THE TEXAS JAIL ASSOCIATION
KEY ISSUES

Vol XXII, No. 1

Winter 2018

Winter 2018 Edition

Message From The President

Greetings TJA members,

I hope you had a good Thanksgiving, a Merry Christmas, and a safe and happy New Year! It seems like forever since we were last together. Two thousand seventeen is a wrap and we can now look forward to the new year to come. Last year had its share of ups and downs, but as Texans do, we weathered the storm (literally) and are focused on making 2018 a great year.

I would like to take a minute and let you know about the loss of a wonderful man, Immediate Past President **Brent Phillips**. He went home to be with the Lord on November 6, 2017. If you didn't know Brent, you surely missed out. I thought I knew Brent, but listening to his family and close friends at the service, I found Brent to be an even better man than I knew. Truly, a humble servant. He has made, and will continue to make, an impact on the lives of many people. Thank you **Ruby Phillips** for allowing us to borrow Brent for all of these years.

The Texas Commission on Jail Standards has wrapped up their regional trainings, with the assistance of TJA board and members. I hope you were able to attend one of these trainings. **Carmella Jones** and **Mary Farley** are busy making their way across the state putting on De-Escalation training. As usual, these two make a great team and provide outstanding and relevant instruction. Make sure you find one in your area. You will not be disappointed!

Second Vice President **Kevin Stuart** and the Training Committee have put together an amazing lineup for the 32nd Annual Conference in Austin. We have several new speakers and new topics, as well as some of the favorites. Kevin and his committee have also developed a first time attendee meet and greet. This will give new attendees the opportunity to get an idea of what to expect during the conference and to meet some fellow first timers.

As you know, the JMI Conference in Galveston was cancelled due to Hurricane Harvey. I would like to recognize a few of our Presidential Sponsors for their generous donation to the Jerry Baggs Scholarship fund. These sponsors donated their Presidential Sponsor fees to the scholarship. Their donation will afford several TJA members the opportunity to attend the National Jail Leadership Command Academy. Thank you to Securus Technologies, Ki Corp, Correct Care Solutions, GTL, and Montgomery Technologies.

The call for nominations is now open! I would encourage everyone in the field of corrections to consider running for the TJA Board of Directors. The Texas Jail Association continues to strive to set the standard for training in our field. Being a part of that has been one of the most rewarding experiences of my career. TJA is also a voice in the rule making process and will continue to be a part as we move forward. Open for nomination are two Director positions and 3rd Vice President. Go to www.texasjailassociation.com for more details. Be an active part of your career!

Award nominations are open as well. Honor someone in your department by nominating them for one of the available awards: Detention Officer of the Year-Professional Service, Detention Officer of the Year-Valor, Hall of Fame Award, and the Jerry Baggs Leadership Award. Visit the TJA website for more details.

As you peruse the *Key Issues*, look for two new sections: Training Tidbits and List Serve Questions. Training Tidbits is a compilation of TCJS minimum standard reminders put together by Director **Ricky Armstrong**. List Serve Questions is a compilation of questions asked on the list serve and a few of the answers that were sent in. Chances are you have had the same questions, but may not have asked.

I hope to see all of you in Austin in May. As I mentioned earlier, the training is top notch and relevant. The networking is as important as the training you will receive. You will discover that the issues you have in your facility are the same issues faced by other jails as well. You may find the answer to your problems. You will certainly find some new friends!

