



KEY ISSUES

THE NEWSLETTER OF THE TEXAS JAIL ASSOCIATION

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MESSAGE FROM THE PRESIDENT



Bipartisanship was tested at its best when the country paused to say farewell to a great legislator, Senator Edward Kennedy of Massachusetts. During difficult times, people are brought together regardless of their party affiliation. It's a sample of mankind's goodness.

Although the economic crisis left thousands of Americans searching for employment, or trying to figure out a method to pay home mortgages, the law enforcement family fared well. Jail managers may have to tighten their budgets, but training can still continue. An excellent

example of those efforts is among the strong attendance at the Jail Management Issues Conference this August at South Padre Island. The training was outstanding. The Texas Association of Counties provided great audio and technical support. Thank you so much, **Carmella Jones** and **James MacMillian**. Ethical scenarios were the tone set by the opening speaker **Gerry Billy**. **Mark Warren**, with the Texas Association of Counties, got the crowd engaged in several management topics. **Nancy Baird** brought humor and an explanation of generation profiles. Conflict Management was the closing topic, covered by **John Graham**, which gave participants the concluding tools to take back to their perspective agencies. The Executive Director **Sharese Hurst** worked her magic to ensure events went as scheduled.

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During our board meeting at South Padre Island, the Board of Directors agreed to conduct electronic voting at our next annual conference in May 2010. There will be more details to follow at a later date. The electronic voting will save the Association a large amount of money. In addition, electronic voting is timelier than counting paper ballots. The money we save will be diverted back into training for the Association members.

In the near future, members will receive a mailed ballot asking for your decision in regard to "Affiliate Members." Now that we are gaining numerous out of state members, we feel it is necessary to remove the word "Texas" from our Affiliate Member definition in the by-laws. Your speedy response to return your ballot will be greatly appreciated.

At a time when budget restraints are more demanding, it is a prime opportunity for members to attend all the free training available. The Texas Commission on Jail Standards will be partnering with the Texas Jail Association to teach "The Basics" Regional Winter Training. The Texas Association of Counties will also

partner with the Texas Jail Association in hosting the 2010 Spring Regional Workshops. Both the winter and spring workshops are at no cost, and various locations are available. Don't miss this opportunity to visit and train with the best instructors across Texas.

I am very excited about the training agenda that the Board of Directors has prepared for you. I look forward to hearing from each member with any concerns where I may give assistance. We should continue to pray for the men and women that are overseas fighting daily and their families. These challenging times offer opportunities for growth of character.

Mary J. Farley
President



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TEXAS JAIL ASSOCIATION JAIL MANAGEMENT ISSUES CONFERENCE 2009 PRIZE WINNERS

We had numerous prizes to give away at our 2009 Jail Management Issues Conference. Our prizes were donated by exhibitors, the South Padre Island Convention and Visitors Bureau, various Board Members, and TJA.

Sheriff **J.W. Jankowski** donated five cash prizes that were won by **George Lopez** of Atascosa County, **Kathy Halfmann** of Tom Green County, **Melvin Mayo** of Jack County, **Eddie Musgrave** of Calhoun County and **Doug Veach** of Milam County.

The South Padre Island Convention and Visitors Bureau contacted local businesses on behalf of TJA and several of them donated prizes. **Vanessa Blue** of Bell County won a bay fishing trip; **David Brynes** of Kaufman County won a deep sea fishing trip; and, **Michael Dotson** of Burleson County and **Daniel Davila** of Brooks County won two tickets each to the dolphin watch.

GT Distributors donated a Columbia River knife, won by **George Lopez** of Atascosa County. Portion Pac drew **Diane Brown's** name to be their winner of "the bag of goodies." Diane is from Jasper County. EMBARQ selected **Naomi Laque** of Wilson County as the winner of an Ipod Nano. **Lori Compton** of Kaufman County won a Texas Hold'em Kit from Conversant Technologies. PTS Solutions, Inc. drew **David Traylor** of Raines County as the winner of their HDTV and DVD Combo. Teletrust awarded **Catherine Groothoff** from Lampasas County their Sony walkman. There were three door prizes given by Diamond Pharmacy. The winner of the wildlife wall clock was **Jose Martinez** from Duval County. **Kenny Johnson** of Midland County won a rolling cooler and **Carolyn Sabbe** of Wheeler County won a bath and body collection. **Angie Fomby** of Newton County was the winner of Sydaptic's Bass Pro Shop gift card. Southern Software, Inc. gave a Chili's gift card that was won by Sheriff **Dennis Wilson** of Limestone County.

TJA donated association merchandise for this year's conference. The winners of TJA t-shirts were: **Matilda Almansa** of Duval County; **Todd Allen** of Tom Green County; **Grant Crotchet** of Fort Bend; **Vanessa Sanchez** of Tom Green County; **Tommie Eberhart** of Ellis County; **Phillip Bosquez** of Atascosa County; **Eric Lozano** of Jones County; **Brian Cooper** of Jackson County; **Dorothy Mitchu** of Jim Wells County; **Billy King** of Wilson County; and, **Glenn Richardson** of Swisher County.

There were also numerous winners of TJA bags. They were: **Vickie Perez** of Chambers County; **Ann Robinson** of Dallas County; **Catherine Groothoff** of Lampasas County; **Jim Wheelless** of Milam County; **Marlin Suell** of Dallas County; **Billy King** of Wilson County; **Tammy**

Williams of Atascosa County; **Doug Veach** of Milam County; **Heidi Hoffman** of Atascosa County; **Cheryle Hillgeist** of Fort Bend County; **Mark Diebel** of Lubbock County; **Jeremy Lewis** of Bell County; **Patrick McMillan** of Tom Green County; **Evelyn Nelms** of Hockley County; **Carolyn Sabbe** of Wheeler County; **Ameca Gibson** of Freestone County; **Tommy Williams** of Atascosa County; **Jerrilyn Prince** of Freestone County; **Amber Merryman** of Atascosa County; **Vanessa Blue** of Bell County; **Cherada Brown** of Jefferson County; **David Brynes** of Kaufman County; **Daniel Davila** of Brooks County; **Juan Cardenas** of Fort Bend County; **Mark Beadle** of Jefferson County; **Debra Couter** of Morris County; **Bryan Beavers** of Kaufman County; **Mike Herzog** of Washington County; **Ava Gibson** of San Patricio County; **George Lopez** of Atascosa County; **Kathy Halfmann** of Tom Green County; **Kenneth Martinez** of Atascosa County; and, **Emika Chapa** of Wilson County.

Some additional participants won the new TJA beach towel. These winners were: **Ernest Montoya** from Brazos County 272nd District Court; **Amy Nobles** of Jefferson County; **Jennifer Matejcek** of Grimes County; and, **Angela Heard** of Washington County.

The Board of Directors for TJA also brought prizes to be given to participants. **Kathy Halfmann** of Tom Green County, **Ava Gibson** of San Patricio County, **Sherlyn Brown** of Castro County and **Naomi Laque** of Wilson County each won a candle. **Lindy Page** of Jack County and **Lynn Drake** of Austin County both won a bath set.

Jerry Lewis of Bell County won a turquoise necklace and **Felix Herrera** of Atascosa County won a zebra necklace. **Carla Stone** of Kaufman County was the recipient of a cross, while **Sherry Maye** of Wilson County won a beautifully framed painted turkey feather. **Alma Rodriguez** of Jim Wells County took home a BBQ utensil set.

TJA would like to thank the Isla Grand Beach Resort for donating a two-nights stay at their property. This great prize was won by **Jerrilyn Price** from Freestone County.

We also held a raffle this year for a George Strait Roping vest which was donated to the Texas Jail Association. The vest was won by **Brent Phillips** of Polk County.





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ANOTHER GREAT YEAR IN PADRE

by
Carmella Jones



After two consecutive years of bad weather, hurricanes and high winds, the 2009 TJA Jail Management Issues Conference had the best of everything – the best weather, best speakers, best attendance and best networking. On Monday morning, your TJA Board of Directors turned out to welcome the attendees in their bright red shirts and it set the pace for the rest of the week. The opening speaker was Sheriff **Gerry Billy**, who started the conference with “Performance, Perks, and Pals.” What better way to get this year’s conference rolling?

South Padre beach has never been better. A couple of folks learned not to walk on the sand without shoes. Others learned it is not a good idea to go fishing after a big breakfast. Yet others found out parasailing is not their sport. In the classroom, they found out about correctional subculture, dealing with different generations in the workplace, artistic leadership, conflict management, maximizing potential and stress awareness. Our exhibitor presence was huge this year. In addition to showing off their products and services, many of them provided funding for breakfast each morning and the afternoon breaks. Special thanks to Correctional Healthcare Management, Inc., Crown Correctional Services, Infinity Networks, and Lone Star Commissary for giving us the opportunity to offer such good

food at our conference. Also, Global Tel*Link kept their tradition of hosting the “Build Your Own Ice Cream Sundae” break which is always a big hit.

An extraordinary thank you goes out to the Isla Grand Resort for hosting the Welcome Reception on Monday night. The weather was perfect and our talented membership enjoyed karaoke with Sheriff **Daniel Law** providing the DJ services. On Wednesday night, the Mexican Fiesta took place in the Ballroom where there was lots of good food, singing and dancing. The fajita dinner was sponsored by Correctional Healthcare Management, Inc., Crown Correctional Services, and Municipal Capital Markets. Hale-Mills Construction hosted the beverages and Maxor Correctional Pharmacy Services graciously supported the entertainment by Sheriff Law and his wife.

Again this year, Sharese and the SHSU crew, Jason and former assistant Jeana, did a fantastic job. Just when you think it could not go any smoother, here comes the next one, and it is better than the last one. Is that possible? Make your plans for next year. Get ready to attend the 2010 TJA Jail Management Issues Conference in South Padre Island – same place, only better.

