



KEY ISSUES

THE NEWSLETTER OF THE TEXAS JAIL ASSOCIATION

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Summer 2006

MESSAGE FROM THE PRESIDENT



President, Danny Downes

First and most importantly, I must tell you how proud I am to serve as your President during this 21st anniversary of the Texas Jail Association, the best jail association in America.

Our 20th Annual Spring Conference held at the Marriott Riverwalk and the Henry B. Gonzalez

Convention Center in San Antonio, to put it mildly, was a success. President Kelly Rowe, Second Vice President Carla Stone and the Training Committee provided our association with an excellent group of facilitators for this conference, many exciting

activities and an excellent line up of entertainment, including recording artist Templeton Thompson and her band. Executive Director Sharese Hurst and her staff with the Correctional Management Institute of Texas provided behind the scenes support that made this a truly memorable occasion.

If you were not able to attend the Spring Conference, don't despair because the Annual Jail Management Issues Conference in South Padre Island is coming this August 21-24, 2006. Remember to submit your registration and make your reservations at the Radisson hotel early. The conference this year in South Padre will include an opportunity for networking with many of the Sheriffs and administrators from jails across the state of Texas. Of course, we will have many vendors displaying their merchandise. I have reliable information that

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MESSAGE FROM THE PRESIDENT cont'd

the Tahitian Dancers will perform again this August. There's no telling who you may see in a grass skirt and coconut shells. This along with the usual excellent opportunities for training should be all the reason you need to make sure you attend this conference.

Keep in mind our regional training opportunities with the Texas Commission on Jail Standards and the Texas Association of Counties are coming this Fall and Winter. Schedules for these opportunities should be included in the very next edition of Key Issues. Don't forget to be prepared to make your reservations for these classes early as they fill up quickly.

The 21st Annual Spring Conference will be held in Austin this next year at the Renaissance Austin Hotel. This is a lovely venue for our 21st birthday with all of the amenities that will make for another highly successful conference. There are many first class eating establishments within close proximity to the hotel as well as plenty of opportunities to shop. Be sure to mark your calendars for May 13 – 17, 2007, as this will likely be another record year for the Texas Jail Association.

I want to encourage those of you who have

received renewal notices to take a few minutes out of your busy schedule and return the renewal along with the \$20 fee. Also if you are not a member please consider spending just \$20 a year to become a member of your Association. What a bargain! You will not have another opportunity to become a member of a professional association for just \$20 a year. For the current members I want to thank you for your continued support. We need all of you for this Association to remain a vibrant, viable organization that has your professional development, as it's main goal.

I expect record growth in our membership this year, but more importantly in what we do in terms of training and professional development throughout the state. Remember, we can't do it without your help. I will close this time by urging you to take advantage of all the opportunities provided to you by the Texas Jail Association.

See you in South Padre!

Danny Downes

MESSAGE FROM THE PAST PRESIDENT



President, Kelly S. Rowe

Shortly after arriving in San Antonio for the Spring Conference, I met with several friends and one particular Past President of the Association. He asked, "How are you feeling, are you ready?" He went on to note, "you know, you will miss it when it's over." As it has always been for me, the

conference itself is now somewhat of a blur. Having returned home, I have come to discover he was absolutely right. I can proudly say that serving on the Board, and finally as your President, have been the finest moments of my professional career. From the people I have met to the places I have traveled, it has truly been a most humbling experience.

When concluding my remarks at the awards banquet, I stated that my hope was that I had fulfilled every expectation the membership had of me. I also wanted them to know that in its twenty-year history, the Association is stronger than ever. As to this fact I am confident. Danny Downes has worked tirelessly, serving the needs of the membership. I am certain this will only continue in the same superb fashion as he assumes the Presidency. Likewise, Carla Stone, Robert

Green, Mary Farley, and the entire Board of Directors will take this Association and its membership to new and unprecedented levels.

I realize I have said it before, but I can never say it enough—I wish to thank the Board, and those I served with before them, for everything they have done for me. They gave me assistance, guidance and a wonderful experience. To the membership, Sheriffs and their staff, thank you for your support and the kind words. Finally, one special note to our Executive Director Sharese Hurst—had it not been for you, none that I speak of would have been so successful. Your business management of this Association has been exemplary. No words can express my true gratitude for keeping me in the right direction all this time.

My Presidency may be over now, but my service is not. I will continue to serve this outstanding Association in any capacity I can. Just as our profession continues to evolve and face daily challenges, so does this organization. I look forward to seeing you all, my friends, around the state in the coming year and in the future as we meet those challenges head on.

Take care and God Bless,

KSR

PRESIDENT'S SPEECH GIVEN BY PRESIDENT DANNY DOWNES AT THE 20TH ANNUAL TJA CONFERENCE

To make a dream come true; first you must have a capacity to dream; second you must have persistence and you must have faith in yourself to accomplish that dream.

Several years ago, I attended my first TJA Spring Conference. While watching the events unfold, I paid particular attention to the people who were in charge, the TJA Board Members. I wondered how it must feel to be in a position to serve the men and women who work in county jails across the State of Texas. In my wildest dreams I could never have imagined how awesome it would feel to stand here tonight in service of the membership of the Texas Jail Association.

I would like to thank you for this opportunity to serve as your President. As I have said many times, this is the best jail association in America.

Let me take just a minute to thank some of the people who have been involved in helping me to reach my goal. My Sheriff, Larry Lynch who has always supported me. After I ran for Director and failed, he encouraged me to come back the following year and run for Third Vice-President. He has always had words of encouragement for me throughout my career with McLennan County. Next, I want to thank Captain Johnny Mynar, my mentor, my friend. I can't begin to tell you what I have learned from this man. Let me just say that he has been instrumental in my success, not only, at McLennan County and this Association, but also for life in general. Kelly Rowe, Kelly is the person that I go to when I need to vent. He has been my sounding board and had it not been for Kelly's encouragement I wouldn't be standing here tonight. I want to thank my devoted wife Martha and my daughters Bonnie and Camille for their unconditional support. The crew from McLennan County, Lt. Sheila Thun, Sgt. Ricky Armstrong, Sgt. Jesse Lopez, Cpl. Ben Burch, Cpl. Kenneth Wilson and everyone who worked so hard campaigning during the election that won me the privilege to stand here tonight.

I would also like to remember Jerry Moore from Harris County who because of health problems had to step down. Had it not been for those health problems, Jerry would be here tonight making his speech.

I must mention one other person. Twenty years ago, a man had an idea of creating an organization that would serve the men and women working in corrections in Texas. If you were to ask him, back then, if he ever thought this organization would grow to 1,000 members, my bet is, he would say "Yes!" This man would say yes because he also had a dream along with persistence and faith to accomplish that dream. Jerry Baggs is sitting in the audience tonight and witnessing his dream in its twentieth year. I want to thank you Jerry, as I am sure many more in this room do for your vision and your dream because it has allowed us the opportunity to dream as well.

These people all played different, but, none the less, important roles in my journey to becoming your President, however the biggest debt of gratitude is owed to those who voted their confidence in me to serve as one of their leaders and for that I am grateful.

What an honor it is to serve the heart and soul of the jails of the State of Texas. Those who are there for the inmates currently incarcerated in jails throughout this State. (Have front line officers raise their hands.) Take a look around you. These are the people that I am most proud to serve. They, not only, show up every day to provide care, custody and control for these inmates, but also, they put up with being cussed, having bodily fluids and waste thrown on them, being assaulted, ...and they come back. THEY COME BACK...with pride and dignity and they do their job with professionalism and compassion for their fellow man. They do this with, sometimes, little or no training, little or no guidance, and with little or no protection, and heaven knows in most cases inadequate pay. So, where do they get their gratification and their motivation to come back? It is because they are special.

Not everyone can be a jailer. Those of us who have been around long enough and seen hundreds, sometimes thousands of individuals attempt this calling, and fail, know that it takes a special kind of individual to be a jailer. It is not something one is born with, it grows on you. These are the people who the Texas Jail Association is striving to serve. Of the thousands of officers serving in jails in this state, we were able to serve only a small percentage this last year.

Our regional training with the Texas Commission on Jail Standards and the Texas Association of Counties and our conferences in the spring and summer fell short of what we would like to do for the jailers of this state. Yes, we provided a forum for those who could and wished to network. We provided thousands of hours of training. We brought 460 to San Antonio for this conference. The numbers we have been able to post for these endeavors are substantial, but are they enough? What can we do to reach more? I propose that we provide more opportunities for training. How are we going to do that? Well, one example that is being examined is the possibility for internet based training opportunities that any agency across the state could access. Of course additional regional training opportunities are needed as well, but our current resources are stretched to their limit. In order to improve the opportunities for those we serve, it only follows that there will be need for additional help. Our biggest need will be manpower. I'm going to close tonight by asking for your help. If you are available to help in any way to assist this Association to continue to grow and further serve it's membership I would ask that you contact me or anyone on the Board of Directors.

I do have one final thought. You are the Texas Jail Association and perhaps one of you may be sitting out there right now with a thought going through your head, the beginning of a dream. You may be saying to yourself, "I like what I see. I want to be involved in the leadership of this Association. I want to serve." "Some day I want to stand up there and be a part of the best jail association in America, the Texas Jail Association."