Todd Allen

TJA President
2017-2018

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GOLF
TOURNAMENT

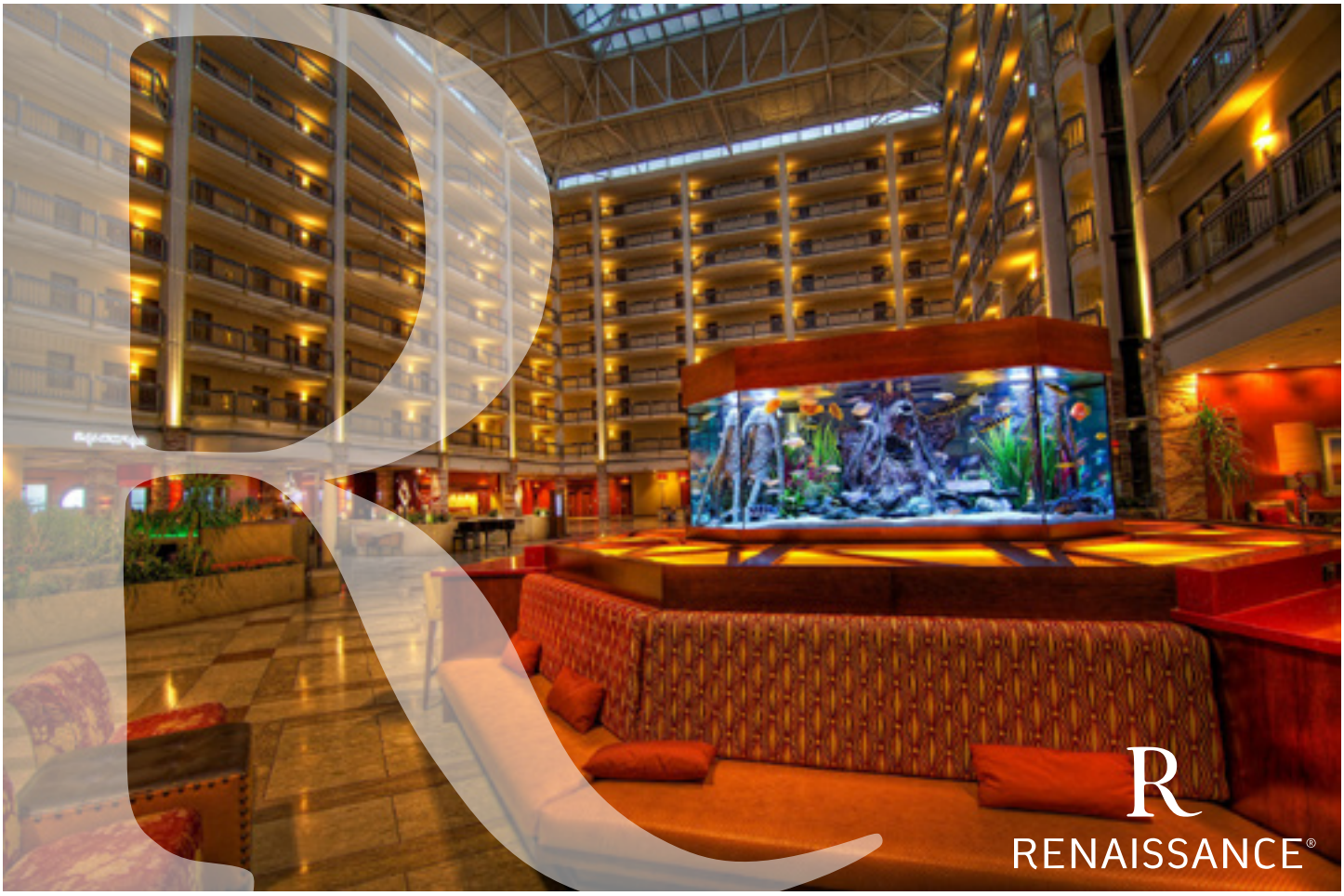
Monday, May 14, 2018
Balcones Country Club

The Texas Jail Association in partnership with the 100 Club of Central Texas are proud to announce the 2018 Annual Golf Tournament, held at the **Balcones Country Club**. The cost is ***$65 per person***, which includes coffee and breakfast tacos. This year's format is four-man scramble.

For more information contact Edwardo Jackson at 512-294-0878 or Edwardo.Jackson@traviscountytx.gov

Come Join Us in 2018 for the

Texas Jail Association 32nd Annual Conference!