CONFERENCE PICTURES



EARLY TEXAS JAILS

by

**Dan Richard Beto, Editor,
Executive Exchange**

**National Association of Probation
Executives, Bryan, Texas**

A review of *Just Visitin': Old Texas Jails*, by Joan Upton Hall, State House Press, Abilene, Texas, 2007, 200 pp., \$16.95, (paper).

In the Summer 2007 issue of *Key Issues* we reviewed *Wanted: Historic County Jails of Texas* by Edward Blackburn, Jr. This book, published in 2006 by Texas A&M University Press, provided a brief history of county confinement facilities in Texas. Shortly after Blackburn's book was published, another book on Texas jails arrived on the scene. While not as comprehensive as Blackburn's effort, Joan Upton Hall's *Just Visitin': Old Texas Jails* adds to the body of knowledge about early confinement practices in Texas.

According to the book's cover, the author is a former English teacher who is now a freelance author and editor. She writes a column for her local newspaper and has published articles in *Texas Highways*, *American Jails*, and *The Elegant Texan*. In addition, Hall is the author of *Grand Old Texas: Theaters That Won't Quit*.

Following a brief introduction, the main section of *Just Visitin'* is devoted to providing historical information on 41 Texas jails – listed by city rather than county – from Albany to Wharton. Accompanying each brief narrative is at least one photograph of the jail as well as contact and visiting information. Unfortunately, the information on each confinement facility is uneven, and some receive more comprehensive treatment than others.

There are four other short chapters – “Jails Waiting,” “Jail Pretending,” “Jail Residence,” and “Jails Abandoned” which address the status of 19 additional jails. We are not certain why the author elected to create these additional chapters, as it seems that the book's flow would be improved with the information on these holding facilities being included in the major section of the text.

Hall fails to fully explain why she selected some jails and omitted others. For example, she did not cover the historic jail in Huntsville, located a block away from the Walker County Courthouse. This facility, which once served as a jail and residence for the sheriff and his family, has, in recent years, been a restaurant, law office, and the site of county offices.

The book is concluded with an unnecessary glossary, which contains only 13 words or phrases.

Despite the book's weaknesses, Hall has made a contribution to correctional literature with *Just Visitin'*. With additional effort and a little more structure, however, she could have produced a far superior book.

NATIONAL PROSTITUTE DIVERSION CONFERENCE

NOVEMBER 3-5, 2009

**8:00a.m. – 5:00p.m.
OLD RED COURTHOUSE
DALLAS, TX**

**For more information go to:
www.conference.pdinewlife.org**

Conference to be held November 3-5, 2009, in Dallas, will highlight the importance of cooperation and communication between law enforcement agencies across the country.

This innovative intelligence gathering program will demonstrate the need to establish a national DNA database for victims of prostitution. It will also bring to light the role victims of the sex trade industry can play in helping law enforcement solve high profile crimes including: drug trafficking, terrorist activities and tracking potential serial killers across the country. It is the only program of its kind to take its initiative directly to the streets.

The mission is two-fold: to help victims exit the life of prostitution, and to help law enforcement gather valuable intelligence to solve high profile crimes that often cross state lines.

The Dallas Police and Sheriff's Departments hope the PDI/New Life Opportunities program will serve as a model for other cities. Local, regional and national law enforcement agencies could gain a significant edge in crime-fighting by establishing an extensive intelligence gathering network in cities across the country. You don't want to miss this conference!

JERRY BAGGS SCHOLARSHIP AND THE NATIONAL JAIL LEADERSHIP COMMAND ACADEMY

by

**Bob Patterson, Past President Texas Jail Association &
The American Jail Association**

I'd like to take this opportunity to remind our members that the Association has created the Jerry Baggs Scholarship specifically designed to pay the tuition fee for an eligible member of TJA to attend the National Jail Leadership Command Academy (NJLCA) that is headquartered at the Correctional Management Institute of Texas, in Huntsville.

After many years of collaboration between Sam Houston State University, CMIT, the American Jail Association, the Bureau of Justice Assistance and the National Association of Counties, the Academy held its first class in March 2009. Thirty-eight mid-level and above supervisors from across the country attended the inaugural academy. With the resounding success of the first Academy, coupled with word of mouth and strategic marketing, the next class scheduled for late October 2009 filled up months ago. The 3rd Academy, scheduled for March 7-12, 2010, is already over half full. This is surely a testament to the work of the Command Academy Committee and the outstanding quality of the educational product delivered by the nationally recognized instructors.

In keeping with one of its core mission statements, the Texas Jail Association established this scholarship to allow eligible members the opportunity to attend this once in a lifetime quality training. The scholarship pays the \$1,560 tuition fee which covers lodging, meals and NJLCA materials. The sending agency will be responsible for providing the candidate transportation to and from Huntsville, Texas.

To be eligible, the candidate must be a member of the Texas Jail Association in good standing for a period of at least one year prior to being accepted for attendance to the academy, and must be assigned to the Jail Division in a mid-level management position.

The Scholarship application can be found at www.texasjailassociation.com. Applications for NJLCA can be obtained by going to the www.nationaljailacademy.org. Inquires about the scholarship program should be directed to Sharese Hurst, Executive Director of the Association.

Both the NJLCA application and the scholarship application must be mailed to Sharese Hurst. The packet will then be forwarded to the TJA scholarship committee for review, consideration and approval. Areas to be considered in determining the awarding of the scholarship include, but are not limited to: Agency size, including agency's ability to fund training without the benefit of the scholarship; applicant's position with the agency, to include responsibilities, tenure, continued commitment to agency.

The time is now to apply for the NJLCA Jerry Baggs Scholarship, the **application deadline is November 20, 2009.**

Advertise with the Texas Jail Association

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

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

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

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AN UPDATE FROM THE TEXAS COMMISSION ON JAIL STANDARDS

by

Shannon J. Herklotz, Assistant Director

Upon the conclusion of the 81st Legislature, changes were brought to the Texas Commission on Jail Standards that included two new positions, as well as new laws that will require changes to minimum jail standards. The two new positions added to the Commission include a fifth jail inspector and a program specialist position that will aid non-compliant jails in attaining compliance status. The new employees were hired on September 1, 2009, and will bring vast experience to the Commission.

Robert Green was hired as the new jail inspector for the Commission. Green began his career in law enforcement with the Montgomery County Sheriff's Office in 1981 serving in various capacities, eventually being promoted to the rank of Captain as the Jail Administrator. In August 2009, Green retired from Montgomery County to accept the inspector's position with the Commission. Green is a 1995 graduate of Sam Houston State University with a degree in Criminology and Corrections. He is currently serving as immediate Past President of the Texas Jail Association (2008-2009) and is a member of the Sheriff's Association of Texas, Texas Jail Association, and American Jail Association. Green attained the Certified Jail Manager designation through the American Jail Association. He and his wife Regina live in Conroe.

Mark Wilson, a former TCJS jail inspector, was hired as a program specialist. Mark will provide on-site technical assistance to jails that are deemed to be non-compliant. Wilson began his criminal justice career working with the Texas Department of Criminal Justice-Institutional Division for five and one-half years as a Correctional Officer in September 1992 and rising to the rank of Lieutenant. He previously worked for the Commission as a jail inspector in 1999 for 5 years.

New laws were also enacted in the 81st Legislature that will require changes to Minimum Jail Standards. The formal adoption of the amended minimum jail standards will progress through normal rulemaking procedures as outlined in Title 37 Part 9 Chapter 255 of the Texas Administrative Code and will likely be adopted in November. To assist in the transition, the following information outlines enacted legislation, changes to minimum jail standards, and required action of Texas counties. The proposed changes to standards are below.

Senate Bill (SB) 1009

SB 1009 is the Sunset legislation that continues the Texas Commission on Jail Standards for 12 more years. In order to increase the effectiveness of the agency, SB 1009 created new

mandates for the commission. Chiefly, SB 1009 requires the commission to use certain risk factors to detect jails that are at risk for non-compliance. Of the nine risk factors set forth by SB 1009, two will require action by county jails.

One of the risk factors involves the newly amended Code of Criminal Procedure 16.22 (amended by SB 1557) which will require sheriffs to notify a magistrate within 72 hours if an inmate is exhibiting signs of mental illness/mental retardation at any point during incarceration. In turn, the magistrate shall order a mental health evaluation of most referred inmates.

SB 1009 requires the commission to determine compliance with CCP 16.22 as a risk factor. The commission will be amending Jail Standard § 273.5(2), as well as the intake screening form, to ensure the compliance with CCP 16.22 and SB 1009. The new intake screening form is available online at www.tcjs.state.tx.us under the publications tab.

A second risk factor is the number and nature of inmate deaths. As a result, a change in standards will require sheriffs to notify the commission within 24 hours of an inmate death and, upon conclusion, forward the results of the death investigation to the commission.

The other seven risk factors mandated by SB 1009 include issues such as the history of a jail's compliance; jail population; inmate escapes; number and nature of complaints; problems with a jail's internal grievance procedures; available mental and medical reports such as infectious disease; recent turnover among sheriffs and jail staff; and inmate escapes. At this time, the commission is not anticipating direct action by you with these seven remaining risk factors, but further analysis or practice may necessitate action in the future. Additional risk factors may be added by the commission, if needed.

Other legislatively-mandated provisions of SB 1009 concern the identification of pregnant inmates. County jails will now be required to report the **total** number of prisoners known or determined to be pregnant who were confined in the county jail during the preceding month, based on a count conducted each day of that month. **Therefore, beginning September 1, 2009, county jails must count all known or determined to be pregnant inmates daily and report the total number on the October population report.** The mandate will require a change in the POP-2 reporting form and an additional change to PR-2 has also been made to identify inmate gender. Copies of the new reporting forms and instructions sheets are included. The intake screening form was also amended to include this provision of SB 1009.

SB 1009 also mandates that the commission address

the care of pregnant inmates. The commission must now ensure that a jails' health services plan addresses the medical and mental health care, including nutritional requirements, and any special housing or work assignments of pregnant inmates. Minimum Jail Standards will soon be amended to reflect these new mandates, but sheriffs should begin to amend their health services plan and submit them to the commission for approval. Sheriffs should consult their local health care provider for an appropriate protocol.