MILESTONE 20th ANNUAL SPRING CONFERENCE A HUGE SUCCESS

Nearly 500 sheriffs and jail personnel attended the 20th Annual Spring Conference of the Texas Jail Association held at the Henry B. Gonzalez Convention Center and the Marriott Riverwalk Hotel in San Antonio. In addition, there were 88 vendors who exhibited their merchandise at the Henry B. Gonzalez Convention Center.

Program Overview

Monday afternoon **Sheila Bledsoe**, Training Specialist II with the Department of Public Safety, presented a program on the Criminal Justice Information System entitled CJIS-CR43 Training. The Criminal Justice Information System includes data maintained in a statewide Computerized Criminal History (CCH) system regulated by the Crime Records Division of DPS and the data is used to support the analyses of criminal justice policy makers and planners.

A new event was added to this year's conference, the game of Bunko. Bunko is a game in which players collect points with the roll of three dice to win prizes. On Monday evening, 20 participants played Bunko and took home some great prizes. First place - Most Games - **Bobby Gorman**, Smith County - custom wind chimes; Second Most games - **Kathy Conchola**, Austin County - DVD player; Most Bunkos - **Kevin Henry**, Taylor County - \$50.00 cash; Last Bunko - **Mary Barron**, Nacogdoches County - Texas Poster; Fewest Games - **Misty Splawn**, Edwards County - TJA shirt. A special thanks to all of those who participated and to the vendors who donated prizes.



Bunko Winners

Tuesday morning the program began with the posting of the colors by the Lubbock County Sheriff's Office Honor Guard and a resounding rendition of the National Anthem by Lubbock County Sheriff **David Gutierrez**. TJA President **Kelly Rowe** delivered welcoming remarks to the participants, which was followed by a special message from American Jail Association President **Robert Patterson**. Executive Director of the Texas Jail Association, **Sharese**



Kelly Rowe and Bob Patterson

Hurst, also made welcoming remarks. United States Marshal **LaFayette Collins** delighted the audience with his keynote address. He talked about his long distinguished career with the U.S. Secret Service and his early days as a child in West Texas.



Keynote Speaker Marshal LaFayette Collins and Sheriff Gary Painter

Brazos County Sheriff **Christopher Kirk** presented a legislative update following the Keynote Speaker. Tuesday afternoon, participants were able to choose from four breakout session options: Attorney **Robert Davis** discussed a variety of legal issues pertinent to the county jail setting; **Ramona Koch** with the Texas Department of Criminal Justice discussed new developments in "state ready" procedures; the **Texas Commission on Jail Standards** staff and others presented a skit with Current & Future Jail Issue overtones honoring the retirement of TCJS Executive Director **Terry Julian**; and a session on sex offender registration was instructed by **Lonnie Milligan** from the Texas Department of Public Safety.

On Wednesday, May 17, 2006, the day began with a well-attended Prayer Breakfast highlighting special guest **Mike Barber**. This breakfast was sponsored by Global Tel*Link. The Texas Commission on Jail Standards' Courtroom Challenge was in session all day Wednesday. In addition, a variety of breakouts were available to participants. **J. Mark Warren**, Training Coordinator with the Texas Association of Counties presented, "Are You Sure You Want to Say it That Way?" **Clemente Rodriguez** with the Texas Department of Criminal Justice discussed the Gang Resource System and threat group management. Attorney **Robert Davis** was back and he spoke on avoiding liability on bail bond issues. **Carmella Jones-Smith** and **Steve Chalender**, Law Enforcement Specialists with the Texas Association of Counties discussed recruiting and retention of detention officers and labor law issues respectively. **Trey Flores**, Director of Health Services with the Bexar County Adult Detention Center spoke on administration of medication in the jail setting. **Dawn Mathis**, Demand Reduction Coordinator with the Drug Enforcement Administration discussed drug recognition. Sgt. **Mike Sorenson**, with the Crisis Intervention Team of the Williamson County

Sheriff's Office discussed mental health issues in law enforcement.

On Thursday, participants were provided general session training opportunities, both in the morning, and the afternoon. **Robert Thornton**, Director of Community Corrections Institute discussed different strategies for officer safety. **Jim Dodson**, CEO of Dodson Training Resource, Inc. spoke on the different aspects of leadership.

Training was wrapped up on Friday when **Ronald Schweer**, a Deputy Chief U.S. Probation Officer with the U.S. Probation Office and **Robert Thornton** returned for Part II of "Strategies for Officer Safety" presented in a general session format. They further discussed ways officers can stay safe in the correction environment.



Jim Beernarduci, Sheriff Roger Duncan and Joe Dominguez of Kendall County

Bell County Sheriff's Office was elected Third Vice President. **Michael Starkey** from Leon County and **Joe A. Dominguez** from Kendall County were elected to fill the Director positions.

Appointments

Carmella Jones-Smith, Law Enforcement Specialist for the Texas Association of Counties and **Billy Bryan**, Past TJA President, returned as Historian and Parliamentarian respectively. Walker County Sheriff **Clint McRae** was appointed as Director representing Sheriffs. **Keith Jeffrey** from Caldwell County Sheriff's Office was appointed Sergeant-At-Arms. **Tim Smith**, Jail Administrator from Calhoun County Sheriff's Office was appointed Chaplain. **Karl Wiess** of G.T. Distributors, Inc. was appointed the Vendor Representative. Director **Sheila Thun** was appointed as Editor of *Key Issues* and **Michael Ganzer** from Denton County Sheriff's Office was appointed to the Director's position vacated by Mary Farley's election to Third Vice President.

Awards Banquet

On Thursday evening, May 18, 2006, the Texas Jail Association held the Annual Awards Banquet. The 2006



Jim White

Hall of Fame award was presented posthumously to TJA Past President **Jim White**. **Cheryl White Mynar** accepted the award. The Jim White Memorial Scholarship was awarded to **Shane Trawick** of Merkel, Texas. Shane is the son of Sergeant **Tim Trawick** of Taylor County Sheriff's Office. Captain **Earlene Moore** of the Limestone

County Sheriff's Office received the Correctional Officer of the Year Award for Professional Achievement. The **Texas Commission on Jail Standards** awarded the top three teams this year for Courtroom Challenge. The Commission awarded individual team member trophies, as well as a team trophy to be taken back to the respective agency. The winning team was also given the traveling Competition Plaque to be displayed at their agency until next year's competition. This year's competition results were: 1st Place – Brazos County Sheriff's Office with team members **Kris Fraley** and **William Phariss**; 2nd Place – Nacogdoches County Sheriff's Office with team members **Michael Kennedy** and **Karla Swanzy**; and 3rd Place – Grayson County Sheriff's Office with team members **Karen Daniels** and **James Popplewell**.

Terrisa Candelaria received the President's Award for all her hard work in promoting, selling and toting TJA merchandise.

Door Prizes

A total of 88 exhibitors attended the 2006 Annual Conference. Numerous exhibitors donated door prizes to be given to conference participants: **Greg Williamson** won a Leatherman knife donated by Conco Food Service; **Kathy Sievers** won a Leatherman knife donated by Conco Food Service; **Lori Compton** won a Leatherman knife donated by Conco Food Service; **Tim Qunitana** won a Nikon Rangefinder from Conco Food Service; **Syd Brown** won a bronze statue from Global Tel*Link; **Chris Townsend** won handcuffs donated by Gotcha Handcuffs; and **Debra Rios** won a Narcotic Cabinet donated by Harloff Company. Infinity Networks donated 4 individual dove hunts. The winners were **Dan Chesnut**, **Faith Holt**, **J. Keith Gary** and **Marilyn Prazak**. Infinity Networks also donated a deer hunt won by **Mark Donaldson** and a turkey hunt won by **Steve Simmons**. **Rebecca Stutts** won a reel putter donated by Inmate Calling Solutions, LCC; **Paul Scarborough** won a 27" flat screen Toshiba TV donated by Lacks Furniture; **Cynthia Heams** won a DVD player donated by Medical Wholesale, Inc.; **Abel Ramirez** won a DVD donated by Metalix, Inc.; and **Kent Henson** won a Portfolio, Streamlight flashlight, t-shirt and mug donated by Municipal Jail Association. P.I. Profiles donated two Swiss knives won by **David Petrusaitis** and **Rose Sanchez**, they also donated a PK

Ranger knife won by **Felix Doughy**. **Johnny Mynar** and **Welona Williams** won Correct PAC gift boxes donated by PortionPac Chemical Corporation. **Jim Davis** won 2 folding chairs donated by Professional Bondsmen of Texas; **Gary Pinkerton** and **Louise Marshall** both won \$50.00 cash donated by PTS of America; **Pat Burnett** won San Antonio Spurs tickets donated by Securus Technologies, Inc.; and **Sharese Hurst** won a \$50.00 gift card to Chili's donated by Southern Software. Terrisa Candelaria donated 4 Texas posters won by **Chris Kirk**, **David Whipple**, **Nancy Scarborough** and **Sharon Williams**. Terrisa Candelaria also donated 2 metal star decorations won by **Dan Wallace** and **Hope Blalock**. **Fermin Leal** and **Jeff Park** won a western statue donated by Terrisa Candelaria. **Linda Kidwell** won an eagle statue donated by Terrisa Candelaria. **Karen Daniels** won a pen set donated by TIBH Industries; **Billy Bryan** won a 20" TV and a CD donated by TJA; **Carlos Solis** won an MP3 player donated by TJA; **Charles Wilen** won a handmade leather briefcase donated by TJA; and **Daniel Law** won a handmade leather portfolio donated by TJA. **Kirk Pullia** won a handmade knife and case donated Jimmy Barho of Reagan County. **Haley Haygood** won a cooler donated by TJA; **Judith Bennett** won a CD donated by TJA; **Kenneth Bankhead** won a digital camera donated by TJA; and **Kevin Henry** and **Phillip Dennis** won a digital voice recorder donated by TJA. **Leslie Cotton** won a 35mm camera donated by TJA; **Sharese Hurst** won an HP photo printer from TJA; **Stephanie Spiller** won an MP3 player from TJA; **Steve Simmons** won a home kit donated by TJA; **Tom Craig** won a Magnavox 3 CD changer donated by TJA; **Johnny Mynar** won a cooler donated by TJA; and **Misty Splawn** won the John Wayne picture donated by TTC Inc.

