering emphasis on quality service, commitment to duty, and professionalism has significantly advanced the corrections profession. Corrections in Texas is much better off as a result of Red's tireless efforts."

I have personally had several conversations with Chief McKaskle who has told me he is very proud of the Texas Jail Association. Chief McKaskle told me that he is especially proud of all of the commitments and achievements that the current and previous Board Members as well as the members have achieved throughout the years.

I know that I along with many others from the Harris County Sheriff's Department will miss Chief McKaskle when he retires, as will others that he has touched throughout the state. I personally have great respect for Chief McKaskle because I admire a man who walks and stands tall. Chief McKaskle is that kind of a man. Chief McKaskle will tell you exactly how he feels and you will always know where you stand. I have also found that he is never too busy to lend a helping hand to anyone in need. I personally admire a man with all of those qualities.

As I sit back and think of all of the people I have known and their beliefs and their personal stands they have taken on life I am reminded of John Wayne. John Wayne always stood tall, talked straight and spoke proudly of America and protecting her in his movies and in person. If I had to pick anyone that I could say that reminded me of Chief McKaskle I would have to say it would be John Wayne.

I believe that whatever a man does in his life leaves a trail behind. As he passes by he leaves indications of the manner of man he is, of his character and even something of his plans. No person stands completely alone in this world, for when he brushes, perhaps ever so lightly, upon others each is never quite the same thereafter. I believe that everyone that has come into contact with Chief McKaskle has been touched in some way.

I would like to wish Chief McKaskle good luck on his future well deserved retirement and I know that this will allow him more time for his hobbies and his first love, his family.

Although it is comforting to know that if the time ever comes he is called upon to help anyone in the criminal justice family he will always be there to lend his helping and very knowledgeable talents to anyone.

BROWN COUNTY SHERIFF RETIRES



Brown County's Sheriff, Glen Smith, retired on December 31, 2004 after 27 ½ years of service, all which were served in Brown County.

In July 1977, on his 21st birthday, Sheriff Smith started as a Deputy/Jailer living in the quarters of the old county jail. He wore many hats during his career at Brown County. He worked on patrol, in the criminal investigation division, in the narcotics division and in 1985 he was promoted to Chief Deputy. Glen Smith was elected Sheriff of Brown County in November 1996. He took office January 1, 1997 and served two terms.

Over the years, Sheriff Smith has worked in three different facilities in Brown County. He originally began his career in the old county jail that was built in 1904. When that jail was no longer utilized to house inmates, a new facility was built to hold 60 inmates. Sheriff Smith moved into that facility in 1981. A new Law Enforcement Center was completed in July 2001 with the Brownwood Police Department. This facility houses 196 inmates.

Sheriff Smith states, "I have enjoyed my law enforcement career in Brown County. It holds a special meaning that I was elected as Sheriff in the county where I originally began my law enforcement career."

HONORABLE JUDGE JAMES M. "JIM" FARRIS

Funeral services for Honorable Judge James M. "Jim" Farris, 72, of Beaumont were held Tuesday, November 9, 2004 at 2:00 pm at Calder Baptist Church with Dr. James Fuller officiating. Farris was buried at Claybar Haven of Rest Cemetery in Beaumont. Judge Farris was born and raised in the little Liberty County community of Hull-Daisetta and died in Beaumont on November 5, 2004. He was a graduate of Baylor University and Baylor Law School. He was a veteran of the United States Army, having served 17 months in Korea. Immediately after law school, he worked for the Attorney General's office in Austin, Texas for two years and went to Jefferson County in 1961 where he was employed in the District Attorney's office. He was appointed Judge of the County Court At Law No. 2 in 1969 and served in that capacity until 1977 when he was appointed to the 317th District Court by Governor Dolph Briscoe. He was re-elected seven times without opposition. He resigned from the bench at the end of 1996.

Active in the juvenile justice field, he was one of six judges appointed in 1970 by Governor Preston Smith to initiate a training conference for judges with juvenile jurisdiction. Judge Farris would speak dozens of times per year, mostly on juvenile justice, and in the past few years has spoken in 45 different states. Judge Farris was President of the National Council of Juvenile and Family Court Judges in the 1993-1994 year and had been an officer and director since 1982. In 1989 he was chosen by the Texas Health & Human Services Coordinating Council as the one judge in Texas to serve on the Commission of Children, Youth, and Family Services and was appointed the presiding officer of that Commission.

In September of 1991 he was chosen by the U. S. Department of Health & Human Services to be the Texas recipient for the Biannual "Commissioner's Award for the Prevention of Child Abuse and Neglect." In November 1992 he was named a "Judge of the Year" by the Texas Court Appointed Special Advocates (CASA) at their 1992 Advocate for Children Awards. In 1994 he was chosen by the Texas Department of Protective and Regulatory Services to be a member of its Children's Justice Task Force. In 1995 he was named "Citizen of the Year" by the Board of Directors of the Neches River Festival. In 1997 he was selected to serve on the "Texans Care for Children" Board of Directors. He was named by the Baylor University School of Law of Waco, Texas as the "1997 Baylor Lawyer of the Year." In 1998 he was selected to be the President of the Texas State Court Appointed Special Advocates (CASA) after serving on its board of directors and as vice-president for six years. In 1999 he was elected President of the Baylor Law Alumni Association.

Additional accomplishments and memberships include the one Judge from the state to serve on the newly created Commission on Children, Youth & Family Services selected by the Texas Health and Human Services Coordinating Council. Judge Farris was Chair of the Juvenile Court Judge's Committee of Texas, Texas Outstanding Juvenile Court Judge and Neglect Chosen by Texas CASA as Judge of the Year. He was of Texans Care for Children and the first Texan named to the presidency of the National Council of Juvenile and Family Court Judges. Being a long time member of YMBL, he served in many capacities. He was a Sunday School Teacher at Calder Baptist Church, and a pioneer member of National Speakers Association. Judge Farris was slated to be honored November 11, 2004 with a Communications Award from Lamar University.