Additionally, SB 1009 requires the commission to prescribe a form for which complaints may be filed against the commission or a county jail under the commission's purview. The complaint form is also on the agency's website that an individual **may** use to file a complaint; however, the commission will continue to accept written complaints in any format. The use of the prescribed complaint form will **not** be required of individuals.

Finally, SB 1009 directs the commission to provide guidelines to sheriffs regarding contracts between a sheriff and another entity for the provision of food services or the operation of a commissary, to include specific provisions regarding conflicts of interests and avoiding the appearance of impropriety. These guidelines are below.

Other Legislation

The following is a brief synopsis of new laws concerning jails and/or inmates that sheriffs should be aware of but will likely not require changes to minimum jail standards.

House Bill (HB) 1233 concerns the court-ordered administration of psychoactive medication to certain criminal defendants.

HB 2093 has provisions that allow a county jailer become trained and certified as a mental health officer.

HB 3653 concerns the prohibition of shackling pregnant inmates while in labor unless the sheriff or designee determines that shackling is necessary to protect the inmate, staff, or the public.

HB 3654 concerns the identification and care of pregnant inmates. This bill was rolled into SB 1009.

HB 3671 relates to the documents that are required for the transfer of a defendant from a county to the Texas Department of Criminal Justice.

SB 1557 concerns the early identification of criminal defendants who are or may be persons with mental illness or mental retardation.

The proposed changes to standards are as follows. The bolded text indicates the proposed amendments.

271.1(3) OBJECTIVE CLASSIFICATION PLAN

Custody levels and special housing needs shall be assessed to include minimum, medium and maximum custody levels and the placement and release of inmates to and from special units including protective custody, administrative

separation, disciplinary separation and mental and medical health housing **including known pregnant inmates.**

273.2 Health Services Plan

Each facility shall have and implement a written plan, approved by the Commission, for inmate medical, mental, and dental services. The plan shall:

- (1) provide procedures for regularly scheduled sick calls;
- (2) provide procedures for referral for medical, mental, and dental services;
- (3) provide procedures for efficient and prompt care for acute and emergency situations;
- (4) provide procedures for long-term, convalescent, and care necessary for disabled inmates;
- (5) **provide procedures for medical, mental, nutritional requirements, special housing and appropriate work assignments for known pregnant inmates;**
- (6) provide procedures for the control, distribution, secured storage, inventory, and disposal of prescriptions, syringes, needles, and hazardous waste containers;
- (7) provide procedures for the distribution of prescriptions in accordance with written instructions from a physician by an appropriate person designated by the sheriff/operator.
- (8) provide procedures for the control, distribution, and secured storage of over-the-counter medications;
- (9) provide procedures for the rights of inmates to refuse health care in accordance with informed consent standards for certain treatments and procedures (in the case of minors, the informed consent of a parent, guardian, or legal custodian, when required, shall be sufficient);
- (10) provide procedures for all examinations, treatments, and other procedures to be performed in a reasonable and dignified manner and place;
- (11) provide that adequate first aid equipment and patient evacuation equipment be on hand at all times.

273.4(a) HEALTH RECORDS

The health services plan shall include procedures for the maintenance of a separate health record on each inmate. The record shall include a health screening procedure administered by health personnel or by a trained booking officer upon the admission of the inmate to the facility and shall cover, but shall not be limited to, the following items:

- (1) health history;
- (2) current illnesses (prescriptions, special diets, and

- therapy);
- (3) **known pregnancy**
- (4) current medical, mental, and dental care and treatment
- (5) behavioral observation, including state of consciousness and mental status;
- (5) inventory of bodily deformities, ease of movement, markings, conditions of body orifices, and presence of lice and vermin.

281.3 BALANCED DIET

Except in emergency situations, meals shall be served in accordance with a written menu approved and reviewed annually for compliance with nationally recognized allowances for basic nutrition **including nutritional requirements of known pregnant inmates**. This approval and review shall be documented and should be performed by a licensed or provisional licensed dietician.

269.1(5) DEATHS IN CUSTODY

(5) Deaths in Custody Report

A. The Texas Commission on Jail Standards shall be notified of all deaths of inmates while in the custody of sheriff/operator within 24 hours of the death.

B. Upon conclusion of the investigation by the sheriff/operator or any other designated law enforcement agency, the sheriff or operator shall forward the Texas Attorney General Custodial Death Report form, autopsy report, and any information requested by the Commission to the Texas Commission on Jail Standards within 10 days.

C. The report on the death shall be made available for review by Commission staff upon request.

273.5(2) IDENTIFICATION

Procedures for intake screening to identify inmates who are **known to be or observed to be** mentally disabled and/or potentially suicidal and procedures for **compliance with Code of Criminal Procedure Article 16.22** and referrals to available mental health officials.

289.1 WORK ASSIGNMENT AND SUPERVISION

Inmate work shall be assigned by staff **with consideration for an inmate's condition including known pregnancy**. Inmate activities shall not be supervised by other inmates. Inmates shall not have access to inmate records, nor handle inmate monies or commissary accounts. Maintenance of locking systems and other

security detention devices shall not be performed by inmates.

Guidelines for Sheriffs Regarding Food Service and Commissary Vendors

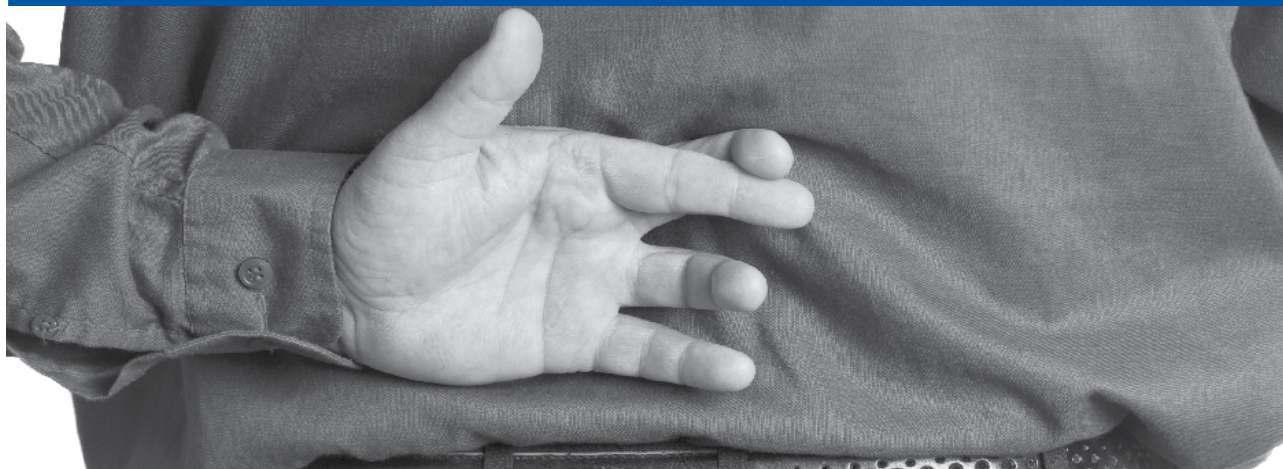
SB 1009 mandates that the Texas Commission on Jail Standards provide guidelines to Texas sheriffs regarding contracts between a sheriff and another entity for the provision of food services or the operation of a commissary, including provisions regarding conflicts of interests and avoiding the appearance of impropriety. Therefore, the Commission sets forth the following guidelines in conducting business with a food service or a commissary vendor.

1. Strive to conduct all business with honesty, fairness, and integrity.
2. To avoid a conflict of interest, a sheriff should not participate in work on a contract knowing that the sheriff or a member of their immediate family has an actual or potential financial interest in the contract, including prospective employment of a contract participant or family member.
3. A sheriff should not solicit or receive personal gifts or gratuities from present or potential vendors and contractors since this can influence or appear to influence procurement decisions.
4. Not be employed by, or agree to work for, a vendor or potential vendor, while still holding the office of sheriff.
5. Grant all competitive suppliers equal consideration insofar as state statute, county, and institutional policy permit
6. Conduct business with potential and current suppliers in an atmosphere of good faith, devoid of intentional misrepresentation.
7. Know and obey the letter and spirit of laws governing purchasing contracts and remain alert to the legal ramifications of purchasing decisions.
8. Make every reasonable effort to negotiate equitable and mutually agreeable settlements of controversies with a vendor(s). Include independent mediator if necessary.
9. Treat with discretion all information obtained in confidence.
10. To foster government transparency, a sheriff should present a copy of the contract to the County Commissioners' court, not for approval, but for the purpose of making the contract accessible to the public as a public document, even though the commissary fund is the sole discretion of the sheriff of the county.
11. Agree to yearly audit of the commissary fund by the county auditor or outside audit firm hired by the county commissioners' court.
12. Foster fair, ethical and legal trade practices.



SECURUS
TECHNOLOGIES

Don't Be Fooled By Catchy Phrases & Slogans



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"Connecting More Calls", "We Pay the Highest Commissions" sound great but are often misleading. The value of the offer to you is what matters. Revenue, labor savings and increased security are the true measure of any offer, and no one provides you with better value than Securus

Don't Be Fooled

Revenues

- Do they only offer a few "calling" programs?
- Do they only offer a limited number of payment programs?
- Do they provide new account accelerators?

Support

- Do they have their own field service team?
- Do they have their own customer support center?
- Are they a single source provider?

Technology

- Do they commit to providing you with the latest in technology?
- Do they provide a full set of investigative capabilities?

The Securus Promise

Revenues

- Securus provides Phone, Voicemail and Electronic Mail options
- Securus offers Inmate Prepaid, F&F Prepaid, Direct, LEC, Prepaid Cards and Trust Calling programs
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Support

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MEMBERSHIP REPORT

by

Scott Simonton, Third Vice President

What can I say? South Padre Island and the 2009 JMI Conference were fantastic. We had a total of 209 members attend the conferences this year with some of the best training to date. I would like to say thank you to 1st Vice President **David Drosche**, 2nd Vice President **Mike Starkey** and the Training Committee for an outstanding conference. I would also like to thank **Sharese Hurst** and her crew for the outstanding job they did during registration and throughout the conference.