**THANK YOU
FROM THE NEWLY
ELECTED & APPOINTED
TJA BOARD MEMBERS**



Mary Farley, 3rd Vice-President

I would like to thank all of the supporters who elected me for 3rd Vice-President of the Texas Jail Association. **I PROMISE TO WORK HARD FOR YOU**, every step of the way.

Please continue your support by challenging members of your agency to become a member of the Texas Jail Association. Again, thanks for your support and I look forward to seeing many of you at the conference in South Padre.



Mike Ganzer, Director

To the members of the Texas Jail Association:

I would like to take a moment to express my sincere thanks to each and everyone for their vote for Board of Directors. I look forward to serving the members of the Association.

Mike Ganzer

Denton County Sheriff's Office



Keith Jeffrey, Sergeant at Arms

I want to say thank you to President Downes for appointing me to the position of Sergeant at Arms for the Texas Jail Association. It means a great deal to me to be a part of a great organization and I could not ask to be with a better bunch of people than we have as Board Members with the TJA.

I will work hard for you, the Board and the membership. I look forward to anything that I can do to help. Call and I will be there!

Thanks again for the opportunity,

Keith Jeffrey

Jail Captain

Caldwell County Sheriff's Office



Clint McRae, Director

President Downes, I greatly appreciate the opportunity to serve as Director for the Texas Jail Association. As Director, I am honored to represent the Sheriffs of this great State. I look forward to working with you, the Board, and all the members of the Texas Jail Association.

Thanking you again for this appointment,

Sheriff Clint McRae

Walker County Sheriff's Office

Huntsville, Texas

Tim Smith, Chaplain

I consider the appointment to the TJA Board as Chaplain to be a great honor and privilege. Thank you for the opportunity to serve our profession in this important capacity.

Lt. Tim Smith

Jail Administrator

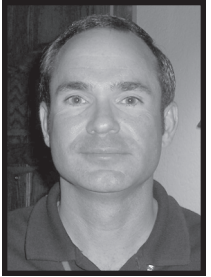
Calhoun County Sheriff's Office



Mike Starkey, Director

I would like to take this opportunity to thank each person that cast their vote for me during the recent 20th Annual TJA Conference in San Antonio, Texas. Your support was great and I will do my best to represent you. Once again, thank you.

Michael (Mike) Starkey
Jail Administrator
Leon County Sheriff's Office



Karl Wiess, Director

I wanted to thank President Danny Downes for asking me to be on the Board of the Texas Jail Association representing the vendors. I look forward to working with the Board and all the members of the Association. As the Vendor Representative I will make the Conferences productive and fun.

Karl Wiess
GT Distributors

COURTROOM CHALLENGE RESULTS

by
David Drosche

The Texas Commission on Jail Standards held their annual Courtroom Challenge competition at the 20th Annual TJA Conference in San Antonio, Texas. The contest between 16 teams, representing 13 agencies from across Texas was held May 17-18, 2006. Each team consisted of two people from an agency. The teams competed against each other in a double elimination quiz-type competition to determine which team knew the Texas Jail Standards best.

The Brazos County Sheriff's Office brought two teams back to the conference this year in an attempt to hold on to their title from last year. Brazos County walked

away with first and second place in the competition in 2005.

Brazos County met some tough opposition this year, which almost prevented them from winning. One Brazos County team was eliminated from the game early on the second day. The second team from Brazos County was almost knocked out of the competition as well. Brazos County and Nacogdoches County, both undefeated in the competition, matched up against each other for the first time. Nacogdoches County won the round and bumped Brazos County into the losers' bracket. Brazos County had to win two additional rounds in the losers' bracket in order to compete in the winners' bracket. When Brazos County made it back to the winners' bracket they were forced to face the undefeated Nacogdoches County again. This meant, in order to win first place, Brazos County would have to beat Nacogdoches County two times. After two difficult rounds, Brazos County was able to put their agency back on top.

The Texas Commission on Jail Standards awarded the top three teams this year. The Commission awarded individual team member trophies, as well as a team trophy to be taken back to the respective agency. The winning team was also given the traveling Competition Plaque to be displayed at their agency until next year's competition.

This year's competition results were: 1st Place – Brazos County Sheriff's Office with team members **Kris Fraley** and **William Phariss**; 2nd Place – Nacogdoches County Sheriff's Office with team members **Michael Kennedy** and **Karla Swanzy**; and 3rd Place – Grayson County Sheriff's Office with team members **Karen Daniels** and **James Popplewell**.

Congratulations to all of the winning agencies and a special "thank you" to all the agencies who sent their teams to participate in this year's event. The Courtroom Challenge is a great opportunity and learning experience for jail staff throughout the state to come together and compete in something they all have as a common goal, and that is knowledge and efficiency working in a jail setting.



JIM WHITE MEMORIAL YOUTH SCHOLARSHIP AWARD

by
Cheryl White Mynar

I am pleased to announce the Spring 2006 recipient of the Jim White Memorial Youth Scholarship, Mr. Shane Trawick of Merkel. Shane was presented with his scholarship at the 20th Annual TJA Spring Conference.



Jim White Memorial Youth Scholarship winner
Shane Trawick

Shane is the son of Sergeant Tim Trawick, Taylor County Sheriff's Office and Cyndi Trawick, House Supervisor at the Hendrick Medical Center in Abilene.

Shane is very proud of his accomplishments thus far. He graduated Valedictorian from his high school. While other students were enjoying spring break in places like South Padre Island, Shane was working with Project Opportunity in New Orleans helping with rebuilding efforts.

Shane has tutored Hurricane Katrina elementary students in math and reading, excels in art, literature, debate and science and was ranked in the top 2% of his college Psychology class. He is also studying Astronomy and Physics as part of his degree.

Shane is currently a student at the University of Texas Austin maintaining a 4.0 GPA and plans to earn a degree in Government and African American Studies.

We wish him well in his future endeavors.

ANNUAL JIM WHITE MEMORIAL GOLF TOURNAMENT 2006

by
Bob Patterson

We are happy to report that 102 golfers took advantage of the weather and turned out at the Quarry Golf Club in San Antonio for this year's golf tournament benefitting the Jim White Memorial Scholarship fund. Lunch, beverages, prizes and giveaways were all a part of the festivities this year. I would like to recognize Past Presidents Billy Bryan and Tim Quintana for pitching in this year. And finally, an event of this nature could



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not have taken place without the generous support of the sponsors. I would like to take a minute to thank those companies who assisted me in hosting this year's event. They are: ABL Management, ADS Telcom, AGM Telecom, Correctional Medical Services, The KEEFE Group, Securus Technologies, Lonestar Commissary, Global Tel*Link, Wiginton Hooker & Jeffry, CiviGenics, TransCor, The Rose Report, Infinity Networks, Prison Health Services, ISI Detention Contracting and Dentrust Dental.

I wish I could tell you who the winners were, but I did not write anything down. Besides, the big winner was the scholarship fund! With your help and the help of others, the fund will be able to provide scholarships for many years down the road. I know I can speak for Cheryl White-Mynar when I say thank you very much for remembering Jim and keeping his dream of education alive and well in the Texas Jail Association.

**BASIC JAIL ADMINISTRATION
TRAINING, SEPTEMBER 24th
THRU 29th, 2006**
by
Chris Kirk

Like many good ideas, it started out as a question. Why isn't there specific training for jail administrators in Texas? The "light-bulb" went on in the heads of some who care and the idea was born. Of course, it would take a committee to work out the details. Hence, the formation of a focus group consisting of a variety of criminal justice professionals with vested interests in seeing that Texas jails are run appropriately.

The focus group was facilitated by Dan Beto, Retired Director CMIT, members included:

Christie Davidson, Interim Director CMIT;
Sharese Hurst, Project Coordinator CMIT;
Chris Kirk, Brazos County Sheriff, 2nd Vice President of SAT;
Wayne Dicky, Brazos County Jail Administrator, Past President of TJA;
Bob Patterson, Bell County Jail Administrator, current President of AJA & Past President of TJA;
D.V. "Red" McKaskle, Retired Chief Deputy Harris County SO;
Carmella Smith, Law Enforcement Specialist TAC;
Steve Chalender, Law Enforcement Specialist TAC;
and
Jay Johnson, Education Program Manager TAC.
The focus group met, telecommunicated and e-

mailed over a period of 6 months to develop the concept and curriculum for the 40 hour Basic Jail Administrators Training Program. This good idea will become a reality in Huntsville, Texas during the week of September 24th thru 29th, 2006.