Survivors include his wife of 30 years, Ellarene Farris of Beaumont; two sons, Gary Wallace and wife Lori of Beaumont and Keith Wallace of Orange; daughter, Adrian Engstrom and husband Hunter of Beaumont. Five grandchildren, Scott, Eric and Reid Farris James, and Emily and Elle Wallace; brother, Joe B. Farris and wife Sandy of Trinity and several nieces and nephews. Memorial contributions may be made to CASA of Southeast Texas, 2449 Calder, Beaumont, TX 77702 or your favorite charity. 1155 N. 11th Street Beaumont, Texas 77702 (409)892-3456

Judge Farris was a frequent speaker for the Texas Jail Association. He will be greatly missed.

HAPPY NEW YEAR - 2005

by
Cheryl White Mynar

Well, another year has drawn to an end and we are racing into 2005. I hope that all of you had a safe and Blessed Holiday Season!

By now vendors should have received their Exhibitor Packets for the 19th Annual TJA conference to be held May 23 – 27, 2005 at the Omni Hotel in beautiful San Antonio. Be sure to call the hotel to reserve your rooms early!

Amy and Sharese already have several vendors registered and sponsors committed – an exciting start so early in the process. Please take time to review your packets and get them back to these ladies as soon as possible in order to secure your “preferred spot”.

Also, please consider participating in one of the sponsorship opportunities. You don't have to make major contributions to make a difference. Contributions at any and all levels helps the association defer the costs of not only the conference but providing much needed and appreciated training for our law enforcement members. Call Amy if you have any questions about becoming a sponsor.

See you in San Antonio!

****NOTICE TO ALL MEMBERS****

NO conference certificates will be handed out at the Annual Conference or the Jail Management Issues Conference without a written request.

NO TCLEOSE credit will be awarded to participants if they have not completed the written evaluations and turned them in after each conference session.

More information will be given at the conferences!

NEWS RELEASE

On May 15 - 19, 2005, the American Jail Association (AJA), in cooperation with the Jackson County Department of Corrections, will be conducting its 24th Annual Training Conference & Jail Expo in Kansas City, MO. The Conference will bring together over 2,000 jail practitioners and service providers from around the country to train, network, and meet on issues facing our nation's jails.

AJA is a professional, membership based, nonprofit organization that provides support, information, and training to those who work in and operate our nation's jails.

During the Conference, there will be over 50 training seminars, 290 exhibits, and numerous special events. Training topics encompass legal, medical, operational, and personnel issues, to name a few, and will be addressed by practitioners and academics from around the country.

During the Annual Banquet on Wednesday evening, Major Robert W. Patterson, CJM, Administrator, Bell County Sheriff's Office, Belton, TX, will be sworn in as President of AJA.

Major Patterson was elected to the Office of Third Vice President in the spring of 2001 and moved through the various chairs. Prior to taking office as Third Vice President, Major Patterson served as a member of the Association's Board of Directors and chaired numerous committees, to include the 2004 Conference Planning Committee.

Also during the Conference, this year's Correctional Administrators, Correctional Supervisor, Correctional Officers, Volunteer, and Civilian Employees of the Year will be honored.

If you would like more information, please contact Stephen J. Ingley, Executive Director, American Jail Association at 301-790-3930.

THE TRAINING LINE

by
Christopher Conte

States are under pressure to update the way they prepare prison guards for their job--and what they prepare them to do.

“Be proud of this uniform. Not many people get to wear it.” That's what Lieutenant Bill Melanson tells the men and women he's training to become correctional officers at Connecticut state prisons. During their 10-week course, the cadets have been pepper-sprayed and lectured on interpersonal communication skills. They have been taught to treat inmates with respect and shown how to search for contraband. They have learned how much force to apply to control “non-complying” inmates and received pointers on conflict resolution.

Now, before they assume full-time posts in prisons all around the state, Melanson wants them to integrate these

seemingly contradictory skills. And that brings him to his single, unifying theme. “You are all professionals,” he tells the trainees.

It's an uplifting, if sobering, message. But it is not exactly in keeping with the training that many corrections officers have received over the years. Despite calls dating back to the 1950s to “professionalize” the job of prison guard, corrections officers in many, if not most, states and localities have remained the forgotten step-children of the law enforcement world--hired cheap, trained minimally and left to do a thankless, dead-end job in dangerous and squalid conditions.

That situation may be changing, though. Periodic reports about inmate abuse at the hands of correctional

officers, mounting concern about the high cost of prisons that don't turn inmates away from lives of crime, and a looming manpower crisis in corrections departments across the country have put a spotlight on how states recruit, train and compensate people for what Martin Horn, New York City's correction and probation commissioner, calls "one of the most difficult jobs in government."

Prime exhibits in the case for more and better training are the American-run Abu Ghraib prison in Iraq and the fact that acts of sexual humiliation, beatings and other abuses occur with unsettling regularity at prisons here at home. In 1998, for instance, 12 guards at the State Correctional Institution in Greene County, Pennsylvania, lost their jobs after reports surfaced that prisoners had been beaten and sodomized. In the past four years, at least five U.S. inmates have died in custody after being shackled to restraint chairs for hours. And earlier this year, after two guards at California's Pelican Bay State Prison were convicted on federal civil rights charges for assaulting inmates, a special court master reported that the guards' union, a powerful force in California politics, systematically shuns whistleblowers, supports rogue officers and enforces a "code of silence" designed to cover up wrongdoing.

Such aberrant behavior frequently reflects poor training. Without guidance, decent people can and do go astray in the prison environment, where stress is high and one group has both tremendous authority over another and the opportunity to exercise it largely outside the public eye. A famous 1971 experiment at Stanford University showed just how easy it is for guards to cross the line. Researchers randomly assigned student volunteers to play the roles of guards and prisoners in a simulated prison. Within days, the ersatz guards began stripping their prisoners naked, chaining them, denying them food or bedding and forcing them to simulate sodomy--an eerie precursor to the Abu Ghraib scandal.