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Hotel room block and registration now open!

www.texasjailassociation.com

Membership Report

Thanks to all of you who continue to support our association and keep it strong. If you know someone who hasn't renewed their membership, or who has not been a member, encourage them to renew or join. The access to high quality training through our association is, in my opinion, reason enough to join. Add to it the networking through the list serves, conferences, and all the interesting and informative articles in *Key Issues* and it's a phenomenal deal for such a reasonable fee.

Our current Membership is as follows:

Professional: 1357
Associate: 34
Affiliate: 16
Business: 18

We have a PDF version of our association poster available for anyone who would like to print some off to post in their agency. Please contact myself at dcorbin@co.lubbock.tx.us, or our Executive Director, **Sharese Hurst** at sharese@shsu.edu, and we will be happy to send it to you. I am looking forward to seeing everyone at the annual conference in May at the Renaissance Hotel in Austin. Until then, I would like to wish everyone a happy and safe New Year.

Dan Corbin
3rd Vice President
Membership Committee Chair

Nomination Report

By Martin Gonzales, 1st Vice President

Here's to a Happy New Year and a year of new possibilities. If you are like me, we will stay away from the word "resolution" and maintain the concept of possibilities for 2018 instead.

The 2018-2019 Call for Nominations is posted on the TJA website. I have heard from several members who are interested in running for a position on the board. If you are interested, and have the support of your Sheriff, do not hesitate to run for the board. It has been one of the most rewarding undertakings in my career. Being a board member will give you the opportunity to serve many members across the state.

Although it is rewarding, serving as a member of the Board comes with many responsibilities. You will be called upon to instruct and assist throughout your term in various facets of the Association. If you have questions, please contact me.

Nomination Committee Chair:

Martin Gonzales
1st Vice President, TJA
Atascosa County Sheriff's Office
1108 Campbell Ave
Jourdanton, Texas 78026
830-769-3434 (work)
830-480-2741 (cell)
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2nd Vice President, TJA
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Michael Page
Member-at-Large
Bee County Sheriff's Office
1511 E Toledo Street
Beeville, Texas 78102
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michael.page@co.bee.tx.us

Brent Phillips
This Man Made A Difference

By Carmella Jones

We lost a warrior for TJA on November 6, 2017, our friend and Past President **Brent Phillips**. Brent was many things to many people and had a special love for his profession as administrator for the Polk County Sheriff's Office Jail. He did not just do his job and go home. Brent did not let things slide. He did not find fault, gripe about how things were done, or sit around doing nothing. Instead, Brent established a high standard and he set that example for those around him. When he saw something that needed improvement, he searched for a solution and was the first to put that solution into action. Brent was active in many organizations, served as a director on several organization boards and helped others anytime he saw a need. He was never just a member, he actively participated.

Brent knew his priorities and spent his time doing the things he enjoyed; family, friends, work, serving the public, participating in cook-offs, spending time in solitude at the deer lease and helping others in any way he could. These things gave him the most enjoyment. Brent was driven by passion. He cared about what he did and the people around him. We talked a lot about second chances after surviving cancer and how important every minute of life really is; how it changes your perspective and your tolerance for time wasters. Brent was driven to do the right thing and make a difference.

He will be remembered for his integrity, dedication and extraordinary leadership. We are all better because of him. We all stood a little taller and walked straighter while in his presence, because his influence was so powerful. Brent helped many people and touched several hearts with his extreme generosity. He was always available if you asked for his help. He will be missed greatly by all but never forgotten. Brent will be remembered for his infinite kindness, limitless patience, and as a true southern gentleman.

Brent and Ruby have a sign in their living room that says, "Home. Where Life Begins and Love Never Ends." Brent has now gone to his Heavenly Home. When my heart is breaking because I cannot talk, tease, or laugh with my dear friend, I try to remember that his passing is not a tragedy but rather a transformation. During Brent's lifetime, he received many awards for his service to others. He has now received one more reward, one more acknowledgement of his exceptional service.