The course is designed to target jail administrators of small to mid-size jails in Texas. To qualify for the course, participants will be asked to submit an application that must include a letter of nomination and endorsement from their Sheriff. So that there is plenty of opportunity for interaction between the instructors and participants, the class size will be limited to 25 participants. There will be no tuition fee or cost for room and board for selected participants. Travel expenses are not included.

Training categories for the week-long course will include: Overview of County Government, Your Duties as a Jail Administrator, Legal Issues, Fiscal Issues, Human Resource Management, Staff Training, Personal Management Assessment, Interpersonal Communication, Supervisory Skills, The Planning Process, Conducting Effective Meetings, and Dealing with the Media.

Four professional organizations have come together as partners in this endeavor; the Correctional Management Institute of Texas (CMIT), Texas Jail Association (TJA), Texas Association of Counties (TAC), and Sheriffs' Association of Texas (SAT). Each of these organizations has pledged \$5,000 to under-write the cost of the first course and to provide top-notch instructors for each of the training categories. The focus group is attempting to identify a sustaining funding source for future Jail Administrator Training courses, exploring options that could include grants from the Governor's CJD or CMIT.

Each participant must be nominated by his/her Sheriff. If you would like more information about this course, please contact Sharese Hurst at 936-294-1687 or sharese@shsu.edu.

KEY ISSUES DEADLINE DATES

September 1, 2006 for October Publication
December 1, 2006 for January Publication
March 1, 2007 for April Publication
June 1, 2007 for July 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.

20TH ANNUAL CONFERENCE EXHIBITORS

by
Maurice "Mo" Mascorro

I would like to personally thank each exhibitor for his/her participation in the 20th Annual Spring Conference in San Antonio, Texas. We reached another milestone with eighty-eight (88) registered exhibitors showcasing their products to our largest attendance ever.

We also welcomed twenty-five (25) companies that exhibited for the very first time.

We would like to thank all of our exhibitors who contributed to the success of our conference. The Board and all the members of TJA understand that without your financial support, TJA could not provide the same quality of training to its membership.

We extend special thanks to the following companies for contributing additional support with "Sponsorships" of our weekly events:

Platinum Level: Canteen Correctional Services
Global Tel*Link
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Texas Association of Counties

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Keefe Group
Lone Star Commissary
ProSTAR Industries
Total Telephone Concepts

We once again passed out surveys to each exhibitor to receive your feedback and determine your "conference experience" satisfaction. We received over 90% of the surveys back and are in the process of reviewing them to assess how we can improve what I feel is the "best game in town."

In closing, it was truly an honor serving on the TJA Board this past year as the Director for Vendors. I want to thank Past President Kelly Rowe for the privilege and honor of the chance to serve. Thanks to all for another successful TJA Conference!



MEMBERSHIP RECRUITMENT

by
Robert Green

Last year as your 3rd Vice President, I set a membership goal for the Texas Jail Association of 1250 members. Although we did not achieve this mark, our membership continues to grow, with a current membership of 1046. A testament to our increasing membership is the 460 participants who attended this year's 20th Annual Texas Jail Association Conference in San Antonio, Texas.

Membership recruitment can be challenging and I'm always pleased when a staff member asks, "Why should I join the Texas Jail Association? What are the benefits?" Here are my answers: TJA conducts two training conferences providing the latest national, state and local corrections information. Unfortunately, due to budget constraints, counties are limited to the number of officers they may send to these conferences. However, all members receive the quarterly newsletter *Key Issues*. *Key Issues* provides a statewide forum for members to contribute news, recognize the recently promoted employees and keep up with what is going on in our profession around the state. Additionally, TJA co-hosts regional training workshops around the state at no cost to participants. These training workshops are conducted in a partnership with the Texas Commission on Jail Standards, the Correctional Management Institute of Texas and the Texas Association of Counties. As with any training, these conferences and workshops are an excellent opportunity to meet, network and share ideas with others involved in our profession. All conferences and training workshops provide TCLEOSE credit to participants.

The benefits to TJA membership support our mission, a part of which is to advance professionalism through training, technical assistance, publications, peer interactions and training conferences. When asked to define what constitutes professionalism, my first response is a reference to training. I believe a thorough knowledge of our jobs and staying abreast of current trends and teachings promotes our mission. Joining organizations such as the Texas Jail Association and the American Jail Association will benefit your organization as well.

You, the members of TJA, are what make our association the greatest in America. We all have talented and dedicated people working in our jails. Spend some time tapping these resources and persuading your staff and co-workers to plan for the future and to seek their destiny. Encourage these people to join and get involved

in the Texas Jail Association. If you have someone on your staff that enjoys teaching, encourage them to be a part of the regional training workshops.

My belief is that the best thing we can do for the future is to start training our replacements today. In the words of William Jennings Bryan, "Destiny is not a matter of chance, it is a matter of choice; it is not a thing to be waited for, it is a thing to be achieved." Although Mr. Bryan believed the Presidency of the United States to be his destiny, he was unable to achieve this goal. Bryan was dedicated and persistent to the task having achieved the Democratic nomination as a candidate for President three times. In the process he made his mark in history and became known as the "Great Commoner" for his faith in the goodness and rightness of common people.



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Dear TJA Members,



I would like for you to know that I have resigned from the Texas Department of Criminal Justice State Ready Department effective June 30, 2006. It was a difficult decision, but a necessary one. I want to thank you for the kindness that you have shown me in the many years we have worked together. Some of you I have known for a long time and I want to especially thank you for your thoughtfulness and your lending ears when I needed them. Sometimes our jobs are stressful, but through all of our good work ethics we have managed to survive.

I will miss you dearly, as you all have become family members. After 25 years, it is difficult knowing that I am not going to work and help resolve any more difficulties. I have faith that those in the State Ready/Intake Department will continue to lend a hand.

I would love to hear from you! If you would like to keep in touch, my email address is ramona39@yahoo.com.

NEW MEMBERS WELCOMED

The Texas Jail Association's Officers and Board of Directors would like to welcome the **209** new members who joined the Association between March 1, 2006 and May 31, 2006. They are: **Steve Quick, James Sharp and Greg Taylor** from Anderson County; **Sylvia Alarcon** from Andrews County; **Lewis Hartfield, Kent Henson, Mario Jacobo, Lawrence Johnson, Linda Kidwell, Kelley Malnar, Louise Marshall and Joseph D. Rodriguez** from Angelina County; **Brandi Boren** from Archer County; **George Burnett** from Austin County; **Lalio Gutierrez** from Bandera County; **Jim Bacon, James Herry, Iole Ortiz-Willett, Jimmy Evans, Joseph Tirado, Kendra Walker, Earlyn Williams and Adam Wilt** from Bell County; **Napoleon Willis** from Bexar County; **Beth Brasfield** from Bosque County; **Joshua Hearen, Christie White and Greg Williamson** from Brazos County; **Judith Bennett** from Burnet County; **Frances Aguilar, Mary Ann Bonuz, Rachel Martinez, Jeff Rosenbrock, Gwyn Deforest, Veronica Garcia and Aaron Pettijohn** from Calhoun County; **Raul Medrano, Gracie Paredes, Crispin G. Salazar and Abelardo Trevino** from Cameron County; **Carlyon Marquez** from Carson County; **James Semmler** from the City of Baird; **Elva Anaya** from Civigenics; **Amanda Bessent** from Clay County; **Daniel Chesnut, Judie Horton and Teresa Houston** from Collin County; **Sandi Wagner** from Comanche County; **Clarissa DeBrosse and Petra Hernandez** from Crockett County; **Bruce Scott** from Dallam-Hartley County; **Timothy Weed and Dana Wisner** from Dallas County; **Rebecca Olivarez** from Deaf Smith County; **Betty Chancellor and Roy Davenport** from Denton County; **Sandy Alvarado, Tammy Griffin, Richard Pate and John M. Walker** from Ector County; **Gary Fowler, Shirley Hensiek, Jerry Hensley, Jennifer Parks, Carrol "Butch" Singletary and Umi Tangalin** from Ellis County; **Deborah Gardner and Michael Shelby** from Erath County; **Jeremy Barnes, Bill Carter, Jim Davis and Raymond Paap** from Fannin County; **Margaret Johnson, Leticia Pompa and Debbie Rios** from Goliad County; **Randy Harkey** from Gonzales County; **James R. Popplewell, Karen Daniels and Anita Hudson** from Grayson County; **Debbie Kraft, Cheryl Kent and Thomas Restivo** from Guadalupe County; **Cynthia Hearn and Lupe Lara** from Hale County; **Rossie Carruth, Renee Hernandez, Kirsten Martin and David Nunn** from Hardin County; **Luis Alegria, Kenneth Bankhead, Jule Brownfield, Felix Dlouhy, Michael Miller, James Poppenhusen, Kevin Radabaugh, Steven Simmons, Mike Smith, Wyndle Smith and Adan Trejo, Jr.** from Harris County; **David Bounds and Bobby Gibbons** from Harrison County; **Annette Brittain and Leigh Anne Poole** from Hemphill County; **Pedro Trevino** from Hidalgo County; **James Bisby** from Hood County; **Kim Edge** from Hopkins County; **Karen Lopez and Guy D. Rowh** from Hutchinson County; **Diane Brown and Lana Lee** from Jasper county; **Welona Williams** from Jefferson County; **Bob Alford and Lisa Miller** from Johnson County; **Racheal Garza, Cody Hernandez and Melinda Parker** from Jones County; **Valerie Hobbs, Keith Wheeler and Joe L. Wilson** from Kaufman County; **Jerry Culver, Reid Daly, John Dunkley, Miguel Lopez, Brad McNair, Linda Verdecanna, Mike Wallendorf, Jim Bernarduci and Roger Duncan** from Kendall County; **Shane Sowell** from Lamb County; **Michael Price** from Leon County; **Tyra Phillips** from Liberty County; **Annetta Anglin, Lionel Johnson and Jerry Miller** from Limestone County; **Allen Autry, Joe Caballero, Malcolm "Rusty" Chambliss, Dan Corbin, Glenn Edwards, Kortney Garrett, Charles Hoffman, Johnny Jaquess, Katherine Jones, Jimmy Moore, Trena Reeves, Tatum Stallings, Billie Vanier and Bob Violette** from Lubbock County; **Lydia B. Stones** from McLennan County; **Martina Villarreal** from Medina County; **Robert Crowley, Tom Elder, Bob Hiner, Jo McLure, Edolmira Rodriguez and Billy Sellars** from Midland County; **Scott Kurtz, Jackie McDonald, Stephanie Spiller and Renae Ward** from Montgomery County; **Susan Johnson** from Nacogdoches County; **Sherry Arriola, Kit Herrington, Johnny Lake and Keith Lewis** from Navarro County; **Tony Stewart** from Net Data Corporation; **Jamie King** from Newton County; **Brenda Watts** from Nolan County; **Abel Carreon** from Nueces County; **Walt Rucker and Stephen Simonton** from Palo Pinto County; **Cory Mims** from Panola County; **Jeannie Kelsey** from Parker County; **Ana Granado and Rita Urias** from Pecos County; **D. Brent Phillips** from Polk County; **Mauro Martinez** from Reagan County; **Timothy Grix** from Richardson; **Dewey Hill** from Rockwall County; **Cassandra Shaw** from Rusk County; **Patricia Blalock, Scott Finlaw, Arlana Gipson, Elsa Serralde, Lee Webb, Brad Williams and Hope Woods** from Smith County; **Reymundo Guerra** from Starr County; **Kent Blanch and James West** from Tarrant County; **Brian Burns, Kevin Henry and Tim Trawick** from Taylor County; **Miguel Castillo** from Titus County; **Billie DeVore and Beth Holland-Mull** from Tom Green County; **Lisa Brown** from Travis County; **Donna Pelham** from Van Zandt County; **Kenneth King and Danny Pierce** from Walker County; **Marlow Lowery** from Washington County; **Bill Copeland and Joe Ray Joines** from Wharton County; **Carrie Gaines and Carolyn Sabbe** from Wheeler County; **Lisa Gubernath, David Whipple and Thomas Young** from Wichita County; **Kevin Johnson** from the Bob Barker Company.