As of today, we stand at over 1150 members. Remember, the numbers bounce around during the year, but my hope is that by the 2010 May Conference we will have over 1300 members. This can only be done if all the members get out and recruit new members. And with that said...the 2009-2010 membership contest is in full swing!

Contest requirements:

New memberships:

- *Agencies* that sign-up 20 or more new members get a free registration for the 24th Annual TJA Conference in Austin, Texas.
- *Individuals* who sign-up 20 or more new members will receive a lifetime membership from the Association (a \$300.00 value).
- A cash prize will also be given at the Annual Awards Banquet in May to the individual who recruits the most new members.

Renewals:

- Individuals who get 10 members to renew their membership receive a cash prize at this year's Annual Awards Banquet in May.

All new membership and renewal applications must have your name on it to show you are the referring person.

Your membership committee this year is:

Scott Simonton / Palo Pinto County SO
email: deputysimonton@yahoo.com

Kim Howell / Lubbock County SO

email: khowell@co.lubbock.tx.us

Carrie Windham / Jones County SO

email: jonescojail@sbcglobal.net

Marlin Suell / Dallas County SO

email: msuell@co.dallascounty.org

If you have any questions or ideas for the membership committee, please let me know. Also, if you would like to be considered for a member-at-large position on the membership committee for your region, please let me know. We are working on ideas to help the members we have now and to raise the awareness with the county commissioners and judges about TJA. We have broken down the state into regions so that we have more members going out talking about the benefits of the TJA and also to assist the Board. As the membership committee, we felt we should continue the contest we have run the last couple years since it has proven to increase not only awareness of TJA, but our membership. In closing, if you as a member have any questions about the Association or its membership, please email me. I would be happy to help in anyway.

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

SOMETHING TO SMILE ABOUT!!!

by

Carrie Windham, Jones County Jail Administrator

Well....Burger King we were not. But we all pulled together for a good cause and bought, cooked, served, and delivered! When Jones County Corrections Officer, **Michelle Santillan**, 38, was suddenly struck with multiple seizures, severe blood loss, and in critical condition, the Jones County Sheriff's Office went into action.

After notifying every agency within earshot and utilizing the wonderful web, a Law Enforcement support system came together. The response was overwhelming! We had agencies open "blood accounts" at the local blood bank, Department Chaplain Services being offered, and Departments started donation boxes in their offices for Michelle. At the Benefit Brisket Luncheon we hosted, we sold over 175 pre-ordered delivery plates to local agencies alone. Most of the agencies not only paid, but donated generously more than the asking price.

I would like to take a moment to give a heartfelt and grateful thanks to all the hard work and collaboration from the agencies that participated; **Callahan County Sheriff's Office, Taylor County Sheriff's Office, Taylor County Jail, Shackelford County Jail, Abilene Police Department, and Abilene Municipal Court.**

In law enforcement, it is a rare day when one is allowed a "positive experience." I personally, was touched and feel blessed to have witnessed such a display of genuine care and concern for someone who was anonymous to so many, only known as, "a fellow officer." This was a day that further solidified in my mind that there is no profession better than ours. Our family is all around us, and there is nothing we will have to face alone when we ask for help. Thank you so much, all of you, for every prayer, every penny, and everything else you did!

Michelle is now out of the hospital, after being sent home once, and then rushed back for an emergency surgery. The reason for and permanent damage caused by the strokes is still unknown, but she is undergoing physical and speech therapy. Michelle continues to have regular blood transfusions. We are all hoping, praying, and wishing for the day she is able to return to work. We miss her very much.

The Jones County Sheriff's Office has opened a bank account for Michelle and her family at CitiBank. Donations can be made at any CitiBank across the state, directly into the "**Michelle Santillan Benefit Account.**" (Home bank- CitiBank of Anson, TX- Banker, Jody McClintock 325-823-2401)



VENDOR UPDATE

by

Todd Murphy

A big thank you goes out to all of the exhibitors and sponsors who supported the 2009 Jail Management Issues Conference in South Padre, August 24-27, 2009. There were 31 vendors represented. A good time was had by all!

We are looking forward to seeing you at the upcoming Correctional Management Institute of Texas (CMIT) Conference at Sam Houston State University in Huntsville, October 12-15, 2009. You can expect to visit with key decision makers consisting of Jail Administrators, Sheriffs, Chief Deputies and various support staff from all over the state. If by chance you cannot attend due to economic instability or budget constraints, or you simply can't make it, don't despair! There are plenty of key opportunities to get your company's product, service and/or value offering out to your target audience. If you wish to exhibit or sponsor an event, please call Jason Schwarz at 936-294-1668 or email him at jschwarz@shsu.edu.

Thankfully, the TJA offers unquestioned value in that it offers various golden opportunities to get your company's "word out" to the widest array of decision makers. Without having to increase your travel budget, or even leave home and/or the office, you can take advantage of advertising in *Key Issues*, the quarterly journal of the Association. This newsletter is distributed to TJA's over 1150 members. Advertising in *Key Issues* is priced right. If your company is not advertising in *Key Issues*, you are letting a golden opportunity slip through your fingers. For more information about advertising, log onto www.texasjailassociation.com, or call Sharese Hurst at 936-294-1687. Where else can you have your company's name and custom advertisement seen and considered by so many at such a fantastic value?

Another awesome opportunity is sponsorship. Your company can sponsor a conference event such as a break, a meal, or a speaker and your company's name is seen by all in attendance. You can be assured you will receive proper

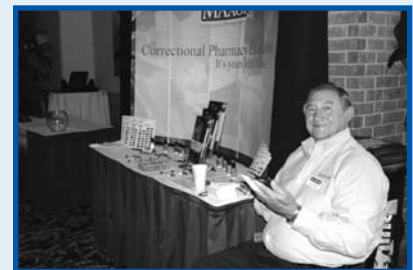
credit for your sponsorship. TJA always does a tremendous job of giving credit to those companies who are generous enough to sponsor. The Texas Jail Association truly appreciates its vendor partnerships and their attendance, advertising and/or sponsorships. The Association understands that their conference success relies heavily on its vendor support.

Thanks so much for supporting your TJA and as always, feel free to call Kevin or I anytime if you have any questions.

Happy fall, everyone!

Kevin and Todd
Kevin Johnson- TJA Board Vendor
Representative
(281) 762-7215
kevinjohnson@bobbarker.com

Todd Murphy- TJA Board Vendor
Representative
(214) 563-8224
todd@jailcare.com



2010 Law Enforcement Regional Workshops

Realities of Law Enforcement *"Officer Safety in the Jail and on the Street"*

This program is brought to you by the Texas Association of Counties in cooperation with the Texas Jail Association. The Jail Association assists by providing instructors.

Overview

Texas Association of Counties and the Texas Jail Association's regional training workshop for 2010 will focus on Law Enforcement strategies for self defense, physical fitness and personal wellness.

Objectives

Participants will:

- Assess the importance of physical fitness and self defense in successful performance of daily job tasks.
- Identify the factors that reduce job injury.
- Evaluate how stress affects job performance and personal health.
- Demonstrate techniques for self protection and injury prevention.

Continuing Education

The TAC Law Enforcement Education will approve TCLEOSE hours for this workshop. The amount is pending at this time.

Who Should Attend

All law enforcement personnel including: Sheriff's, Chief Deputies, Jail Administrators, Deputies, Jailers and Jail Staff.

This program is FREE to all county employees. Registration begins at www.county.org on September 17, 2009.

Dates and Locations:

January 13 – College Station: Holiday Inn & Suites
 February 2 – Tyler: Chief Deputies Training Center (holding a one day class for two days in Tyler)
 February 2 – Odessa: MCM Elegante
 February 3 – Tyler: Chief Deputies Training Center (holding a one day class for two days in Tyler)
 February 4 – Kerrville: YO Ranch Resort Hotel & Conference Center
 February 5 – Waco: Holiday Inn Waco
 February 9 – Corpus: Omni Marina Tower
 February 9 – Borger: Frank Phillips College/CAI Building and Conference Center
 February 11 – San Marcos: Embassy Suites
 February 11 – Lubbock: Holiday Inn Towers
 February 16 – Wichita Falls: The New Howard Johnson
 February 16 – Greenville: Fletcher Warren Civic Center
 February 18 – Abilene: Abilene Civic Center
 February 18 – Lufkin: Angelina College/Community Center Building

Visit www.county.org for additional information on locations.

If you have questions contact Haley Haygood or Ashley Albers in the education department of the Texas Association of Counties at (800)456-5974.

KEY ISSUES DEADLINE DATES

December 1, 2009 for January 2010 Publication
 March 1, 2010 for April 2010 Publication
 June 1, 2010 for July 2010 Publication
 September 1, 2010 for October 2010 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.