Brent sent me this text after I was diagnosed with cancer in 2013. "Woke up this morning and this is what popped into my head, 'Live every day as your last and you will never be disappointed.' Did I dream that up, or did someone else say this?" I responded that I thought it was a Brent Phillips original. I have used this as my guide and it is true. We are blessed to have known D. Brent Phillips.

Training Report

Greetings TJA Members! I hope you all had a wonderful holiday season. We are looking forward to another year of great training. The Training Committee met to finalize the lineup for the 32nd Annual Conference. A lot of thought and preparation is being done to ensure we are providing the training you want and to cover all of the latest legislative changes. Everyone has done a great job and I really think this upcoming conference will be a great experience for all. Registration for the 32nd Annual Conference is open now!

Please don't forget TJA's Regional Trainings. These trainings have been very well received so make sure you take advantage of the opportunity. Watch your email for 2018 dates and locations.

Training is at the core of the Texas Jail Association's mission. Please take advantage of all that we have to offer, and please give us your feedback so we are offering relevant and needed training. All training opportunities can be found on our website at www.texasjailassociation.com. We look forward to seeing you in Austin!

Kevin Stuart
Brazos County Sheriff's Office
TJA 2nd Vice President
kstuart@brazoscountytx.gov
979-361-4846

By-Laws Committee Report

If you are interested in becoming familiar with the TJA By-Laws, they can be found at: http://www.texasjailassociation.com/about/_documents/by_laws_2016.pdf. This will provide the TJA Membership with an understanding of the operation of the Texas Jail Association. This year at the 32nd Annual TJA Conference being held in Austin, May 14 - 18, 2018, there will be TJA By-Law revisions to be voted on if approved by the TJA Board of Directors at the next board meeting.

2017-2018 TJA By-Laws Committee

Martin Gonzales - Chairman
Atascosa County Sheriff's Office

Billy Bryan - Parliamentarian

Wayne Johnson - Member-at-Large
Terry County Sheriff's Office

KEY ISSUES DEADLINES

March 1, 2018
for April 2018 Publication

June 1, 2018
for July 2018 Publication

September 1, 2018
for October 2018 Publication

December 1, 2018
for January 2019 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*

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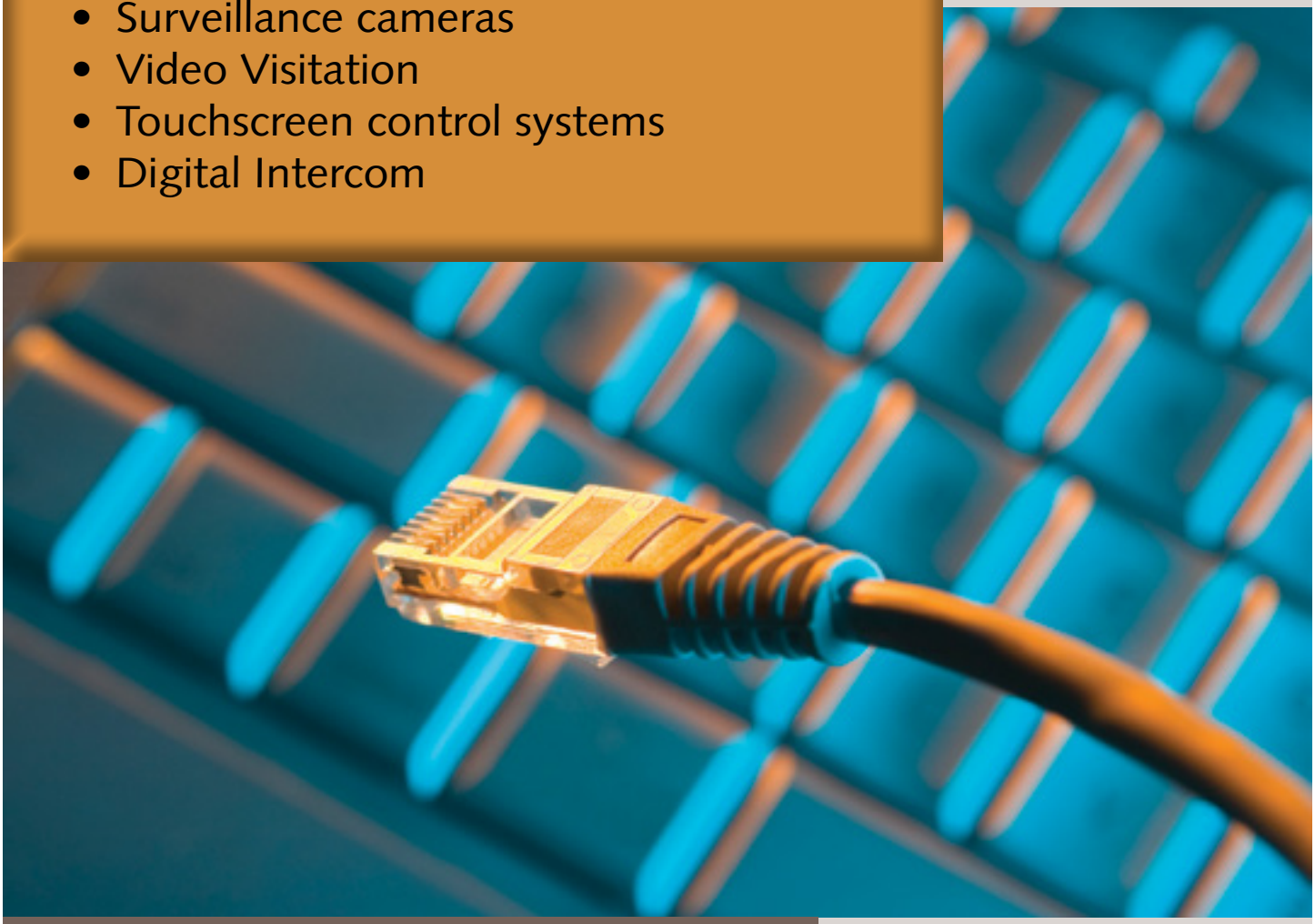