"Human behavior is much more under the control of situational forces than most of us recognize or want to acknowledge," says psychologist Philip Zimbardo, who had to pull the plug on the experiment after just six days because the guards' behavior was getting out of hand. "In a situation that gives permission for suspending moral values, many of us can be morphed into creatures alien to our usual natures."

Most corrections officers don't lose their moral compasses, but they often pay a high price for internalizing the volatile mix of fear and resentment that spurs other guards to act out. "Not a week goes by that we don't see evidence of alcoholism, stress leading to divorce and other symptoms of a troubled workforce," notes Horn. "That is why good training and supervision are so important."

THE SOFT SKILLS

If the harshness of working behind prison walls isn't reason enough for intensive training, the changing nature of corrections officers' jobs should be. For one thing, the workload is getting bigger and bigger. Between 1982 and 1999, the U.S. prison population more than tripled, while the number of correctional officers rose only half as much. What's more, prison populations have become more diverse,

with more mentally ill inmates, geriatric patients, substance abusers and violent youthful offenders than there were a few decades ago. All these groups require special handling.

On top of that, the latest approaches to managing prison populations require an increasingly skilled corrections officer corps. In the typical prison of the past, inmates were housed in long corridors. Guards spent most of their time outside these wings, which often were closed off from the rest of the prison entirely. In the newer approach, called "direct supervision jailing," inmate cells and public areas are arrayed around a central guard station so that the correctional officers have direct contact with all inmates at all times. This arrangement enables the officers to detect and act on potential problems--simmering conflicts or inmates starting to fall into depression, for instance--before they escalate into dangerous situations. While corrections experts say this formation has made prisons safer and calmer, it requires corrections officers who are adept at interpersonal relations--ones who can read body language, look for signs of trouble, know how to head off problems and communicate effectively.

Unfortunately, such "softer skills" get short shrift in many training programs today, says Jeanne Stinchcomb, professor of criminology at Florida Atlantic University. The American Correctional Association, which accredits prisons, says corrections officers should receive a minimum of 160 hours of training before assuming their posts. But much of that training time must be devoted to subjects that are mandated by law. Many jurisdictions, for example, require firearms training, even though the vast majority of corrections officers don't carry guns. More training hours are eaten up teaching skills that require periodic recertification, such as CPR, or that involve activities in which prison operators face potential legal liability, such as the use of force, first responder skills and even defensive driving.

"What I consider the most important skills, such as interpersonal communication, tend to get cut out," says Stinchcomb, who ran corrections-officer training programs for Dade County, Florida, in the early 1980s. At the time, the county required its corrections officers to receive 640 hours of pre-service training--four times the minimum recommended by the ACA. "You'd have to be abysmal not to meet the ACA standards," says Stinchcomb.

The ACA is trying to address the problem. It has developed its own Internet-based curriculum that leads to certification for corrections officers. But the program, which is less than a year old, so far has only reached about 800 people out of a workforce of more than 750,000. And it's unclear how much of a dent it can make in a system where state and local authorities operate their own training academies and zealously defend their control over training. This monopoly might not be a bad thing, but state and local governments in many cases have scrimped on training--especially during recent years of fiscal stress. In Maryland, where officers don't even have to meet a physical fitness requirement, "just the cost of giving each corrections officer a physical would be more than you could get out of the legislature," says William Sondervan, a former corrections commissioner for Maryland who now serves as director for professional development at ACA.

THE RIGHT STUFF

Such penny-pinching may be self-defeating if it undercuts corrections officers' prospects of success in their jobs. In fact, turnover has become a major problem in the corrections business, averaging over 16 percent a year nationwide and ranging as high as 41 percent (in Louisiana), according to a survey by Workforce Associates Inc. In addition, 72 percent of correctional administrators report having difficulty recruiting officers and 64 percent say they have problems retaining those they have hired. With baby boom retirements looming, some 490,000 corrections positions will become available in this decade, while the pool of 25- to 44-year-olds from which corrections officers are drawn will shrink by more than 4 million people.

Part of the recruitment and retention problems stem from inadequate compensation. In some states, pay for corrections officers starts below \$20,000 a year. (In New Mexico it is \$15,943.) By comparison, luggage screeners at airports earn \$23,600, and some private security guards pull down as much as \$100,000.

But pay differentials may not tell the whole story. In Connecticut, where correctional officers are paid from \$28,000 to \$41,000, the annual turnover rate is just 6 percent. Colorado pays slightly better--from \$30,000 to \$42,000--but has an 11 percent turnover rate.

There is other evidence that financial considerations don't necessarily turn away recruits. Corrections departments typically hire new officers first, put them on salary and then train them. But in the early 1990s, Dade County reversed the pattern, allowing some students at Miami Dade Community College to receive training without being hired first--and with no guarantee they ever would be hired. The experiment was a smashing success. The regular college students were more motivated. And because they were pursuing associate degrees at the same time, they felt they had more opportunities than if they were merely taking courses required for specific jobs. Others saw the value of these highly motivated students as well: At one point, a county sheriff tried to hire an entire class in one fell swoop.

Expecting aspiring correctional officers to pay for their own training would represent a huge stride toward professionalization. After all, doctors, lawyers, social workers, nurses and virtually all other professionals have to pay for their own education. But the idea has never caught on in the corrections field, and even the Dade County experiment withered after a few years.

Some states are moving in other ways to make professionalism more of a reality, though. Ohio's Department of Correction and Rehabilitation, for instance, is raising its hiring standards. In addition to the usual criteria, the department assesses job applicants' psychological make-up. It shows them a video that presents 66 scenarios in which corrections department employees act out real-life prison situations. One scene might depict inmates behaving badly, for instance, while another might show a prisoner who is despondent after being denied parole. For each scene, job candidates must answer questions about how they would handle the situation. Answers

demonstrate, among other things, whether applicants tend to follow or bend rules. The "wrong" answers to questions that gauge whether applicants might be intolerant or overly aggressive are automatically "fatal" to being hired.