TJA REACHES ACROSS STATE LINES

by
Todd Murphy

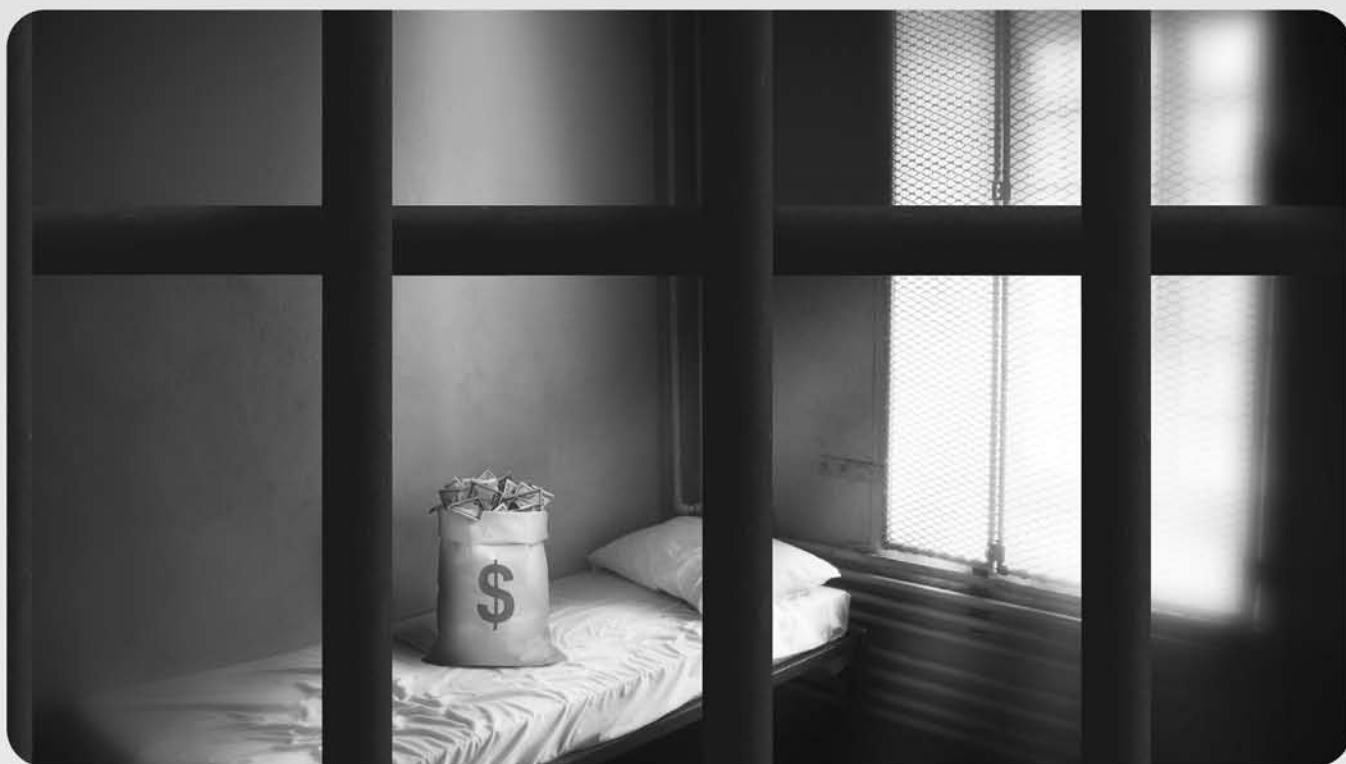
TJA President **Mary Farley** joined the Arkansas Sheriff's Association at their 11th Annual Trout Fishing Retreat and Tournament, September 3rd and 4th at the beautiful Norfolk River Cabins & Lodge, located in North Central Arkansas where the Norfolk and White Rivers split. The Norfolk River features crystal clear water, towering trees that stretch down the river banks, golden eagles flying overhead, the majestic Ozark Mountains and plenty of large river trout which seemed to jump onto everyone's poles. This popular retreat is sponsored by Correctional Healthcare Management (CHM), SECURUS Technologies, TIGER Correctional Services, CRUSE Uniforms & Equipment, Sentencing Options Specialists, 1st Arkansas Bail Bonds and Campbell Bonding Company. All are non-competing vendors who equally share in the retreat expenses and festivities. In addition to training and speaking opportunities, everyone in attendance was given event t-shirts; the group enjoyed MORE THAN ENOUGH food & drink (including HUGE steaks); and everyone participated in some great recreational activities such as Bingo, a live band, poker/

Texas hold 'em games and, of course, the trout fishing tournament.

The fishing started swiftly at 7 a.m. and ended at 12 p.m. sharp with the "official" weigh-in. Each river boat held two to three anglers and an experienced river guide, which was also provided by the tournament sponsors. There were two classes in the tournament - the "Sheriff's class" and the "civilian class," which consisted of civilians, friends and non-Sheriffs. President Farley, **Todd Murphy**, CHM Director of Business Development and **Chris Capoot**, CHM co-founder & VP participated and WON the trout competition. They received the first place trophy and \$550.00 "Calcutta"- WAY TO GO MARY & CHM! Coincidentally, Chris Capoot won the tournament last year as Hurricane "Ike" swept over the event in his first ever attendance at the retreat.

Before leaving the resort, President Farley gave **Chuck Lange**, Arkansas Sheriff's Association Executive Director, a TJA throw blanket and extended an offer to next year's Annual Conference in May, which he promised to attend.





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WHAT'S HAPPENING AROUND THE STATE

DALLAS COUNTY

The K-9 "Kryptonite Team" is proving its worth in a big way!

The Dallas County Sheriff's Department recently handed out special awards to their year-old K-9 Unit. Deputies **Terry Trout** and **Scott Evans** and their K-9 partners, **Diuk** and **Daffy**, were honored. The K-9's received their official Sheriff's Deputy badges.

Deputies Scott Evans and Terry Trout have been training and working with their partners, Diuk and Daffy for about a year, and they are proving to be a K-9 team to be reckoned with! The K-9 "Kryptonite Team" has already earned an impeccable reputation in Dallas County as the team to call when you need the goods on suspected drug dealers.

The team has helped to provide evidence for law enforcement so that their cases stick. In fact, as of this summer, the K-9 Unit has had over 130 requests for assistance, five K-9 demonstrations, three searches at the Federal prison in Seagoville, nine searches at the county jail and one search at a local school.



Here's a breakout of some of the cash and drugs they are credited with finding: \$283,000.00 in cash, 135 lbs of marijuana, 10 lbs of cocaine, more than 10 grams of crack cocaine, 115 grams of methamphetamine, 31 grams of ecstasy and 5 grams of heroin. And that's just for starters! Not bad for their first year! Not only does it get dangerous drugs off the streets and away from neighborhoods and children, it also brings in

confiscated drug money that can be used to purchase much needed equipment for the department.

Chief Deputy **Joe Costa** worked a little magic to get the K-9 Unit at ZERO cost to Dallas County. This included training for the deputies, purchasing and training the K-9's, special trucks to hold Diuk and Daffy and much more.

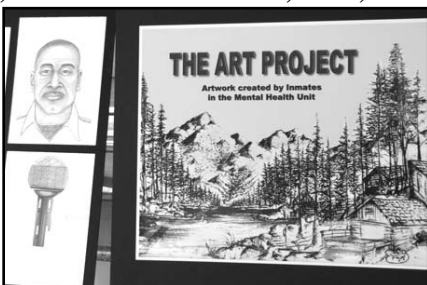


Art Project

Recently, artwork by inmates in the mental health unit was put on display at the Frank Crowley Courthouse. A steady stream of visitors stopped to admire the sketches. Many were amazed at the talent behind the artwork, but this is not just art for "art's sake." There's a greater purpose behind the sketches and doodles, and its success can be directly attributed to the mental health team, which is led by Staff Sergeant **Carol Burross**.

"The Art Project" as it is known, was implemented last year. The program provides new and innovative ways to care for and manage mentally ill inmates. Officers are carefully selected to work in this unit and must complete a 40-hour mental health class taught by Staff Sergeant **Llana Presley**.

Further proof of the program's success can be seen when visitors from other jails tour the mental health ward. They are amazed at how calm and orderly our facility is. Even Department Of Justice officials hold up our unit as an example to other jail officials. The Art Project is just one of the many programs available at the Dallas County Jail with others in the works.



GREGG COUNTY

Sheriff **Maxey Cerliano** is pleased to announce the promotion and duty changes of the following personnel:



Captain **Rodney Burns** was selected to head up the Warrant Division of the Sheriff's Office following the retirement of Captain **Mike Dooley**, after 28 years of service to the citizens of Gregg County.

Lieutenant **Mike Claxton**, Jail Compliance Office has been promoted to the rank of Captain/Jail Administrator over all Gregg County Detention Facilities.

Sergeant **Shawn McFadden** was promoted to Lieutenant and will supervise the North Jail operations.

Lieutenant **Lloyd Phillips** was lateral transferred as North Jail administrator to Jail Compliance Officer.

GUADALUPE COUNTY

Sheriff **Arnold Zwicke** promoted the following staff members: Corporal **Brent Streiff**, Lieutenant **Enrique Martinez**, Captain **Greg Martin**, Jail Administrator **Robert Hernandez**.



JEFFERSON COUNTY



On August 4, 2009, **Mark Dubois** was promoted from the rank of Captain to the rank of Deputy Chief of the Services Division. Mark has been with the department for 17 years. Mark served on the TJA Board as Treasurer.

Lieutenant **Jim "Ice" Eiselstein** was promoted to the rank of Captain in the Corrections Division. Ice has 20 years with the department. Ice also served with Calcasieu Parish for eight years bringing his total service to 28 years. In addition, Ice served is a Past President for the Texas Jail Association.

The promotion ceremony was conducted at the Jefferson County Correctional Facility by Sheriff **G. Mitch Woods**.

JOHNSON COUNTY

It is with both joy and sadness that the Johnson County Sheriffs' Office announces the retirement of Chief Deputy **Thomas L. Craig**. We're sad to see Chief Craig go on to retirement, as he is a wealth of knowledge in jail operations and a very personable individual who can make one laugh at the drop of a dime. However, we are happy for Chief Craig, who will be able to now enjoy all of his grandchildren and hopefully get back to his first love of working around cattle.

Chief Craig was born in Raton, New Mexico, where he attended high school and college. Craig loved sports and played basketball in both high school and college. He also loved calf and steer roping and was then a member of the Rodeo Cowboys Association the forerunner of the Professional Rodeo Cowboys Association.

Chief Craig graduated college with a Bachelor of Arts degree in physical education and a minor in math. For a few years, he taught physical education during the school year, and in the summer months he taught at a boy's school. This part-time job was where Chief Craig's career took a change. Chief Craig met an individual who was doing some studies at the school and told Craig, "Why don't you apply to the Federal Bureau of Prisons? They pay a lot more money than what you are making." Shortly thereafter Chief Craig started on his new and long career.