The Texas Jail Association's

Jail Management Issues Conference

August 21 – 24, 2006

Monday, August 21, 2006

8:00 am	Registration	TJA Staff
8:45 am	Welcome	Danny Downes, President
	Orientation	Sharese Hurst, Executive Director
9:00 am - 10:15 am	Strategic Planning & Visioning	Mark Warren
10:15 am - 10:45 am	Break	
10:45 am - 12:00 pm	Strategic Planning & Visioning (continued)	
12:00 pm - 1:30 pm	Lunch (on your own)	
1:30 pm - 3:00 pm	Communication from the Heart of a Leader	Mark Warren
3:00 pm - 3:30 pm	Break	
3:30 pm - 4:00 pm	The One Minute Apology	Mark Warren
4:00 pm	Adjourn	
7:00 pm - 9:00 pm	Welcome Reception	Poolside
<i>(sponsored by the Radisson Resort)</i>		
<i>Spouse/Guest attendance is \$25 per person</i>		

Tuesday, August 22, 2006

8:30 am - 9:45 am	Creating Quality Safety Training: An Administrator's Handbook	Bob Thornton
9:45 am - 10:15 am	Break	
10:15 am - 11:30 am	Creating Quality Safety Training: An Administrator's Handbook (continued)	
11:30 am - 1:00 pm	Lunch (on your own)	
1:00 pm - 2:15 pm	Creating Quality Safety Training: An Administrator's Handbook (continued)	
2:15 pm - 2:45 pm	Break	
2:45 pm - 4:00 pm	Creating Quality Safety Training: An Administrator's Handbook (continued)	
4:00 pm	Adjourn	

Wednesday, August 23, 2006

8:30 am - 9:45 am	Current Issues	Texas Commission on Jail Standards
9:45 am - 10:15 am	Break	
10:15 am - 11:30 am	Current Issues (continued)	
11:30 am - 1:00 pm	Lunch (on your own)	
1:00 pm - 2:15 pm	Supervising, Retaining & Motivating the Next Generation	Carmella Smith
2:15 pm - 2:45 pm	Break	
2:45 pm - 4:00 pm	Supervising, Retaining & Motivating the Next Generation (continued)	
4:00 pm	Adjourn	
7:00 pm - 10:00 pm	Hawaiian Luau	Poolside
<i>Wear your favorite Hawaiian Attire!</i>		
<i>Spouse/Guest attendance is \$25 per person</i>		

Thursday, August 24, 2006

8:30 am - 9:45 am	Risky Business	Steve Chalender
9:45 am - 10:15 am	Break	
10:15 am - 11:30 am	Risky Business (continued)	
11:30 am	Adjourn	

Jail Management Issues

Presented by

Texas Jail Association
August 21-24, 2006

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Jail Management Issues
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TEXAS JAIL ASSOCIATION BULLETIN BOARD

Brazos County

Brazos County Detention Officers Attend Training and Bring Home Award

Twelve members of the Brazos County Sheriff's Office attended the 20th Annual Texas Jail Association Conference the week of May 15-19, 2006. Officers participated in training workshops and product exhibitions and networked with correctional professionals from across Texas.

Also during the conference, four local officers participated in the Texas Commission on Jail Standards Courtroom Challenge. The Courtroom Challenge Game is an annual competition between officers from county jails across Texas. The challenge is put on by the Commission on Jail Standards, and tests knowledge of Jail Standards in a way that simulates a courtroom trial. Teams consist of two jail staff members each, who face off against other teams. When a team answers a question correctly, it gains a "juror". Once a team gets six jurors, the team wins. If two teams tie, they continue answering questions until one of them misses one, causing the other team to win. This year's Courtroom Challenge debuted proprietary software written specifically for the event, and involved 16 teams representing 13 counties from across the state.

Counties represented in the competition included; Lubbock (2 teams), Brazos (2 teams), Tom Green (2 teams), Navarro (2 teams), Hutchinson, Nacogdoches (2 teams), Grayson, Angelina, Denton, Nolan, and one team that represented Dallam, Hartley, and Reagan.

Detention Officers **William Phariss** and **Kris Fraley** earned first place.

Detention Officer **Wayne Moore** and Sergeant **Paul Williamson** placed 6th overall.



Brazos County Courtroom Challenge Team

Detention Officers **Chris Townsend** and **Wayne Moore** were the members of Brazos County's First Place Team in the 2005 Courtroom Challenge.

"I am extremely proud of the initiative and drive that these officers exhibited in winning the Courtroom Challenge, for a second consecutive year" Sheriff Kirk said. "They have represented Brazos County well and have demonstrated the level of professionalism that our staff strives to attain."

Collin County

Sheriff **Terry Box** promoted Detention Officers **Louella McDonald** and **Michael Sepulvado** to Sergeant in June 2006.



Sheriff Terry Box with Sergeant Louella McDonald & Sergeant Michael Sepulvado

Montgomery County

On April 28, 2006, Montgomery County Sheriff's Office Deputy **Billy Jordan** received a Sheriff's Certificate of Appreciation. Deputy Jordan, assigned to supervise the Montgomery County Jail laundry, was recognized for economical use of County resources through locating vendors providing jail linens at a reduced price. Deputy Jordan has also initiated an inmate work program

to repair torn jail linens, uniforms and mattresses. Deputy Jordan has been employed with Montgomery County Sheriff's Office since May 1997.



Chief Deputy Randy McDaniel, Deputy Billy Jordan and Captain Robert Green

Detention Officer **Jerry Dossey** was promoted to Jail Deputy by Sheriff **Tommy Gage** on June 2, 2006.



Jail Deputy Jerry Dossey & Sheriff Tommy Gage

RESPONDING TO A CRISIS: THE NEED FOR ETHICAL LEADERSHIP IN CORRECTIONS

by

**Dan Richard Beto, Chair, Governing Board
Texas Regional Community Policing Institute
Sam Houston State University, Huntsville, Texas**

and

**Ronald P. Corbett, Jr., Ed. D., Executive Director
Massachusetts Supreme Judicial Court
Boston, Massachusetts**

For years we have found questionable the practice of requiring corrections officers and other social service providers to attend mandatory training on ethics. We viewed this practice as dubious because we believed persons engaged in the delivery of correctional and human services were responding to a calling, a higher purpose, and, by the very nature of their work, they did not require training on ethical behavior. In addition, most of the training on ethics we have observed was pedagogically defective in that the presenters dryly discussed the difference between right and wrong, quoted language from regulations and statutes, or attempted to “preach” to those in attendance.

Based on an emerging body of knowledge, coupled with research conducted during a month’s period, we have, regrettably, abandoned our view that ethics training is unnecessary. Furthermore, it is our view that the entire issue of ethical conduct needs to be revisited.