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Recruiting from the Millennial Generation

by Captain Ryan Braus

Today's work force is highly dictated by the generation which it employs. As a borderline millennial, I can attest to the stereotypes that are the source of frustration for so many other generations. I am not a millennial and I am constantly frustrated by the same stereotypes that frustrate the baby boomers, and us gen Xers. The fact is that the things that plague the workforce is not a generational problem, it's a generational fact that we simply have to deal with.

The stereotypes that we are talking about are:

- A dependence on technology;
- A lack of initiative;
- A desire for promotion without paying their dues; and
- An entitlement mentality.

Before you stop reading, please let me elaborate as to why I assume the position that these stereotypes are terribly wrong and why they have been sustained for so long now. The true problem with the millennial generation is a lack of effective leadership. That's not to say that leadership has not been present, but the dynamic leadership that is required for the current generation has not been present. The millennial generation is terrible about one thing for sure; the millennial generation does not effectively communicate their needs. In reality, I don't think this is actually their fault. They have no idea how to fix the problem because they don't have a clear picture of what the problem is. I intend to change your perspective on the millennial generation and stress the important recruiting strategies for agencies who may want to target millennials for their work force.

In a study performed by USA Today entitled "Millennial Momentum," stress in the millennial generation is higher than any other generation. Expectations for the millennial generation are set high for the individual, and individually only 19 percent of millennials have achieved a measurable level of success as defined by society. When it comes to mental illness, the millennial generation has been diagnosed with more mental illness than any other generation. 19 percent of the millennial generation has been diagnosed with severe depression, as opposed to 14 percent of generation X and only 11 percent of baby boomers. Maybe this is a result of awareness, but the numbers don't lie. Meanwhile, only 25 percent of millennials consider their healthcare provider to meet their needs. American Psychological Association CEO Norman B. Anderson said in a press release, "*Unfortunately, our country's health system often neglects psychological and behavioral factors that are essential to managing stress and chronic diseases. In order*

for our nation to get healthier, lower the rates of chronic illnesses, and lower health care costs, we need to improve how we view and treat stress and unhealthy behaviors that are contributing to the high incidence of disease in the U.S."