He started his correctional career with the Federal Bureau of Prisons at the La Tuna Federal Correctional Institution. In 1962, he was selected to be part of the team responsible for the closing of the famous Alcatraz prison in the San Francisco Bay Area, where he spent approximately eight months. Chief Craig was transferred to the Leavenworth Penitentiary, where he has related many stories about the old-time criminals that we've all read and heard about, but most of us were not even alive when they committed their crimes.

As most federal jobs go, he was again transferred back to La Tuna Federal Correctional Institution as the assistant supervisor of education. In 1968, he was moved to the windy city, Chicago, where Chief Craig was one of a new group started called Community Program Specialists. These individuals dealt with the parolees and helped them find treatment centers, housing, jobs, educational programs, etc. During the 1970s, Chief Craig was transferred to the West Coast – both Portland, Oregon and Seattle, Washington – where he assisted starting the Community Program Specialists in those communities. In 1972, Chief Craig was transferred to Dallas, where he continued planting another Community Program Specialists organization. After the next transfer, Chief Craig said “enough” and retired from the Federal Bureau of Prisons.

Chief Craig had met Dallas County Sheriff Jones while Craig was working for the Federal Bureau of Prisons. Sheriff Jones offered him the position as Director of the Dallas County Detention Centers. Craig stayed with Sheriff Jones until Sheriff Jones term was up, at which point he went into private consultation for the jail and prison community throughout the South. 1987 brought Chief Craig to Johnson County for the first time, working for then Sheriff Boggs to write the policy and procedure manual for the new jail. After this project, Chief Craig went on to work for Concept Incorporated - a private prison operations firm – until sometime in 1996 when he retired. A man came looking for Chief Craig – a man running for Sheriff in Johnson County, who spoke to Craig about the Jail problems and asked if he thought he could fix them. The rest is history, Sheriff **Bob Alford** won the election, offered the job to Chief Deputy Tom Craig, and he has been the Jail Administrator since Sheriff Alford took office on January 1, 1997.

Chief Deputy Tom Craig's last day with the Johnson County Sheriff's Office will be September 30, 2009. He will be missed as a supervisor, as a mentor, and as a friend to many. Tom, we wish you well. May you enjoy your retirement; may you enjoy your grandchildren; and may you enjoy each and every day of your life.

Judges 18:6 “Go in peace. Your journey has the Lord's approval.”

LIMESTONE COUNTY



On August 31, 2009, Limestone County Sheriff **Dennis D. Wilson** announced the promotion of jail Corporal **Virginia Jefferson** to the rank of Sergeant. Sergeant Jefferson has been employed at the Limestone County Sheriff's Office since March 2003. She began her career as a Correctional Officer and has continually worked on the night shift at the Limestone County Jail. Sheriff Wilson stated, “Sergeant Jefferson has proven to be a very dedicated and professional employee working in the County Jail. She does an outstanding job daily in performing her job responsibilities, as well as her service to the citizens of Limestone County. Jefferson is also a team player in helping her fellow employees maintain a positive work environment. I am very pleased and proud to announce the promotion of Sergeant Virginia Jefferson. I know she will continue to do an outstanding job.”

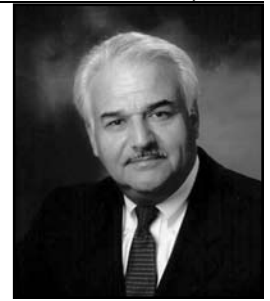
LUBBOCK COUNTY

Sheriff is appointed to Texas Board of Pardons and Paroles

Governor **Rick Perry** appointed Sheriff **David Gutierrez** of Lubbock to the Texas Board of Pardons and Paroles effective September 14, 2009, for a term to expire February 1, 2015. The board makes parole decisions for Texas prison inmates, determines conditions for parole and mandatory supervision, and makes recommendations on clemency matters to the governor.

Gutierrez served as Lubbock County Sheriff for eleven (11) years. He is a member of the Sheriff's Association of Texas, the National Sheriff's Association, the American Jail Association and the Texas Association of Counties.

Gutierrez is also a board member of the Texas Corrections Association and Texas chapter of Mental Health America, and is a member and past president of the Texas Jail Association, past presiding officer of the Texas Commission on Jail Standards and past chair of the Texas Council on Offenders with Mental Impairments. He also volunteers with Hospice of Lubbock, American Heart Association, United Way, Lubbock Boy Scouts of America and Boy's and Girl's Club. Gutierrez received a bachelor's degree from Wayland Baptist University.



NJLCA Resolution

Monday, September 14, 2009, the Lubbock County Commissioners Court approved a resolution recognizing Lubbock County Sheriff's deputies for their participation in the inaugural class of the National Jail Leadership Command Academy. The Academy is a collaborative effort of the American Jail Association and the Correctional Management Institute of Texas with support from the National Association of Counties and the National Institute of Corrections. The resolution also was an endorsement of the Academy by the Court.



Lubbock County had three graduates of the inaugural NJLCA class. They were Lieutenant **Ryan Beam**, newly promoted Major **Kim Howell** and newly promoted Chief Deputy **Cody Scott**. Lubbock County has two Lieutenants that will attend the second academy class, October 25-30, 2009.

New Sheriff and Promotions

On September 15, 2009, Chief Deputy **Kelly Rowe** was announced as Lubbock County's new Sheriff by the Lubbock County Commissioners Court, replacing former Sheriff **David Gutierrez**. On September 21, 2009, after being sworn in as Sheriff, **Kelly Rowe** announced several promotions. Major **Danny Downes** was named Chief Deputy of the Detention Branch. Major **Cody Scott** was named Chief Deputy of Law Enforcement and Captain **Kim Howell** was named Major of the Detention Branch.



MONTGOMERY COUNTY

Sheriff **Tommy Gage** presented Captain **Robert Green** with a plaque to commemorate his retirement on August 30, 2009. Robert Green is the Immediate Past President of the Texas Jail Association. He leaves his position as Captain to accept an inspector's position with the Texas Commission on Jail Standards.

TITUS COUNTY

On March 31, 2009, Officer **Gary Banks** prevented an inmate escape from the Titus County Jail. The inmate bolted through the inner vestibule door trying to reach the outside. Officer Banks followed the inmate to the intake vestibule without regard for his own safety. Officers Banks grabbed the inmate and was attempting to take him to the floor while the inmate repeatedly hit him with a closed fist. Officer Banks held onto the inmate until help could arrive. Officer Gary Banks received a Sheriff Commendation for his actions from Sheriff **Tim Ingram**.





TRAVIS COUNTY

Two accepted into the FBI National Academy

Travis County was extremely fortunate this year to have two nominations accepted into the FBI National Academy in Quantico, Virginia. The Academy serves as a premier learning and research center providing a professional course of study for U.S. and international law enforcement leaders. Lieutenant **Jerry Kovar** attended the 10 week course and graduated in June. Lieutenant **Bucky Eacret** will attend in September.



Peggy Hill Retires

Captain **Peggy Hill** ends her 30 year tour of duty with the department. She promoted up through ranks and played a vital role in the history of Travis County Sheriff's Office Corrections. We wish her well in her retirement.

Promotions

Sheriff **Greg Hamilton** is please to announce that this fall Travis County anticipates its largest group of promotions in recent history. On October 1, Lieutenant **Wes Priddy** and Lieutenant **Jerry Kovar** will promote to Corrections Captains. Wes will replace Peggy Hill and Jerry will fill a new position. These promotions and new positions will open the door for three new Lieutenants and four new Sergeants.



WICHITA COUNTY

Promotions and Awards

Sergeant **Chad Hill**, **Josh Barns**, **Alan Boyd**, **Lee Crossman**, **Allan Lynn**, and **Will Rutledge** were sworn in as new deputies by **Sheriff David Duke** at the quarterly award ceremony.

Sergeant **Jerry Cox** and Sergeant **Mike Dozier** received Life Saving Awards from **Sheriff David Duke** at the quarterly award ceremony.

Sergeant **Tim Bell**, Corporal **Dawn Gough**, Detention Officer **Emily Montgomery** and former Detention Officer **Daniel Morehouse** received pins for the Meritorious Service Awards they received last quarter.



Detention Officer **Eric Halvorsen**, Detention Officer **Matthew Hambright**, and Detention Officer **Jeff Lisec** received pins for the Life Saving Awards they received last quarter.

Lieutenant **Sandra Enos** and Lieutenant **Thomas "Chico" Young** announced their retirement.



Pardo Fundraisers Held

On August 5, 2009, the Wichita County Sheriff's Posse held a hamburger feed on the front lawn of the Wichita County Courthouse to raise money for Detention Officer **Amanda Pardo** whose house burned down. Over \$2,500 was raised through the combined efforts from the hamburger feed and other donations. Officer Pardo and her husband, Marcos, have six children. County employees and the public donated clothing, furniture and school supplies to the family. The Pardo family was extremely surprised and greatly appreciated the generosity that was shown to them.

LUBBOCK COUNTY SHERIFF'S OFFICE SEIZES OPPORTUNITY

by
Kim Howell, Major



In preparing to open Lubbock County's new 1,512 bed direct supervision detention center, the administration realized that inmate behavior management would be a critical component to the successful operation of the facility. In April 2008, administrators and officers from the Lubbock County Sheriff's Office attended the Inmate Behavior Management training course hosted by the National Institute of Corrections and facilitated by Correctional Program Specialist Fran Zandi. Sheriff David Gutierrez selected Chief Kelly Rowe, Major Danny Downes and Captain Kim Howell to be the beneficiaries of this training. Many things were learned at this training, including 1) assessing the risks and needs each inmate presents; 2) developing an inmate housing plan; 3) meeting basic inmate needs; 4) defining and conveying expectations for inmate behavior; 5) supervising inmates; and 6) keeping inmates

productively occupied. They were challenged throughout the week and set goals for their agency to implement this philosophy into practice.