Actual Cases

For a thirty day period we subscribed to a service through the search engine “Google” that provided us with current news items—both in the print and electronic media—on a variety of subjects. Some of the subjects we searched on a daily basis were the terms “jail,” “jailer,” “corrections officer,” and “detention officer” which provided us with accounts of innovative corrections programs; current issues in correctional facilities; and special recognitions involving jail and corrections personnel.

Unfortunately, this service also provided information that did not speak well of the corrections profession. During the month of May 2006 Google highlighted the following news stories:

- **May 8, 2006: Akron Beacon Journal (Ohio), “7 Warren County officers face discipline for Internet use.”**

Seven officers in the Warren County Sheriff’s

Department in Lebanon, Ohio, face disciplinary action for accessing unauthorized Internet sites on the job. A lieutenant, sergeant, and a corrections officer were accused of unbecoming conduct, neglect of duty, and improper use of equipment involving pornographic sites. In addition, another sergeant and three corrections officers were accused of neglect of duty and improper use of equipment. In a follow-up article appearing in the *Middletown Journal*, it is reported the sheriff fired the lieutenant and sergeant. Discipline for the others involved ranged from a three-day suspension to official reprimands.

- **May 8, 2006: Columbus Ledger-Enquirer (Georgia), “Jailer arrested for child molestation.”**

A 38 year old man who worked at the Dallas County Jail was arrested by officers with the Paulding County Sheriff’s Department for child molestation. He is charged with one count of aggravated child molestation and one count of aggravated sodomy; the alleged victim is a ten year old girl.

- **May 11, 2006: Knoxville News Sentinel (Tennessee), “Ex-Cocke officer arrested.”**

A former Cocke County Sheriff’s Department corrections officer was arrested by the FBI for allegedly beating a jail inmate in 2003. The 22 year old former corrections officer was charged by federal indictment with violating the civil rights of an inmate in pretrial detention by assaulting him while in custody. This arrest represents the eighth Cocke County lawman to be arrested as part of a five year probe into public corruption and organized crime in the county.

- **May 11, 2006: Atlanta Journal Constitution (Georgia), “Former Clayton corrections officer charged with battery.”**

A former Clayton County corrections officer was arrested and placed into custody in the jail where he

used to work, charged with the simple battery of three inmates. It is alleged the former officer, who was fired for the incident, “repeatedly and unreasonably” grabbed the penises of three inmates during body-cavity searches for contraband.

- **May 12, 2006: *Ashland City Times* (Tennessee), “Former Wilson County jailer gets 70 months in abuse case.”**

A former Wilson County jailer found guilty of conspiring to violate the civil rights of inmates will spend close to six years in federal prison. Following the service of the custodial portion of his sentence, he will be on two years supervised release. The 25 year old former jailer was among several Wilson County jailers indicted on federal charges of abusing inmates, denying them medical assistance, conspiring to violate their civil rights, and covering up the abuse by writing false reports.

- **May 12, 2006: *Munster Times* (Indiana), “Juvenile officer arrested on alcohol charge again.”**

A longtime Porter County juvenile detention officer is back behind bars on a public intoxication charge less than a month after pleading guilty to drunken driving and being placed on probation. The defendant, age 48, has worked as a county detention officer for nearly 26 years. At the time of the article, no disciplinary action had been taken by his employer, who allowed him to remain employed following his conviction for driving under the influence.

- **May 15, 2006: *WTVF-TV* (Nashville, Tennessee), “Jailer admits to repeatedly letting inmate out.”**

The Van Buren County Sheriff’s Department acknowledged a 25 year old defendant awaiting sentencing on three county of child rape had escaped, after a jailer had let him out of cell. The jailer, who told the Tennessee Bureau of Investigation he had let the inmate out several times before, has since been fired.

- **May 16, 2006: *WREG-TV* (Memphis, Tennessee), “Shelby County corrections officer charged with sexual battery.”**

A veteran Shelby County corrections officer has been arrested and charged with the sexual battery of a 15 year old girl. Employed by the county penal farm since 1989, the 44 year old lieutenant allegedly forced himself on the girl during a sleep-over at his residence. He has been suspended without pay pending an investigation.

- **May 17, 2006: *DeWitt Era-Enterprise* (Arkansas), “Jailer quits job after sex incident.”**

A jailer at the Arkansas County Detention Center

resigned after he was found to have had “inappropriate” contact with a female inmate. While he resigned after the allegations were brought to light, the sheriff said that he planned to pursue charges against him.

- **May 17, 2006: *The Salt Lake Tribune* (Utah), “Another ex-jailer admits to having sex with Dixie inmate.”**

A second former Washington County jail guard has pled guilty to having sexual relations with an inmate. The 31 year old defendant entered plea of guilty to one count of custodial sexual relations, a third degree felony, and one count of custodial sexual misconduct, a class A misdemeanor. This defendant and a 57 year old jail sergeant have agreed to cooperate with prosecutors in an investigation involving two other guards who had sex with inmates or people on probation.

- **May 17, 2006: *North County Gazette* (New York), “Corrections officer indicted for murder in DWI death.”**

A 50 year old corrections officer at the Bare Hill Correctional Facility in Malone has been indicted for murder as the result of an automobile accident last month in which an 18 year old high school student was killed. At the time of the accident, the defendant’s blood alcohol content was found to be .12.

- **May 22, 2006: *KAKE-TV* (Wichita, Kansas), “Sedgwick County jailer arrested.”**

A Sedgwick County jailer resigned after being arrested for having sex with inmates. It is reported that the 34 year old former ex-jailer had sex with one female inmate in a housing pod near the officers’ work area and with another after she was released from jail. According to the news report, “even though it’s believed both inmates consented to sex, it’s still against the law and authorities say it’s a bad situation because there is no balance of power – the jailer has it all.” The former jailer is at liberty on bond.

- **May 24, 2006: *Gillette News Record* (Wyoming), “Panel wants a bill drafted to make sex between prison guards, inmates illegal.”**

The Wyoming legislature has been asked to create legislation to make sexual relations between correctional officers and inmates illegal. The request came just a couple of months after a Platte County jail guard was acquitted of sexually assaulting an inmate. The jailer acknowledged having sex with the female prisoner but told jurors that the woman “came onto him and that the sex was consensual,” a legitimate defense under Wyoming law.

- **May 24, 2006: *WQAD-TV* (Moline, Illinois), “Jail guard accused of selling**

drugs to inmates gets probation.”

A St. Clair County corrections officer entered a plea of guilty to selling drugs to two inmates over a four month period. As part of a plea agreement, the defendant will be on probation for two years and will pay a \$1,500 fine. In addition, he will be prevented from working in law enforcement or corrections in the future.

- **May 24, 2006: *Carroll County Comet* (Indiana), “Former jailer pleads guilty to battery.”**

A former Carroll County jailer entered a plea of guilty to battery. According to the probable cause affidavit, the 37 year old jailer had observed a female inmate passing notes to boys in the next cell block. In exchange for not writing her up, the victim agreed to allow the jailer to touch her breasts through her shirt. As part of the plea agreement, the defendant will serve one year on probation, 60 days house arrest, and complete a sexual harassment class or counseling.

- **May 25, 2006: *KCEN-TV* (Temple, Texas), “Limestone County corrections officer going to prison.”**

A plea agreement has been reached in a murder case involving a former Limestone County corrections officer, who allegedly killed his girlfriend and then tampered with evidence. According to the plea bargain, he is to receive a 25 year sentence.

- **May 25, 2006: *Arizona Daily Star* (Arizona), “Douglas guard sentenced in pot bust.”**

A former Douglas corrections officer was sentenced to 19 months in prison for smuggling 22 pounds of marijuana into the United States. “This case represents yet another public official who has fallen prey to public corruption,” said the U. S. Attorney.

- **May 25, 2006: *The Macon Telegraph* (Georgia), “Kingsland police officer fired amid rape investigation.”**

A police officer who was being investigated for his role in an alleged rape at his home has been fired for violation of the city’s policy for off-duty conduct of police officers. The police officer and a Camden County corrections officer were both suspended after a 19 year old woman accused the corrections officer of raping her at the police officer’s home on April 28. The woman said she was raped after drinking alcohol with the two officers that night. The corrections officer, age 28, has worked at the Camden County Jail for a year; he has been suspended without pay pending completion of the investigation. In a follow-up story, both were indicted by a Camden County grand jury on three counts of providing alcohol

to minors. The grand jury found insufficient evidence to indict the corrections officer on any sex charge. The alcohol charge carries a maximum sentence of twelve months in prison.

- **May 26, 2006: *Palm Beach Post* (Florida), “Corrections officer kills self after home searched for child porn.”**

A Palm Beach County corrections officer killed himself shortly after his Port St. Lucie home was searched as part of an Internet child pornography investigation. The 46 year old corrections deputy committed suicide in his personal vehicle at Lake Lytal Park near the Palm Beach County Jail. During the execution of the search warrant a computer and some diskettes were seized.

- **May 26, 2006: *WIS-TV* (Columbia, South Carolina), “SC Department of Corrections officer faces drug charges.”**

A prison officer was arrested on drug charges after he bought an ounce of marijuana from an undercover officer to take to an inmate. The 21 year old officer, who worked at the Trenton Correctional Institute in Edgefield County, was charged with possession with intent to distribute marijuana, furnishing contraband to prisoners, and misconduct in office.