According to that same study, stress in the millennial generation is listed in order of highest source of stress to lowest as: work, money, and relationships. Traditionally, money has been the number one stressor for every generation before.

In today's educational system, technology has such a large role in the development of our children they grow up with the internet being their main source of research and the millennial generation has in fact become dependent on technology; however, the stereotype is generally used to establish a weakness in the mindset of the millennial generation. The millennial generation generally hasn't grown up with a set of World Book Encyclopedia like you and I may have. Today's leadership fails in challenging the millennial generation to take advantage of their technological savvy. In law enforcement, we are still a field that is dependent on paperwork and we are slowly transitioning to a paperless environment. We significantly censor our employees because we are afraid of how the dependency on technology will impact their job performance. We try to break that dependency instead of fostering its growth. In leadership training, we learn the difference between developing strengths vs. correcting behaviors. TCOLE course 3737 guides the instructor to stress the development of strengths as a productive method of getting results in your supervisory role, as opposed to focusing on weaknesses.

If you enjoy judging the millennial generation, don't worry, there will be plenty of opportunity to do so. The millennial generation will only expand its impact on your local work place. While it's easy to perceive millennials to have a lack of initiative, the fact is millennials are simply not inspired. In "What Millennials Want In The Workplace," an article in *Forbes* magazine, Jamie Gutfreund, chief strategy officer for the Intelligence Group notes that millennials want:

- 64% of them say it's a priority for them to make the world a better place.
    - Imagine what this could mean for law enforcement if we properly recruited;
- 72% would like to be their own boss, but if they do have to work for a boss, 79% of them would want that boss to serve more as a coach or mentor;
- 88% prefer a collaborative work-culture rather than a competitive one;
- 74% want flexible work schedules that create more free time;
- And 88% want "work-life integration," which isn't the same as work-life balance, since work and life now blend together inextricably;
    - What field "integrated your life into your work" better than law enforcement?
    - This has been standard in the field of law enforcement.

If done properly we should see the largest growth in the law enforcement community than at any other point in time. If this generation is properly inspired, they could legitimately represent the greatest progress in law enforcement than ever before. According to these numbers, the millennial generation values change and opportunity. It's our responsibility to translate a lack of initiative into a need to motivate.

The concept of entitlement is largely misinterpreted as a desire to move up the ladder without earning the position. It is my opinion, and only my opinion, that the entitlement image is the assumption that the millennial generation is lazy and doesn't want to work for their spot. I would pose the perspective that this generation simply has not been taught that it's necessary to work for years to achieve experience. This generation has grown up in an age of instant gratification. Cell phones provide instant access to virtually anything you can imagine. If that is the norm for this generation, why should they instantly be conditioned to expect anything else in their work field? Now, I do not prescribe to the notion that this is correct thinking; on the contrary I am simply trying to illustrate the perspective that we may not be empathizing with their current strife.

Simon Sinek has recently been noted by stating the fact that every generation has been a source of frustration for the generations before it. He illustrates this point by reminding us of those who grew up during the Great Depression and how they were more fiscally conservative than other generations. These are people who developed traits as a result of their experience in life. The baby boomer generation were very hesitant to trust the government as a result of experiencing the Vietnam War and Richard Nixon. Each generation has its own result of its circumstances. The current generation is not an exception. This is not intended to create an excuse for the millennial generation, it is only intended to explain the thought process and logic behind certain behaviors.

With all of these factors in mind, I propose that we focus on methods of exploiting the benefits this generation can bring to the table and perhaps revolutionize the field of law enforcement. How do we do this? We start by changing our cultures in our workplace. We start by establishing collaborative work environments where each person has an opportunity to shine. We recruit the best and brightest for our field. Law enforcement offers something very few professional fields have been able to offer. Law enforcement offers a career with purpose and community impact.