Kimberly Rowe, who runs the state's Corrections Assessment Center in Orient, Ohio, says the new assessments have raised the quality of new hires and thus helped reduce turnover among correctional officers from 15 percent a year in the mid-1990s to 9 percent currently. "Wardens tell us the new correctional officers are more professional," she says.

Massachusetts, meanwhile, has sought to put its guards on a more professional footing by scrapping its paramilitary approach to training and replacing it with a system that combines classroom work with simulations of prison life. The traditional boot-camp approach, complete with drill sergeants and a heavy emphasis on discipline and following orders, was based on the theory that prisons are dangerous places and that guards, like soldiers, must learn discipline, group cohesion and how to follow instructions without asking questions. But that tended to pigeonhole inmates as enemies, according to Terry Kingman, director of the division of staff development for the Massachusetts Department of Correction. Many of the trainees, he says, "took on the same traits as the instructors who were ranting and raving at them. They were coming into their jobs all jacked up."

Such an aggressive, authoritarian attitude conveys exactly the wrong message, according to Kingman. He says correctional officers should be taught to model the kind of behavior inmates must learn to become productive members of society. "Our job is to create a moral order for the incarcerated," he explains. "We teach. We lead by example. We don't cut corners. We are respectful and honest. We do things the right way whether somebody is watching or not."

Describing correctional officers as teachers or role models sounds a lot like bringing back the old idea that prisons should rehabilitate criminals, not just punish them. A few corrections leaders unabashedly embrace that idea. "Correctional officers need to be adept at ensuring that the system is safe on a day-to-day basis, but they also need to develop the skill sets that create an environment in which the offender population is held accountable for their civility and productivity when they get released," says Dora Schriro, director of the Arizona Department of Corrections. The rehabilitation half of that equation is essential, she notes, since 96 percent of Arizona's 32,000 inmates eventually will be released from prison to return to society at large.

To encourage a sense of professionalism among its corrections officers, the Arizona department has established a system of peer reviews, in which officers periodically are relieved from their line jobs to review and critique operations at other facilities. The reviews were launched after a special panel assigned to investigate circumstances surrounding a hostage-taking incident at the state prison in Lewis last January found 500 lapses at the facility, many of them attributable to poor training. "Working peer to peer creates a psychologically safe environment," explains Schriro. "When you can ask a peer how to do something, work becomes a very collaborative process."

Few would argue with Schriro's efforts to professionalize

Arizona's correctional guards, but her ideas about rehabilitation are politically risky. On the one hand, states are recoiling at the huge costs of maintaining a prison system that has grown to include more than 1.2 million state inmates. Many are taking a new look at the tough sentencing policies that fueled the prison-building boom of recent decades, and legislatures are putting increasing pressure on prison authorities to take steps to reduce recidivism. But few politicians or bureaucrats are willing to risk acting in ways that might be labeled as soft on crime.

THE PRIDE FACTOR

The tension between punishment and rehabilitation is readily apparent at the Connecticut Department of Correction's training center in Cheshire. On one recent day, trainers in a large gymnasium were having controlled fights with cadets, teaching them the ungentle procedure for forcibly removing inmates who refuse to come out of their cells. Just across a quad, counselor supervisor Jerry Wagner was lecturing a group of counselors on what causes relapses among people recovering from addiction.

Traditionally, the "custody" and "treatment" aspects of the department's work have been separate tracks, but the distinction is becoming blurred. In Wagner's class sat three "correctional treatment officers"--guards who have decided to get extra training to become counselors. But mainline guards, too, are taught skills such as active listening and effective interpersonal communication, which are not typically associated with running a lock-up.

Connecticut's corrections commissioner, Theresa Lantz, sees the shift as part of an evolution in corrections philosophy. In the 1950s and 1960s, the emphasis was on rehabilitation, but subsequent decades saw the ascendancy of a "just-desserts" or "confinement" model. Now, she says, the pendulum has swung again--this time, to a "professional" model. "We're trying to be smarter, and see what we can do that is evidence-based," Lantz says. But she says the new goal shouldn't be described as "rehabilitation." Rather, it is to teach "responsibility."

That may be a fine distinction, but it is an important one. The new model doesn't require getting inside inmates' heads and changing them. Nor does it require forgiving or explaining away their transgressions. But it does require setting a high standard, having guards live by it and expecting inmates to do the same.

The key to having high expectations is respect, Lantz says. She doesn't promise that treating inmates with respect will magically turn them into law-abiding citizens. But it may help. And in the meantime, it will make prisons safer and improve the lives of correctional officers. "We are not light switches," she says. "If you shut off compassion, love, respect and care when you go to work, you'll find you will not be able to turn them on when you come home."

Back in the classroom, Melanson explains how to put Lantz's vision into practice. Above all, he says, correctional officers must be "firm, fair and consistent"--for their sake if not for the sake of inmates. He says officers have to walk a fine line. They can't get too familiar with inmates, he warns,

because sharing personal information can open them up to exploitation. But officers can be firm without being harsh. "Is it okay to care?" he asks. "Yes, as long as you don't care too much."

To illustrate his point, he tells about the time he learned that an inmate's son had just died. Although the man had been bad-mouthing him and otherwise making his life as a guard very difficult, Melanson felt compelled to approach him. "I told him from the bottom of my heart that I was sorry," the instructor recalls.

Four weeks later, the inmate approached Melanson. "He said that was a stand-up thing I had done," Melanson told his trainees. "He told me I'd never have any trouble from him again."

A GROWTH INDUSTRY

Number of inmates in state prisons at mid-year

1990:	684,544
1991:	728,605
1992:	778,495
1993:	828,566
1994:	904,647
1995:	989,004
1996:	1,032,440
1997:	1,074,809
1998:	1,113,676
1999:	1,161,490
2000:	1,175,740
2001:	1,180,155
2002:	1,199,949
2003:	1,221,501

Source: U.S. Bureau of Justice Statistics

TURNOVER TROUBLE

Reasons for difficulty retaining adult correctional facilities staff (% who responded yes)

Demanding hours & shift work:	44%
Inadequate pay & benefits:	42
Stress & burnout:	31
Wrong initial selection; employee not suited:	27
Violation of work &/or conduct rules:	25
Competition from other security & enforcement:	25
Supervisors poorly qualified:	19
Perceived lack of career prospects:	12
Lack of occupational prestige:	4
Inadequate educational & training possibilities:	4
Officers promoted up & out of position:	2
Miscellaneous other reasons:	12

Source: American Correctional Association 2003 Survey

Reprinted with permission. Article was originally printed in *Governing Magazine*, December 2004.