- **May 26, 2006: *Macon Telegraph* (Georgia), “Officer accused of trying to smuggle items into prison.”**

A federal corrections officer has been arrested for trying to smuggle a cell phone and pornographic magazines into the United States Penitentiary at Atlanta. According to the article, the 31 year old defendant had been a corrections officer for five years.

- **May 27, 2006: *Desoto Sun-Herald* (Florida), “Corrections officer arrested for sex with inmate.”**

A Charlotte County corrections officer was arrested and placed on paid leave after admitting to having a sexual relationship with a female inmate while on duty at the jail. The 32 year old officer, a six year veteran with the sheriff’s department, was charged with sexual misconduct after having sex with a 25 year old woman who had become a trusty at the jail. This incident is not the first of its kind at the jail. In October 2004 a female corporal who had been fired for having an inappropriate relationship with an inmate was charged in the shooting death of her husband. In November 2004 a nurse at the jail gave drugs to an inmate with whom she had a romantic relationship. In December 2004 a female corrections officer was arrested for allegedly giving drugs to a male inmate with whom she was suspected to have had a romantic relationship. And in January 2005, a jail

cook was charged with sexual misconduct with an inmate at the jail.

- **May 31, 2006: *Arizona Daily Star* (Arizona), “State prison guard indicted in bogus green card scheme.”**

A guard at the State Prison in Perryville has been indicted in a Phoenix-based fraud scheme that charged as much as \$7,500 for fake immigration documents and victimized more than 500 people. At times when she was interacting with her victims, she wore her Arizona Department of Corrections uniform. If convicted, the 36 year old woman could be sentenced to serve twenty years in prison and fined \$180,000.

- **May 31, 2006: *KAJ-TV* (Kalispell, Montana), “Former officer pleads not guilty to misconduct with inmates.”**

A 23 year old Lake County detention officer accused of misconduct with female inmates pleaded not guilty in Polson. According to the report, he is charged with rape, attempted rape, solicitation, and prostitution. He is accused of giving some female inmates cigarettes in return for sex. Lake County jail inmates are prohibited from using tobacco.

- **May 31, 2006: *The Lakeland Ledger* (Florida), “Ex-DOC officer gets 5 years’ probation.”**

A former state corrections officer was sentenced in U. S. District Court to five years probation for his role in a steroid ring among prison guards and for embezzling from a prison recycling program. The officer, who managed the center that recycled prison trash, and other corrections officials were so consumed with winning softball tournaments that they encouraged players to use steroids. He was ordered to make restitution to the recycling center in the amount of \$34,705. The defendant is one of six former officers to plead guilty in the steroid investigation.

- **May 31, 2006: *Fort Myers News-Press* (Florida), “Officer says he pepper-sprayed inmate’s soda.”**

A Lee County corrections officer resigned after an internal investigation began into his conduct at the jail facility at Fort Myers. The 25 year old corrections officer admitted to internal investigators that he squirted his pepper spray into the soda of an inmate. According to investigators, he lied about emails he sent, another violation of policy. It was recommended to the sheriff he be fired, but he resigned before the investigation was completed.

In all the incidents cited, and assuming what has

been reported is accurate, we find ourselves returning to a question frequently asked by Cheryln K. Townsend, President of the National Association of Probation Executives, when confronting aberrant behavior on the part of corrections professionals: “What were they thinking?” Two possible answers to her rhetorical question that come to mind are: 1) they were not thinking; or 2) they were thinking, but their thinking was governed by a flawed or disconnected value system.

These news reports represent some of the most egregious behavior on the part of persons holding positions of responsibility in the corrections profession, and because most of them involved detected law violations, they found their way into electronic and print media. But these reports cause us to pause and ask the following questions:

- What other violations are occurring that are not subject to media exposure?
- Are correctional administrators failing to model and demand ethical behavior within their agencies?
- Has the culture of our corrections organizations deteriorated to the point that we are now tolerating the intolerable when it comes to staff conduct?
- And if unethical behavior is prevalent in our organizations – organizations charged with the responsibility of providing public protection – what does this say about us as a profession?

Unfortunately, there exist no empirical answers to these questions. And without ethical and courageous leadership, the response to the issues raised by these questions will not come easy.

Other Research

In the April 23, 2006, edition of the *Austin American-Statesman*, veteran news reporter Mike Ward provides a fairly comprehensive report on arrests of employees of the Texas Department of Criminal Justice. In introducing his story he writes:

It might have seemed like a few tough weeks for Texas’ prison system. The system’s former gang enforcement chief pleaded guilty to sexually harassing employees. The personnel chief of the prison school system was arrested after being accused of lewd conduct at a Conroe park. A human resource official was sought as a fugitive after being charged with killing two pedestrians in an alleged drunken driving hit-and-run. And three guards were arrested separately, one accused of raping a male convict, another of smuggling

marijuana into a prison, and the third of holding his ex-wife hostage at gunpoint.

According to the reporter's research, much of which he gleaned from the records of the Texas Department of Criminal Justice, during calendar year 2005 a total of 761 prison employees were arrested for a variety of felony and misdemeanor offenses. And during the first two months of 2006 a total of 148 employees of the Texas Department of Criminal Justice were arrested. If this trend continues at the average of 74 arrests per month, the prison system could see close to 900 of its employees arrested during 2006.

Persons employed in institutional corrections should not feel singled out by this article. A similar study of this nature was conducted in the fall of 2005 on probation and parole officers with equally disturbing results (Beto and Corbett, 2006).

Unacceptable Behavior

While many forms of unacceptable behavior are identified in the news synopses found earlier herein, for the sake of clarity we are providing a list of ethical violations we have found to exist in the juvenile justice and criminal justice systems:

- Crime, generally;
- Theft, to include submitting fraudulent time sheets and travel reimbursement claims, misapplication of supplies and equipment, and intellectual property violations;
- Attending conferences as employer's expense and doing everything but attending workshops;
- Contract kickbacks and bribery;
- Trafficking in contraband;
- Brutality and prisoner abuse;
- Discrimination due to age, race, ethnicity, gender, and religion;
- Application of a double standard;
- Favoritism, bias, and patronage;
- Violations involving sex, including sexual harassment generally, supervisors sexually harassing subordinates, employees having sex with offenders, and employees having sex with superiors to advance in the organization;
- Drug and alcohol use and abuse on the job or that which impacts job performance;
- Laziness;
- Disloyalty, gossiping, and duplicitous behavior;
- Failure to report illegal and unethical behavior; and
- Failure to do the assigned job in accordance with established rules, regulations, and customs, and

behavior that is not mission driven.

We readily acknowledge that there may be other forms of unethical or illegal behavior we have failed to identify. Those that we have listed are those that we have observed most frequently occurring during our combined careers.

Possible Strategies to Address Unethical Behavior

In October 2003 we asked a number of relatively new correctional administrators to describe ethical dilemmas they had faced during their career. In addition, they were asked to identify strategies that might make criminal justice practitioners more ethical. Their thoughtful responses for suggested strategies, which cover a fairly wide range, are as follows:

- Teaching morals and values at an early age;
- Better recruitment and selection;
- Better pay;
- A course in ethics required before college graduation;
- Better education and training;
- Staff mentoring;
- Develop an organizational culture that stresses ethical conduct;
- Rapid and consistent response to ethical violation;
- Establish clearly defined expectations, with those expectations being modeled by those in authority; and
- Improved leadership.

Regrettably, a number of the strategies identified are beyond the realm of influence of sheriffs and those charged with administering confinement facilities. However, those that can be addressed within the agency should be done so with vigor and courage.

The data we have presented make a compelling case, we think, that ethical violations in the corrections profession are a growing problem. What might an organization do to create a more ethical climate, promote "in character" behavior, and deter and reduce unethical acts?

Taking Ethics Seriously

There are at least a few important steps that leaders can take so that their organizations can achieve a high ethical standing. Perhaps most importantly, they can use the "bully pulpit" of their offices to underscore the importance of right actions. In their communications with staff, they can continually highlight the importance of acting in line with ethical norms. This may seem like a simple suggestion but, in our experience, correctional leaders seldom strike this theme except in response to a

recent scandal. That is too late – the horse is already out of the barn at that point.

If it is true, as we believe, that we instruct more effectively by example than by precept, leaders must be scrupulous in their attention to the highest standards in their own behavior. This will be reflected in how they treat others in the organization, the associations they make in both their public and private lives, their strict adherence to organizational rules (accounting for work time, job-related expenses, use of sick and vacation time, etc.), the manner in which hiring and promotional decisions are made, and even in the language that they use. We all sense instantly when we are dealing with a person of character – they act in all small and large ways in alignment with a clear set of deeply held values. They are, to use an old-fashioned term, virtuous.

The manner in which all ethical infractions are handled will send a clear message throughout the organization about the importance of ethical behavior. Major infractions must, of course, result in serious penalties. We believe, for example, in a “zero tolerance” policy regarding criminal behavior. Any evidence of even minor criminal activity (i.e., drunk driving) should lead to discharge. But, more importantly, minor infractions must always result in some administrative sanction. There must be a rational continuum of sanctions for employee behavior just as there is for offenders under supervision.