Assuming the research is correct, 64% of the millennial generation say it's a priority to make the world a better place. Agencies have this unique opportunity to recruit based on their ideals and values and not just what's out there. The leadership challenge becomes fostering that environment and providing opportunities to challenge the status quo. The mainstream media and certain political factions constantly raise the topic of reform for the law enforcement community. The fact is that every field can improve. It's popular to target the law enforcement community because it directly impacts this new generation's idea of changing the world. By being proactive we can dictate the direction this reform takes and truly "lead" this generation into greatness. If you are like me, you pour everything into your career and you take pride in what you leave behind. Let's make sure we guide the next generation in a direction that would make us proud.

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Historian's Historical Hysteria

by Carmella Jones

What was going on in 2008?

Worldwide, the credit market froze, bankruptcies triggered a recession, and the stock market crashed. Statewide, it was a year of weather with snow in the spring and hurricane Ike in Galveston in the fall, politics were as usual in Austin, and it was not a good year for football either.

The Texas Jail Association was going full force. **Carla Stone** was president. New board members were **Mike Ganzer** of Denton County and **Joe Dominguez** of Kendall County. Vendor Representatives were **Heather White** from Securus, and Kevin Johnson from Bob Barker. The JMI Conference was held in South Padre Island. The weather was cooperative most of the week but the evening activities were moved inside on the last night. Executive Director **Sharese Hurst** was soon to bring her daughter Annsley into the world.

At the annual banquet, **Bob Patterson** received the Jerry Baggs Leadership Award. Special recognition was given to Jerry Baggs' widow and son **James Baggs**. **Carmella Jones** received the Hall of Fame Award. TJA and TAC's regional topic was Inmate Rights and Privileges with 650 attendees across the state.

The Texas Jail Association continues to grow and remain current with focus on training and professionalism. We are in our 32nd year. Once again, TJA will be growing, improving, changing, and moving with the current trends. Please renew your current membership and encourage others to become a part of this strong professional organization as we move toward the future together.

The Warrior's Edge

By Captain Ricky Armstrong, *McLennan County Sheriff's Office*

Do you have what it takes to be a Warrior? We work amongst the worst of the worst every day. We have to be prepared and ready for whatever comes our way. At any moment, you could get assaulted or taken hostage. Are you ready?

I would like to tell you a story of an officer's recent encounter where she became the Warrior. First off, I would like to recognize Officer **Lawanda Hill** for her bravery. Lawanda was off duty and home alone at her residence on December 4, 2017. It was 3:00 A.M.; Lawanda was in bed asleep when she heard something downstairs. She grabbed the first weapon she could find, which was a baseball bat. Lawanda went to the top of the stairs and she could see someone walking around downstairs.

She called 911, and her husband who was at work. Lawanda then went downstairs. In the darkness, she could see the silhouette of a man holding a gun. Lawanda was hiding in the darkness. The man started walking towards her. She then swung the bat as if she was swinging for a homerun, striking the subject across the chest. Lawanda hit him with enough force she knocked him to the ground and the gun flew across the room. She then stood over the subject with the bat in hand ready to strike. She held him there until the police arrived and took him into custody. Congratulations, Lawanda, on a job well done.

Do you have what it takes to be a Warrior, to never give up no matter how bad it is or how scared you are?

2018-2019 TJA CALL FOR NOMINATIONS

ELECTION TIME IS COMING and we need good people from around the state to continue the tradition of dedication and commitment set by current and past officers and board members. Become involved; submit a nomination now. The Nomination Committee of the TJA will be selecting a slate of candidates for the following positions:

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

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

NOMINATION PROCESS

Nominations with an attached resume, picture, and letter of endorsement from the agency head are to be returned to TJA Headquarters, Attention: Sharese Hurst, Box 2296, Huntsville, Texas 77341-2296. All packets will be sent to the Nomination Committee Chair for verification of eligibility and distribution to committee members.

NOMINATE FOR AWARDS TODAY

Fill out the award nomination form on the next page or visit texasjailassociation.com for an electronic copy.