Upon returning to Lubbock, Chief Rowe, Major Downes and Captain Howell set about the process of accomplishing their goals. First, they decided to form a task force. They settled on a 14-member team to start a pilot program. The task force consisted of many different stakeholders: officers representing all three shifts, classification officers, transition team members, program coordinators, and administrative personnel. It was a diverse group of individuals representing all generations of their workforce; these people were selected for their leadership abilities, innovative thinking, and professionalism. It was stressed from the onset of the program that all team member opinions were valued and "thinking outside of the box" would be the norm, not the exception.

After the team members attended an eight-hour course on inmate behavior management, prepared by Fran Zandi, they set about creating their mission statement, as follows: To create and implement an inmate behavior management program that empowers the staff to positively influence inmates and change their behavior to affect a clean, safe, and productive environment.



The team identified characteristics of the ideal officer, which they believed should include: fairness, consistency, professionalism, ethical standards, confidence, knowledge, optimism, patience, a non-judgmental approach, a good work ethic, a positive attitude, sharp appearance, open-mindedness, cooperation with other team members, and willingness and ability to mentor fellow officers and even inmates.

The team also created a list of daily incentives that included board games, music, late rack, crossword puzzles, handheld games, a microwave, and ice water. Weekly incentives consisted of a movie night, extra recreation, and competitive tournaments that could be granted by the Pod Officer. They also selected a list of disincentives that ranged in levels of severity from counseling, retraining and bunk restriction to formal disciplinary actions with removal from the pilot program.

The team created general rules in addition to the rules already present in the inmate handbook that included a three-tier system. An example of a Tier One violation would be a disorderly cell or bunk area. Tier One violations would be addressed in a training and mentoring manner for commonsense reasons; for instance, the requirement that bunks be made to a military standard, and the process for doing so, is not something that is instantly familiar to all inmates, and might require some guidance. An example of a Tier Two violation would be excessive noise after a warning; the disincentive is bunk restriction ranging from two hours but not to exceed 24 hours. Tier Three rule violations, such as fighting, had a "zero tolerance." A Tier Three violation would result in immediate removal from the program as well as formal disciplinary action.

To assist with setting forth the expectations, one of the team members suggested using an "at-a-glance" approach. This consisted of creating and posting a visual image of what a proper bunk and cell area should look like, as well as how each





inmate would be expected to stand and present their wrist bands at a standing head count. Posters were created in English and Spanish with photographic examples of how things should look. The team believed that such images would give the inmate an ongoing reference point.

Programming was the next action item to be developed. As they discussed the inmates needs, an informal survey was conducted of the inmate population. During this time Kathleen Finley joined the Lubbock County Sheriff's Office as the Re-entry Coordinator. Her goal was to develop more programs for inmates, and relationships in the community that would assist offenders in the transition from jail to society. Her enthusiasm and energy was infectious and her addition to the team enhanced the potential for success. The team decided to start with GED, Narcotics Anonymous,

Alcoholics Anonymous, Art, Anger Management, Bible Studies, and Lifeskills/Job Readiness – which consists of training in how to handle personal finances, create a résumé and complete a job application, and interview successfully for a job. They then created forms that would be necessary for the program, such as a compliance checklist, inmate interview, student course evaluation, exit interview, and program status letter. Equipment and supplies were addressed with an initial budget created detailing startup and recurring costs. The team then assigned tasks, established action items, and scheduled the next meeting.

The pilot program received further life when the proposed housing area was given the distinction of being called the "Honor Pod." The team discussed what housing area in the current facility could be used for the pilot program. The current facility was originally constructed in 1931; it was reconfigured as an indirect podular remote, consisting of 16-24 beds in each multi-occupancy cell. This area of the facility is referred to as the Annex. The first and second floors of the confinement area were constructed in the linear design. After assessing the physical designs, the team and Sheriff's Office administrators determined that the Annex would best meet the needs for the pilot program. The team toured the different floors, analyzing and noting the pros and cons of each housing area. One of the team members had an idea of creating a direct supervision unit within our current facility, tied to inmate behavior management.

The team selected two 24-bed multi-occupancy cells, and Captain Howell submitted plans to the Texas Commission on Jail Standards for approval. The schematics detailed the partial removal of a wall to create dormitory-style housing that would house up to 44 inmates. The windows were removed from the old guard station and a pass-through was created on each side to provide the officer access from either side into the work station.

Once the Commission gave its approval, construction began. Inmates who were eligible for the Honor Pod were part of the work crew and assisted greatly in the remodeling. The ownership that was felt by the inmate work crew was noticeable and positive. Their attention to detail and dedication to the project's success was evident by the work ethic they displayed. The Maintenance Department of Lubbock County, under the direction of Lyle Fetterly, assisted in the renovation. Walls were knocked down, additional lighting installed, and lots of preparation and painting were accomplished. The remodel took approximately three weeks to complete.

During the remodel phase, the IBM team met again to identify those officers that would be instrumental in the start-up as well as the day-to-day operations of the Honor Pod, and to task and train those officers properly. As the team reviewed those characteristics that were identified in the earlier meeting, names began to emerge. It was decided that one team leader on each shift was needed, with an additional ten officers from each shift that would be trained in the Inmate Behavior Management philosophy. An eight-hour class was organized and scheduled at the Lubbock County Sheriff's training academy. The first four hours consisted of a PowerPoint presentation on the philosophy and tools necessary to accomplish the goals set out by the team. The last four hours were spent having the officers role-play different scenarios that might arise. At the end of the class time, there was a question-and-answer session to assist in alleviating any concerns or apprehension that the officers might have had, since very few had been exposed to this approach in inmate supervision.

The team then selected sentenced and pre-sentenced inmates to participate in the program. Various team leaders interviewed inmates to ascertain whether they met the security criteria to qualify for outside working inmate status. One of the main factors in the selection process was the inmate's strong desire and evident commitment to make a change in his life, if given the opportunity. The most resounding comment heard from the inmates was their appreciation that someone felt that they deserved a second chance.

On January 20, 2009, the Lubbock County Detention Center officially opened the Honor Pod. Forty-four inmates were moved to the Pod, and the





team conducted an orientation to the program. The inmates were introduced to the team, and the goals for the program were shared with them. It was stressed to the inmates that their positive participation could make the program a success for those that would follow after them. They were also advised of the incentives and disincentives that had been established. Expectations were discussed and posted for later reference. The inmates were assisted with the proper placement of their totes and personal property. Everyone stayed until the last bunk was in order and then the operations were turned over to the Pod Officer to conduct a formal orientation.

Some of the obstacles encountered fell into the category of inmate attitude; there were still a few offenders that didn't like the officer being assigned in the housing area, and that the officer was the only "boss" in that area. Those individuals were given the option to get with the program or be removed. Other issues were that the initial rules were not detailed enough, so the team leaders met and addressed any of the rules that needed further clarification, thereby assisting with the consistency among different shifts as well as different officers within the same shift. For the first month, the team leaders met every week to identify and correct situations so that we could prevent problems and be proactive instead of reactive.

At the onset of the program, one area that needed to be addressed was community awareness, especially with those that are involved in the judicial process. The Lubbock County Detention Center wanted them to realize that the individuals participating in the program were being held to a high standard of accountability. Through an agreement with the City of Lubbock, a work program was formed that would provide working inmate crews to assist city departments such as animal services, parks and recreation, solid waste and codes. This gave the inmates the opportunity to gain work skills that they would not otherwise have, but it also allowed them to give back to their community. Inmates in the Honor Pod were required to work during the day, and involve themselves in self-improvement training classes every evening. They were required to take a minimum of two classes per week while in the program. While the inmates had a choice in most of their classes, some were mandatory and linked to their charges. If their case involved narcotics or alcohol charges, they were required to attend Narcotics Anonymous or Alcoholics Anonymous.

Educating the judicial officials was also imperative with regard to their ability to evaluate multiple factors in sentencing. Therefore, to familiarize these officials with the program, the Sheriff's Office began conducting tours of the Honor Pod. Personnel on those tours included county commissioners, judges, defense attorneys, and state and national jail association staff. Formal presentations of the program were made to groups such as the Lubbock County Judicial Association, the Lubbock Defense Attorneys' Association, and Adult Probation and Parole. The need to foster relationships with local resources was critical in the development of a strong volunteer base for instructors behind the bars as well as referrals and support after release. Relationships were developed with Texas Tech University, Lubbock Christian University and South Plains College for teachers, volunteers and accredited curriculum. These relationships benefited both parties, as the inmates were provided excellent teachers and classes, and the volunteer students from the universities and colleges gained teaching experience that could be used for future teacher positions.

Relationships were developed with agencies in the community to aid individuals at the time of release. The WorkSource of the South Plains was used to obtain additional job training and placement. The Mirrors/WeCan program, a "one-stop shop" agency, was instrumental in assisting with housing, employment, medical and mental health referrals. Malta Farms, a non-profit, faith-based organization provided housing and continued spiritual support and growth to recently released offenders. Other agencies that were contacted in the community to facilitate the continuum of positive development and growth were Goodwill Industries, Family Connections, Project Rio, Learn Inc., Lubbock Independent School District and many faith-based organizations. It was obvious that support and community assistance was critical to the newly released offenders' success with transition and re-entry into society.

To date, 75 officers have been trained through the Honor Pod. This training identifies which officers will be qualified as orientation officers; it also gives all officers experience in direct supervision, before the operation is moved to the new facility. One hundred and thirty-eight inmates have now participated in the program. Sixty-six of those individuals were released into the community with employment, housing, and/or continued social support referrals. Ten inmates were transferred to other facilities, where they are continuing their work and self-improvement programs. Only 19 individuals have been removed from the program for various disciplinary infractions.

The pilot program has been limited to the 44-bed Honor Pod; however, Lubbock County's goals are to expand the number of educational and rehabilitative classes, to offer all classes to general population inmates, to create more training and certification programs in labor skills, and to eventually develop industry programs.