**Texas Jail Association
 19th Annual Spring Conference
 Omni Hotel San Antonio
 May 23 – May 27, 2005**

Last Name: _____ First Name: _____

Agency: _____ Title: _____

Address: _____ City: _____ State: _____

Zip Code: _____ Telephone: _____ Fax : _____

Credit Card #: _____ Exp: _____ Purchase Order #: _____
Master Card or Visa

Member Since: _____ Spouse (\$50.00 charge): _____ Name of Spouse: _____

E-mail Address: _____

T-CLEOSE: Reg 1 ____ Res 2 ____ Elected 4 ____ Jailer 5 ____ Other 6 ____
 SSN #: _____ Date of Birth : _____
 ***** PLEASE COMPLETE FOR T-CLEOSE CREDIT *****

RETURN TO:
 Texas Jail Association
 ATTN: Sharese Hurst
 Correctional Management Institute of Texas
 George J. Beto Criminal Justice Center
 Sam Houston State University
 Huntsville, Texas 77341-2296
 Phone: 936.294.1687
 Fax: 936.294.1671

Texas Jail Association 19th Annual Spring Conference Tentative Agenda

Monday, May 23rd

9:00 am – 10:30 am	Pre-Conference Board Meeting	9:00 am	Exhibitor Showrooms Open
1:00 pm – 6:00 pm	Golf Tournament	10:00 am – 10:30 am	Refreshment Break
2:00 pm – 6:00 pm	Participant Registration	10:30 am – 12:00 pm	<i>Ethics and Professionalism Repeat</i>
2:00 pm – 8:00 pm	Exhibitor Setup		<i>Mental Health Issues in Corrections Repeat</i>
3:00 pm – 5:00 pm	Dancing with Darkness		<i>Legislative Update Repeat</i>
5:00 pm – 11:00 pm	Hospitality Rooms		

Tuesday, May 24th

7:30 am – 12:00 pm	Participant Registration	12:00 pm – 1:30 pm	Lunch {on your own}
8:30 am – 8:45 am	Welcoming Remarks <i>Mary Barron – TJA President</i> <i>Sharese Hurst – TJA Executive Director</i> <i>Dan Richard Beto – Executive Director, CMIT</i>	1:30 pm – 3:00 pm	<i>Threat Group Management Topic TBA</i> <i>MRSA in Jails</i>
8:45 am – 9:30 am	Keynote Address <i>Loretta Claiborne – Motivational Speaker, Special Olympics</i>	3:00 pm – 3:30 pm	Refreshment Break
9:00 am	Exhibitor Showrooms Open	3:30 pm	Exhibitor Showrooms Close
9:30 am – 10:00 am	Refreshment Break	3:30 pm – 5:00 pm	<i>Threat Group Management Repeat Topic TBA Repeat</i> <i>MRSA in Jails Repeat</i>
10:00 am – 10:15 am	Introduction of Candidates	6:00 pm – 12:00 am	Buses to Riverwalk
10:15 am – 11:30 am	Opening Session and Special Speaker <i>J. Mark Warren - TAC</i>		
11:30 am – 1:30 pm	Lunch {on your own}		
1:30 pm – 5:00 pm	Courtroom Challenge <i>Legal Issues</i> <i>State Ready Update</i> <i>Medication Administration in Jails</i>		
3:00 pm – 3:30 pm	Refreshment Break		
3:30 pm – 5:00 pm	<i>Legal Issues Repeat</i> <i>State Ready Update Repeat</i> <i>Medication Administration in Jails Repeat</i>		
5:00 pm – 7:00 pm	President's Reception		
7:00 pm	Exhibitor Showrooms Close		

Thursday, May 26th

8:30 am – 10:00 am	<i>Hearing Impaired Inmates Jail Commission Program</i>
10:15 am – 10:30 am	Refreshment Break
10:30 am – 12:00 pm	<i>Hearing Impaired Inmate Repeat Jail Commission Program Continued</i>
12:00 pm – 1:30 pm	Lunch {on your own}
1:30 pm – 3:00 pm	<i>Generation X: Different Values, Similar Goals</i> <i>C.E.R.T. Debate</i> <i>Topic TBA</i>
3:00 pm – 3:30 pm	Refreshment Break
3:30 pm – 5:00 pm	<i>Generation X: Different Values, Similar Goals Repeat</i> <i>C.E.R.T. Debate Repeat</i> <i>Topic TBA Repeat</i>
7:00 pm – 11:00 pm	Awards Banquet

Friday, May 27th

7:30 am – 8:30 am	Prayer Breakfast	8:30 am – 10:00 am	<i>Working Smart: Communicating for Results – Nancy H. Baird</i>
8:15 am – 8:30 am	Sheriff's Photo	10:00 am – 10:15 am	Refreshment Break
8:30 am – 9:00 am	Jail Administrator's Photo	10:15 am – 11:30 am	<i>Working Smart: Communicating for Results continued</i>
8:30 am – 5:00 pm	Courtroom Challenge	10:45 am – 11:30 am	Association Board Meeting
8:30 am – 10:00 am	<i>Ethics and Professionalism</i> <i>Mental Health Issues in Corrections</i> <i>Legislative Update</i>	11:30 am	Program Concludes

**EARLY REGISTRATION
BY
FRIDAY, MAY 13, 2005**

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

**LATE REGISTRATION
AFTER
FRIDAY, MAY 13, 2005**

**TJA Members - \$160.00
Non-Members - \$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

May 13, 2005, in order for a full refund to be processed. **NO
REFUND** will be given to participants that **NO-SHOW**.