While it can reasonably be questioned whether it is possible to instill character through training, training does have a role to play here. As one of our colleagues used to say: “I think our training programs might well take up the topic of the Ten Commandments, since some of our staff seem to need a refresher course.” He had a point. Such instruction needn’t be in the form of Sunday School but could promote deep and substantive discussion of ethical standards and how they apply to common dilemmas faced by corrections officers. For example, what is the proper response to the offer of a gift from a relative of a confined offender? To what extent should an officer spend his/her free time at well known “watering holes,” race tracks, adult entertainment clubs? What relationships, if any, should correctional officers form with ex-offenders? What constitutes abuse of sick leave? What obligation does a correctional officer have to report unethical conduct by a coworker?

An “Ounce of Prevention”

Perhaps the straightest route to organizational improvement in this area is through more conscientious recruitment. It is not clear to us that the screening for character before hiring is valued nearly as much as

screening for competence. Surely we want recruits that are properly credentialed and have the appropriate skill set. But shouldn’t we go further and seek evidence of strong ethical underpinnings?

How would we screen for character? At least two strategies come to mind. First, we should pose more detailed questions to references and inspect prior work histories more carefully regarding the candidates code of conduct. Have there been any instances of dishonesty? What respect do the candidates hold among colleagues? How have the candidates responded to challenges or constructive criticisms from supervisors? How do the candidates address and interact with those confined? Do they establish firm yet respectful boundaries?

Secondly, we could pose hypothetical dilemmas to candidates during employment interviews for the purpose of measuring their moral reasoning. How would they handle an inappropriate approach by an inmate or by a member of the inmate’s family? Participate in a walk-out or sick-out? Encouragement from a colleague to join in office gossip? Evidence that a co-worker is falsifying reports? The number and type of scenarios employed are limited only by the imagination of those conducting the employment interview.

We can also take care to put candidates for promotion through a similar ethical screen. Have they exemplified the highest standards of behavior? Are they recognized as exemplars of good character by colleagues and others? Only those with an unblemished record should be seriously considered for promotion.

Those in corrections have a special obligation – given the nature of the enterprise – to conform to the highest standards of professional and personal behavior. We cannot hope to put others on the straight and narrow path if we have not faithfully and relentlessly traveled that road ourselves.

It is time for a period of ethical renewal in corrections.

References

Assorted news articles and television reports. All of the articles and news reports referenced in this article were generated from the originating media’s website on the Internet.

Beto, Dan Richard, and Ronald P. Corbett, Jr. “Crisis and Response: The Need for Ethical Leadership in Community Corrections,” *Executive Exchange*, Winter 2006.

A MESSAGE FROM THE TEXAS COMMISSION ON JAIL STANDARDS

by
Jonathan Hortman

The Commission on Jail Standards board recently voted to support a change in Jail Standards that would allow the jails more flexibility when dealing with inmate correspondence. Currently, Jail Standard 291.2 – Inmate Correspondence requires the jails to furnish indigent inmates with paper, pencils, envelopes and stamps for general correspondence. This language requires the jails to furnish these supplies whether the inmate requests them or not.

Language was proposed by Commission on Jail Standards staff to allow the jails to provide this material upon inmate request. The language would then read (with change underlined), “Additionally, and upon request, indigent inmates shall be furnished paper, pencils, envelopes, and stamps to post at least three letters a week for all other correspondence.” Additional proposed language reads, “Upon request to jail administration and

for good cause shown, an inmate may send additional letters to general, legal, or special correspondence using indigent postage.” The jails still retain the right to maintain a negative balance on the indigent inmate’s commissary account for correspondence supplies.

The Commission on Jail Standards board voted to send these proposed changes to the Texas Register, where they will be open for public comments. Unless there is significant opposition, the proposed language will be adopted as the new Jail Standard.

On a different note, we wish to thank our Executive Director, Terry Julian for his years of guidance and support. Mr. Julian will be retiring this year after 16 years with the agency, and he will be sorely missed. Mr. Julian ran the agency with a relaxed style, and made a point to visit with each employee every day. We wish Mr. Julian the best with his retirement, and in future endeavors.

2006 TRAINING OPPORTUNITIES Texas Jail Association

Date	Workshop Title	Location
July 18	Leadership Seminar **	Huntsville, Texas
August 7 – 11	Firearms Instructor (\$75.00) *	Beaumont, Texas
August 7 - 23	Basic County Corrections ***	Conroe, Texas
August 14 – 25	Basic Jail School ****	Bryan, Texas
August 21 – 24	Texas Jail Association’s Jail Management Issues Conference	South Padre Island, Texas
October 16 – November 1	Basic County Corrections ***	Conroe, Texas

* This training will be offered at the Jefferson County Correctional Facility in Beaumont, Texas. For more information, call Ocie Crosser at 409-726-2521.

** The Correctional Management Institute of Texas is sponsoring a series of Leadership Seminars at the George J. Beto Criminal Justice Center free of charge. These workshops have been approved for 7 hours of TCLEOSE credit. For more information, you can log onto www.cmitonline.org or call Sharese Hurst at 936-294-1687.

*** 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.

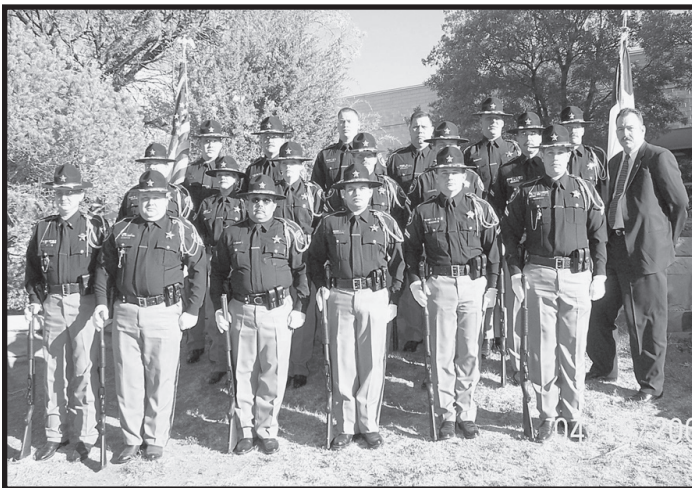
**** For more information, please contact Training Coordinator Alton Holmes of the Brazos County Sheriff’s Office at 979-361-4949.

SPECIAL THANKS AND RECOGNITION

by
Kelly Rowe

Thanks to our Sheriff, David Gutierrez, I was allowed to have a special entourage travel with me to San Antonio—the Lubbock County Sheriff's Office Honor Guard. This ten officer detail participated in the Opening Ceremonies of the 20th Annual Texas Jail Association Spring Conference by posting the Colors. As Commander of the Honor Guard and President of the Texas Jail Association I would like to commend and thank those officers for that inspiring performance: Corporal Johnny Jaquess, Corporal Dan Corbin, Corporal Jeff Parker, Corporal Tatum Stallings, Corporal Jimmy Moore, Officer Billy Vanier, Officer Rusty Chambliss, Officer Trena Reeves, Officer Katherine Jones, Officer Kourtney Garrett, and the remaining team members who were back in Lubbock that supported and prepared the others. The pride shown by this team was clearly evident as they made their entrance and conducted the ceremony. I am certain the conference participants would join me in saying, "Outstanding performance, and a job well done!"

"Verus, Honestus, Integritas"



Honor Guard

DETENTION OFFICER JACKYE WHATLEY RETIRES WITH 10 YEARS PERFECT ATTENDANCE

Detention Officer **Jackye Whatley** retired from the Denton County Sheriff's Office after serving ten years without missing a day of work. Her supervisors and co-workers held a retirement party in her honor in the officers' dining room.

Detention Operations Lieutenant Bruce Elsey praised Officer Whatley's "terrific work ethic." "Supervisors aren't supposed to have favorites," Lieutenant Elsey said, "but she was my favorite."

Sheriff **Benny Parkey** presented Officer Whatley with a retirement trophy and a ten-year perfect attendance pin. "It is extremely rare for someone to work for ten years with that kind of record," Sheriff Parkey said. "It serves as an example for everyone, not only in the sheriff's office, but in the county."

Sergeant **Anna Reed** said Officer Whatley had probably trained at least half the people in the room who were there for the ceremony. "You know you're loved and are going to be missed," she said.

Officer Whatley, who lives in Gainesville, gave credit to those she worked with, which is typical of her modesty, according to her friends and co-workers. "I had some good supervisors throughout all my time here, and I appreciate you all," she said.



Detention Officer Jackye Whatley cuts the first piece of cake at her retirement party.

AGENCIES TO SEND OFFICERS TO POLAND

The Law Enforcement Management Institute of Texas (LEMIT) is sponsoring four Leadership Command College (LCC) graduates to represent LEMIT in the Study Abroad International Police Program. This program is offered through the Sam Houston State University College of Criminal Justice and will be traveling to Poland this year.

The four LCC graduates who have been selected to represent not only LEMIT, but also the State of Texas, their respective agencies, and their individual communities are:

Lt. **David Drosche**, Brazos County Sheriff's Office (TJA Treasurer); Lt. **Dan Norris**, Montgomery County Sheriff's Office (TJA member); Lt. Bill Sala, Memorial Villages Police Department; and Sgt. Michael (Shane) Krajewski, Rusk County Sheriff's Office.

Previous participants have discovered that participation in this program is a fabulous opportunity to exchange information internationally. With crime being a global issue, journeying across international boundaries opens the door to create a network of cooperation among countries. Our support of these graduates enables them to actively participate in this program and will facilitate the ongoing creation of these international affiliations.

The dates for this trip are July 22 through August 5, 2006.



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Half Page	\$185/per issue	\$ 600/four issues
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