The success of the program can be summed up best by the inmates themselves:

- “Our GED teacher was really helpful in getting me ready for release and my final test. You can tell when people really want to make a difference. Now I’m going to get my GED.”
- “I have work skills and education now that I didn’t have before.”
- “This is the first time I’ve had somebody tell me that they believed I could do something good with my life.”
- “I liked being able to contribute back to the community through my work assignments.”
- “It meant a lot knowing that the officers cared about my life beyond the facility.”
- “The commitment you guys have to helping us succeed beats anything I’ve ever seen.”
- “Thank you for putting a program together to help those that society has given up on.”

What may seem like small steps to some is just the beginning of the initiative taken by the Lubbock County Sheriff’s Office to ensure a positive future for its citizens and community.

Kim Howell has been employed with the Lubbock County Sheriff’s Department for over 20 years. She currently maintains her Advanced Jailer License, Advanced Peace Officer License, and Instructor License. She has been utilized as an instructor for both the State of Texas as well as the Lubbock County Sheriff’s Department. She has promoted from a Corrections Officer, to her current position as a Captain where she was the commander of the Logistics Division. On September 21, 2009, Howell was appointed Major of the Detention Branch. She is an alumnus of the 2005 National Institute of Justice Technology Institute for Corrections. She also serves on the Texas Jail Association Board of Directors.

For more information please contact Major Kim Howell at khowell@co.lubbock.tx.us, or via phone at (806)775-1423.



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NEW MEMBERS WELCOMED

The Texas Jail Association's Officers and Board of Directors would like to welcome the 94 new members who joined the Association between June 30, 2009 and September 18, 2009.

Timothy Garcia, Felix Herrera, Heidi Hoffman, George Lopez, Kenneth Martinez, and Elizabeth Ramon from Atascosa County; Rebekah Kennemer from Bailey County; Terry Green from Bandera County; Scotty Gann, James Hoffman, Youlanda Johnson, Robert King, Annette Murley, Lisa Murphree, and Thomas Stewart from Bastrop County; Vanessa Blue, Kennetta Cooper, Jerry Lewis, and Willie Stephenson from Bell County; Robert Flood from Bosque County; Caroline Greenwood, Ernest Montoya, Nathan Roberson, and Dean Washington from Brazos County; Daniel Davila from Brooks County; Lacy Crober from Calhoun County; Donald Pressnell from Dallas County; Matilda Alamanza, Jose Martinez, and Romeo Ramirez from Duval County; Susan Redford from Ector County; Juan Cardenas, Grant Crochet, and Cheryl Hillegeist from Fort Bend County; Donald Hill and Dusty Wren from Hood County; Bryan Cooper and Valerie Kelley from Jackson County, Mississippi; Wilma Bailey, Donna Renee Barron, Susan DuBois, Laura Gordon, Veronica Hanks, Jimmy Johnson, Valeria Kelly, Catina Owens, Michael Selph, and Jason Wilkinson from Jasper County; Chereda Brown and Amy Nobles from Jefferson County; Ray Ramon from Jim Wells County; Bryan Beavers, Teri Owen, and Charles Stasny from Kaufman County; Ray Salinas and Gilbert San Miguel from Kenedy County; Margarito Hernandez III and Edward Mata from Kleberg County; Jesse Collins from Lubbock County; Cindy McBee and Jim Wheelless from Milam County; LaShwanda Banks, Debra Counter, and Elisa Strawn from Morris County; Monica Villagomez from Nueces County; Cheryl Buffington from Rains County; Lonnie A. Brown and Brenda Willis from San Saba County; Casey Creed, Nicole Renfrow, and Richard Smith from Smith County; William Olds from Tarrant County; Terri Birchum and Bryan Pfluger from Taylor County; Mark Wilson from Texas Commission on Jail Standards; Jack Downey, Martin Lucero, Vanessa Sanchez, and Brian Skelton from Tom Green County; Mike Herzog from Washington County; Troy Green from Wilson County; and Nikolas Esparza, Charles Griffeth, Debbie Harms, Jason Inman, Damon Munson, Chad Newman, Karen Noble, Jared Norman, Matthew Slimp, Nathan Tannery, Crystal Thomas, and Steven Yancey from Wise County.

2009 - 2010 TRAINING OPPORTUNITIES AROUND THE STATE

<u>Date</u>	<u>Workshop Title</u>	<u>Location</u>
October 12-15, 2009	40 th Annual CMIT Jail Conference ⁷	Huntsville, Texas
October 12-30, 2009	Basic County Corrections ³	Conroe, Texas
October 14-15, 2009	Effective Courtroom Testimony ¹	Tyler, Texas
October 27, 2009	Communication Skills for Supervisors ¹	El Paso, Texas
October 28, 2009	Boomers and X-ers in the Workplace ¹	El Paso, Texas
October 28-30, 2009	Advanced Crisis Negotiation ⁶	Bryan, Texas
November 1-6, 2009	Basic Jail Administrator Training ²	Huntsville, Texas
November 15-20, 2009	Mid-Management Leadership Program ⁵	Huntsville, Texas
December 1-2, 2009	Defensive Tactics ¹	Bandera, Texas
December 9-10, 2009	Strategic Communication ¹	San Benito, Texas
January 11-29, 2010	Basic County Corrections ³	Conroe, Texas
January 12-13, 2010	Courtroom Security ¹	Huntsville, Texas
January 25-28, 2010	Drug Recognition Conference ¹	Austin, Texas
February 24-25, 2010	Leadership, Ethics, & Integrity in Criminal Justice ¹	Edinburg, Texas
March 7-12, 2010	National Jail Leadership Command Academy ⁴	Huntsville, Texas
April 12-30, 2010	Basic County Corrections ³	Conroe, Texas
April 12-16, 2010	Jail Management & Operations for Chief Deputies ²	Huntsville, Texas
April 19-22, 2010	Women in Criminal Justice Conference ¹	San Antonio, Texas
May 10-14, 2010	24 th Annual Texas Jail Association Conference ⁷	Austin, Texas
June 6-11, 2010	Basic Jail Administrator Training ²	Huntsville, Texas
June 27-July 3, 2010	National Jail Leadership Command Academy ⁴	Huntsville, Texas

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

2 These trainings are **FREE**. For more information on these courses, please log onto www.cmitonline.org, or contact Jason Schwarz at 936-294-1668 or jschwarz@shsu.edu.

3 For more information on this course, log onto www.mocosherriff.com.

4 For information regarding the academy, please contact Sharese Hurst at sharese@shsu.edu or 936-294-1687, or visit www.nationaljailacademy.org.

5 This course is **FREE**, but you must be nominated and selected to attend. For more information, please call Robin Dulock at 936-294-3073 or email her at Dulock@shsu.edu.

6 For additional information about this course, please contact David Drosche at Brazos County Sheriff's Office, ddrosche@co.brazos.tx.us or 979-361-4846.

7 For information regarding these conferences, please contact Sharese Hurst at sharese@shsu.edu or 936-294-1687, or visit www.texasjailassociation.com or www.cmitonline.com.

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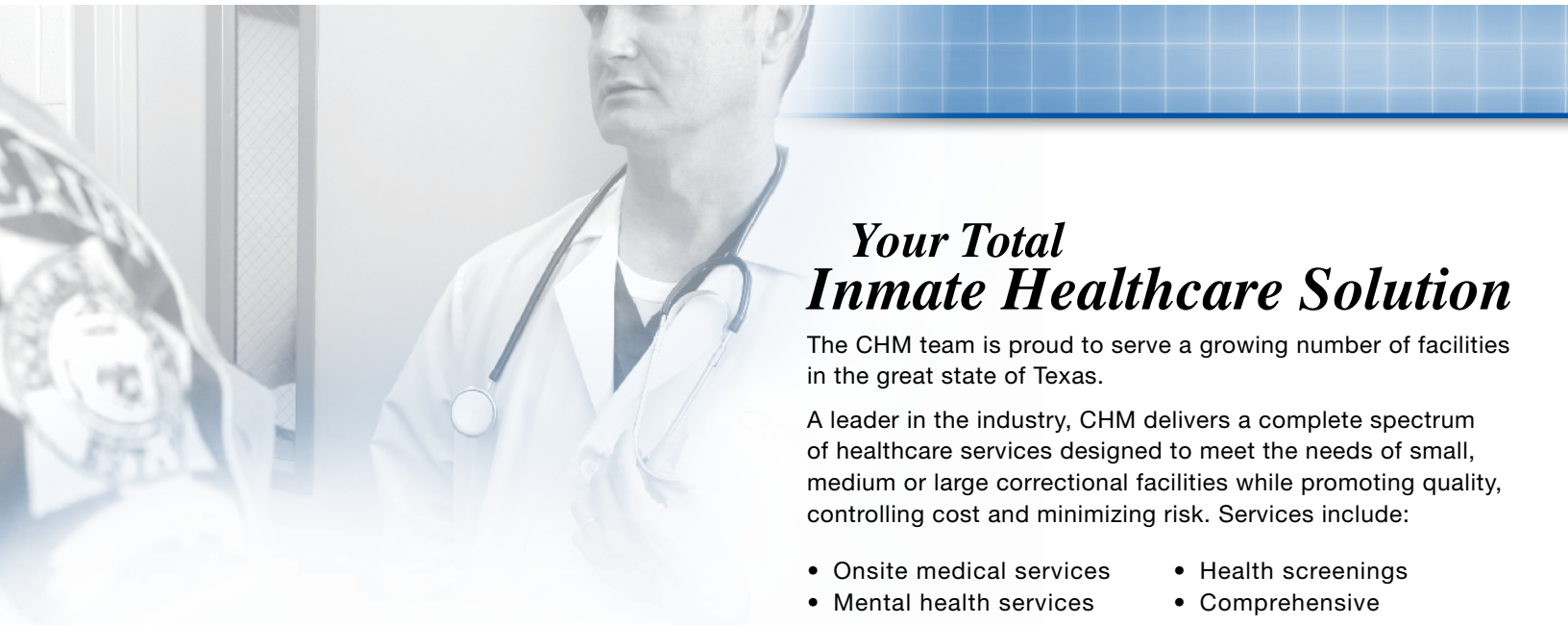
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