**HOST HOTEL
OMNI HOTEL AND CONFERENCE CENTER**

9821 Colonnade Boulevard
San Antonio, Texas 78230

Reservations: (210)691-8888

Rates: \$80.00 room

Cut off dates for reservations: May 2, 2005

Overflow Hotels:

Staybridge Suites: (210)558-9009

AmeriSuites Northwest: (210)561-0099

Best Western: (210)691-9550

Drury Inn & Suites: (210)561-2510

**GOLF TOURNAMENT
INFORMATION**

DATE: Monday, May 23, 2005
TEE TIME: 1:00 pm – 6:00 pm
PLACE: Silverhorn Country Club
FEE: \$65.00 per person
TYPE: Four Man Scramble

Silverhorn is a Soft Spike only course and proper attire is
required (shirts with collars). 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
Correctional Management Institute of Texas
Sam Houston State University
Huntsville, Texas 77341-2296**

Name: _____

Agency: _____

City: _____

State: _____ Zip Code: _____

Telephone: _____

Fax Number: _____

Team: _____

******NOTICE TO ALL MEMBERS******

NO conference certificates will be handed out at the 19th Annual Conference without a written request.

NO TCLEOSE credit will be awarded to participants if they have not completed the written evaluations and turned them in after
each conference session.

COURTROOM CHALLENGE – 2 Person Team Tournament

Tuesday, May 24th – Wednesday, May 25th

Please complete and return with registration form

Last Name: _____ **First Name:** _____

Last Name: _____ **First Name:** _____

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 2007. Give some serious thought to this nomination and present yours or that of someone else to the Nominating Committee. The eligibility for this elected office is contingent upon active "**professional**" membership in good standing with the Association for a period of one year prior to election. The member elected will be required to attend approximately four meetings per year.

TREASURER

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

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, as a Board Member, 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.

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 April 15, 2005.** Nominations received after the deadline cannot be considered.

Send nominations to:

Kelly Rowe
1st Vice President, TJA
Nomination Committee, Chair
811 Main Street
Lubbock, TX 79408
(806) 775-1501
(806) 775-1479 facsimile

Committee Members:

Danny Downes
3rd Vice President, TJA
3201 E. Highway 6
Waco, TX 76705
(254) 759-5688
(254) 757-0541 facsimile

Robert Green
TJA Board Member
#1 Criminal Justice Dr.
Conroe, TX 77301
(936) 538-3205
(936) 538-3210 facsimile

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 23 – 27, 2005. 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 **April 15, 2005**. 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: _____

The Leslie Scott Company funds this award through a generous contribution.

*Return this form and any supporting documents by **April 15, 2005**:*

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



Texas Jail Association

JIM WHITE MEMORIAL SCHOLARSHIPS

The Texas Jail Association offers scholarships to eligible students pursuing an academic degree at a college or university. In addition the Texas Jail Association offers a scholarship to law enforcement individuals seeking to further their education at either the Community College, college or university level. These funds are managed by the Texas Jail Association for award to qualified individuals. The scholarships are awarded in the Spring and Fall of each year.

INSTRUCTIONS FOR APPLICANTS

- Applications must be submitted to the Texas Jail Association. Application for Scholarship form with all supporting information attached.
- Applications must be received in the Texas Jail Association office by March 1 each year for the Spring Semester and by October 15 each year for the Fall Semester.
- A new application must be submitted for each semester. Only *one* application needs be submitted with current supporting information for each semester.
- Applicants are only eligible to receive two scholarship awards.
- Students applying for scholarships must meet the general requirements of the Texas Jail Association. Law enforcement individuals must be active members of the Texas Jail Association.

TEXAS JAIL ASSOCIATION REQUIREMENTS

1. Must be enrolled in a College or University in an academic course of study.
2. Must be less than 25 years of age at time of application. (Youth Scholarship only)
3. Must have a cumulative grade point average of at least 2.5.
4. Must have completed at least one semester of college.
5. Must be enrolled as a full time student during semester the application is submitted. The general rule will be for 12 semester hours undergraduate, 9 semester hours for graduate students. (Youth Scholarship only)
6. Must not have been convicted of a crime, which would make an individual ineligible for employment in his/her field study.
7. Must submit with application a brief biographical sketch and narrative, written in the applicant's own words, stating why the applicant believes he/she is deserving of a scholarship award. May include personal accomplishments, activities and experiences, and may not exceed two (2) typewritten, double-spaced pages in length.

SPECIFIC SCHOLARSHIP REQUIREMENTS

JIM WHITE MEMORIAL YOUTH SCHOLARSHIP

A son, daughter, stepson, stepdaughter or grandchild of an Active Texas Jail Association member serving the State of Texas, pursuing a degree.

JIM WHITE MEMORIAL LAW ENFORCEMENT SCHOLARSHIP

An Active Texas Jail Association member pursuing a degree.

Active Texas Jail Association Member:

Member in good standing for at least one full year and current on membership dues for year applying.

Return Completed Applications to:

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

Education is not the filling of a pail, but the lighting of a fire.

William Butler Yeats

Let this scholarship be the match!



Application for the Jim White Memorial Youth Scholarship

Managed By The Texas Jail Association

■ APPLICANT INFORMATION

Name: _____
(Last) (First) (MI)

Age: _____ Female/Male: _____

Permanent Mailing Address: _____
(Address) (City) (State) (Zip)

County of Residence: _____ Parent/Guardian Phone Number: _____

College/University Attending: _____ Current Major: _____

Current Cumulative GPA: _____ **MUST ATTACH:** 1. *Current Transcript**

Number of Hours Taken in Current Semester: _____ 2. *Current Proof of Enrollment**

3. *A Brief Biographical Sketch*

**This must be an official document on either school letterhead or with the school seal.*

Have you ever been convicted of a crime that would make you ineligible for employment in your major field of study? Y / N

Are you a U.S. Citizen? Y / N Are you a resident of Texas? Y / N

■ PARENT/GRANDPARENT INFORMATION

Names: Father: _____

Mother: _____

Grandparent (if applicable): _____

Position, Title and Place/City of Employment:

Father: _____

Mother: _____

Grandparent (if applicable): _____

Are either parents/grandparents members of the Texas Jail Association? Y / N TJA MEMBER SINCE: ____ / ____

■ APPLICATION CERTIFICATION

The information provided in this application is, to the best of my knowledge, complete and correct in its entirety. I understand this information will be reviewed and may be verified if necessary. In applying for this scholarship I also grant permission to publish this information if I am selected for a scholarship award.

Applicant Signature _____ Date _____

All scholarships are contingent upon the qualifications of applicants and the availability of funds.



Application for the Jim White Memorial Law Enforcement Scholarship

Managed By The Texas Jail Association

■ APPLICANT INFORMATION

Name: _____
(Last) (First) (MI)

Agency: _____ Title: _____

Agency Mailing Address: _____
(Address) (City) (State) (Zip)

Business Telephone #: _____ Home Telephone #: _____

College/University Attending: _____

Current Major: _____

Current Cumulative GPA: _____ **MUST ATTACH:** 1. *Current Transcript**
2. *Current Proof of Enrollment**
Number of Hours Taken in Current Semester: _____ 3. *A Brief Biographical Sketch*

**This must be an official document on either school letterhead or with the school seal.*

■ TJA MEMBERSHIP

Are you a member of the Texas Jail Association? Y/N

TJA MEMBER SINCE: ____ / ____ (MONTH/YEAR)

■ APPLICATION CERTIFICATION

The information provided in this application is, to the best of my knowledge, complete and correct in its entirety. I understand this information will be reviewed and may be verified if necessary. In applying for this scholarship I also grant permission to publish this information if I am selected for a scholarship award.

Applicant Signature _____ Date _____

All scholarships are contingent upon the qualifications of applicants and the availability of funds.

TEXAS JAIL ASSOCIATION BULLETIN BOARD

Montgomery County Sheriff's Office

Corporal **Roland Henrici** has been promoted to Sergeant. Sergeant Henrici has been employed by the Montgomery County Sheriff's Office since August 1999. He will be assigned to work in the county jail.

On Thursday November 4, 2004, Deputy **Jim Ashby** was on duty in the Montgomery County Jail performing routine tasks in the C-West Control picket. During that time, a maintenance employee was working on repairing a switch in one of the many control panels in the picket. In the course of this repair, the maintenance employee had the unfortunate circumstance to find that the panel itself, which he was cradling between his arms, had suddenly and unexpectedly become electrically charged from a 277 volt/30 amp source and he was now being electrocuted by this contact. Due to the manner in which he was holding the panel and the electric charge pulsing through his body, the maintenance employee was physically unable to remove himself from the electrified panel and was now in grave danger.

Recognizing the danger, and with no thought of harm to himself, Deputy Ashby dislodged the maintenance employee from the panel by forcibly striking him with his body. Deputy Ashby then made an immediate phone call to the jail medical staff which helped to ensure the employee's recovery.

During the entire episode and the subsequent confusion of medical response, treatment and extrication of an injured co-worker and related investigations into the incident, Deputy Ashby maintained a secure environment in his housing unit.

Deputy Ashby's quick, decisive and selfless act may have saved the maintenance employee's life. Most certainly, he lessened any injuries received from the electrocution by shortening the exposure. Deputy Ashby has been employed at the Montgomery County Jail since 1987. Ashby received an Administrative Commendation for his actions. The maintenance employee was treated for his injuries at the local hospital and, after recovering, is now back at work.

Midland County Sheriff's Office

Corporal **Jayden Perkins** has been promoted to Sergeant; Classification Officer **Gracie San Miguel** has been promoted to Corporal, and Deputy/Detention Officer **David Lopez** has been promoted to Classification Officer.

McLennan County Sheriff's Office

The **McLennan County Sheriff's Office** held their 4th Annual Employee Banquet on October 27th, 2004, with over 250 employees and guest attending. The guest speaker was McLennan County Clerk, **Andy Harwell**. Andy is the son of the "late" Sheriff **Jack Harwell**, who served McLennan County for over 28 years. Andy added a lot of humor and sentiment to the banquet speaking on what it was like growing

up in a law enforcement family and being the son of a Sheriff. The banquet committee worked hard in the preparation and cooking of the meal, making this year's banquet a huge success.

As some of you may know, October was Breast Cancer Awareness Month. The annual "Relay for Life" was held in Waco to raise money for the American Cancer Society. This event consists of teams from all over Waco and McLennan County who walk the Baylor University track from 7:00pm to 7:00am. Team members are asked to take turns walking the track on a continuous basis to raise money for the Society.

Luminaries are set up along the track with candles lit for cancer survivors and for those individuals that have lost their life to cancer. Each year there is a different theme and this year the theme was "The Holidays." Each team was asked to pick a holiday and decorates their tent accordingly. This year, McLennan County chose Cinco de Mayo as the holiday decoration for their tent.

The McLennan County Sheriff's Department has faithfully supported this cause with employees who go above and beyond for the cause. Employees representing the team in 2004 included: **Rita Wilson, Linda Gosselin, Melissa McDonald, Virginia Leath, Sylvia Gallegos, Nellie Hilton, Bobby Laughlin and Robert Dobbs**. Friends and families of employees also participated with the team. The event this year raised over \$214,000.00 for the American Cancer Society.

Comanche County Sheriff's Office

The Texas Jail Association expresses its sympathy to the Comanche County Sheriff's Office on the loss of Lieutenant **Robert Haley**, 67, who was killed in a car wreck Thursday, October 29, 2004. Condolences are also sent to Lt. Haley's family and friends.

Jefferson County Judge will be Missed

Judge James "Jim" M. Farris died on November 5, 2004. Judge Farris will be remembered fondly for his self styled humor. He spoke to Corrections organizations all over Texas and all over the nation. He was Past President of the National Council of Juvenile and Family Court Judges. For those of you who did not know Judge Farris, nor heard him speak, you missed a legend in his time.



– As a member of Texas Jail Association, you can enjoy considerable savings along with the comfort and reliability that comes with renting from Avis. For your special Texas Jail Association member reservation, call 1-800-831-8000 or reserve your vehicle online at www.avis.com and provide your Avis Worldwide Discount (AWD) number T765000.

UPCOMING TRAINING Texas Jail Association

February 14 – March 1	Basic County Corrections**	Conroe, Texas
February 15 – February 16	Spring Regional Workshop	Victoria, Texas
February 15 – February 16	Spring Regional Workshop	Tyler, Texas
February 22 – February 23	Spring Regional Workshop*	McAllen, Texas
February 22 – February 23	Spring Regional Workshop	Abilene, Texas
March 1 – March 2	Spring Regional Workshop	Odessa, Texas
March 1 – March 2	Spring Regional Workshop*	Lubbock, Texas
March 8 – March 9	Spring Regional Workshop	Beaumont, Texas
March 8 – March 9	Spring Regional Workshop	Waco, Texas
March 15 – March 16	Spring Regional Workshop	San Antonio, Texas
March 15 – March 16	Spring Regional Workshop	Amarillo, Texas
May 15 – May 19	American Jail Association's 24th Annual Conference	Kansas City, MO
May 23 – May 27	Texas Jail Association's 19th Annual Conference	San Antonio, Texas
August 22 – August 25	Texas Jail Associations Jail Management Conference	South Padre Island, Texas

*Spring Regional Workshops are presented by the Texas Association of Counties in cooperation with the Texas Jail Association. Courses taught are "Intermediate Suicide Detection and Prevention" and "Classification and Sexual Harassment and Misconduct." To register for a class or request additional information, please contact Lisa Garcia or Jan Halverson with Texas Association of Counties, 1-800-456-5974.

**To register for this class or request additional information, please contact Andrea Herr at 936-760-5859.

NEW MEMBERS WELCOMED

The Texas Jail Association's Officers and Board of Directors would like to welcome the 37 new members who joined the Association since June 1, 2004. They are: **Jennifer Taylor**, Corrections Corporation of America; **Corinna Morris** and **Dean Naylor**, Dallam-Hartley County Jail; **Mark Bassham**, Delta County Sheriff's Office; **Patricia Garcia**, Edwards County; **Rick Carter**, **Michael Colwell**, **Gilbert Correa**, **Stephanie Tatsch**, **Belinda Moon**, and **Domingo M. Sanchez**, Gillespie County Sheriff's Office; **Richard Ferguson**, Global Tel*Link; **A.J. Bonner**, Hale County Sheriff's Office; **James Vantine**, Hardeman County Sheriff's Office; **Everett Lutten** and **John Clay**, Harris County Sheriff's Office; **Sylvia Corder**, Hockley County Sheriff's Office; **Martha Quick**, Hood County Sheriff's Office; **Mike Smith**, Howard County Sheriff's Office; **George Miller**, Jefferson County Sheriff's Office; **Dennis Wilson**, Limestone County Sheriff's Office; **Gerald J. Jansing, Jr.**, McLennan County Sheriff's Office; **Christopher Derrick**, Midland County Sheriff's Office; **Ken Ariola**, Montgomery County Sheriff's Office; **Terry Mullins**, Montgomery Technology, Inc.; **J.E. "Bo" DeArmond** and **George Crumpton**, Moore County Sheriff's Office; **Sherry Jones**, Panola County Sheriff's Office; **Warden's Office**, Rolling Plains Detention Center; **Joe Fincher**, Sutton County Sheriff's Office; **Doug Beard**, Taylor County Sheriff's Office; **Patrick Redford**, Texas Department of Criminal Justice; **David Cole**, The GEO Group, Inc.; **Daniel Armstrong**, **John Lindsey**, **Jessica Sims**, and **Debbie Taylor**, Wise County Sheriff's Office.

KEY ISSUES DEADLINE DATES

March 1, 2005 for April Publication
June 1, 2005 for July Publication
September 1, 2005 for October Publication

Send your articles on disk 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.

TEXAS JAIL ASSOCIATION MEMBERSHIP

PURPOSE

The Texas Jail Association was formed on June 4, 1986, in Austin, Texas. The organization's main objective is to provide a distinct unified voice for correctional officers working in local jails. TJA's membership is comprised of sheriffs, jail administrators, correctional officers, support staff, and other interested parties of the corrections profession in Texas.

MISSION

- * To bring together those concerned with or interested in the professional operation and administration of jails in the state of Texas;
- * To advance professionalism through training, technical assistance, publications, peer interaction, and conferences;
- * To provide leadership in the development of professional standards, management practices, programs, and services, and
- * To advance the interests, needs, and concerns of the membership.

MEMBERSHIP BENEFITS

- * Annual Training Conference with the latest national, state, and local corrections information;
- * A newsletter covering important issues and developments in the correctional industry;
- * Regional training and development seminars;
- * Opportunities to share ideas and network with others in the corrections profession, and
- * State Legislative updates and input.

EDUCATION AND TRAINING

The Texas Jail Association Annual Training Conference, held in the spring, focuses on professional training for members. Topics for the Annual Conference include but are not limited to the following:

Texas Commission on Jail Standards Updates
Texas Department of Criminal Justice Updates
Legal Issues for Jails
Texas Legislative Updates
Jail Security Issues

Regional training is provided by the Association several times per year throughout the state. This provides those members that are unable to attend the Annual Conference with the opportunity to learn valuable information about their profession. Each participant receives a certificate of completion for each training program as well as the appropriate TCLEOSE credit.

MEMBERSHIP OPTIONS

Professional Member (voting member)

Law enforcement personnel working with or in support of a jail, and who are employed by, and work under the supervision of a sheriff.

Associate Member (voting member)

Active or retired law enforcement personnel, including federal, state, and local entities working with or in support of Texas county or city jails.

Affiliate Member (non-voting member)

Any person interested in the operation and administration of Texas jails as approved by the Texas Jail Association.

Name: _____ Title: _____

Agency: _____ Address: _____

Phone: _____ Fax: _____