GUIDELINES FOR BOARD NOMINATIONS

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

Nominations must be received by March 1, 2018. All nominations shall contain the following for consideration: Full Name, Current Occupation, Official Title, Business Address and Phone Number, a brief biographical sketch (not to exceed 50 words), letter of endorsement from the agency head, and a picture to be included on the ballot. *Nominations received after the deadline cannot be considered.*

NOMINATION COMMITTEE

Martin Gonzales, *Chair*
1st Vice President
Atascosa County Sheriff's Office
(830) 480-2741
martin.gonzales@acso-tx.org

Kevin Stuart
2nd Vice President
Brazos County Sheriff's Office
(979) 361-4846
kstuart@brazoscountytx.gov

Dolores Rodriguez
At-Large-Member
Bee County Sheriff's Office
361-362-3221
dolores.rodriguez@co.bee.tx.us

TJA AWARD NOMINATIONS

THE TEXAS JAIL ASSOCIATION is accepting nominations for Detention Officer of the Year (Professional Service and Valor), the Hall of Fame, and the Jerry Baggs Leadership Award. The purpose of these awards is to recognize exceptional service provided by an individual in the field of county jail operations. How often have you been told that you're doing a good job? Positive reinforcement and recognition of a job well done encourages staff to continue this exemplary behavior. TJA encourages you to evaluate your agency and find the individual that is excelling and is deserving of recognition. Whether it is a peer, a subordinate, or a supervisor, there is someone who has positively impacted your agency. Their level of professionalism, es'prit de corps, dedication, loyalty and/or actions has made a difference in the field of county corrections. Now is the time for you to recognize them.

The nomination process is simple. Please complete the nomination form and submit to the Awards Committee by **March 1, 2018**. A person does not have to be a member of TJA; however they must be eligible for membership. These awards will be presented at the 32nd Annual TJA Conference, May 14-18, 2018, in Austin, Texas. Recipients will receive complimentary conference registration and hotel accommodations at the Annual Training Conference. The recipients will also be presented with a commemorative plaque and will be recognized in the TJA newsletter. Any nomination must have the written endorsement of the agency head.

Nominations will be accepted for the following awards:

DETENTION OFFICER OF THE YEAR - PROFESSIONAL SERVICE – This award is given to an individual working in county corrections who has demonstrated a commitment to professional service at his/her agency by making outstanding contributions to county corrections that exceed basic ability and expected performance.

DETENTION OFFICER OF THE YEAR - VALOR – This award is given to an individual working in county corrections who demonstrated courage or valor in the face of danger while in the performance of his/her official duties.

HALL OF FAME AWARD – This award is a tribute to the service of an individual career of outstanding contributions to county corrections and the criminal justice system. The recipient of this award has demonstrated a dedication to the advancement of the field of county corrections.

JERRY BAGGS LEADERSHIP AWARD – This award is presented to an individual employed in the field of county corrections who has demonstrated outstanding leadership in and appreciation of the field of county corrections. He or she has exhibited a sincere commitment to the professional advancement of county corrections personnel.

Please complete and return the nomination form below to the Awards Committee by March 1, 2018. Please describe in specific detail how this nominee meets the criteria for the award. Attach additional pages if needed. Also attach supporting documentation such as offense reports, sworn statements, newspaper accounts, and letters of recommendation.

Person Nominated: _____

Department/Agency: _____

Position or Title: _____

Address: _____

Phone Numbers: _____

Nominated by: _____

Position or Title: _____

Endorsement by Agency Head: _____

Return this form and any supporting documents by March 1, 2018
TEXAS JAIL ASSOCIATION
ATTN: Awards Committee
Correctional Management Institute of Texas
George J. Beto Criminal Justice Center
Sam Houston State University
Huntsville, Texas 77341-2296

85th Legislature – Senate Bill 1849 Breaking Down the Sandra Bland Act

By Julie Anderson
Editor, County Progress Magazine

On June 15, Gov. Greg Abbott signed Senate Bill 1849, known as the Sandra Bland Act, into law. That same day, *USA Today* published an opinion piece saying the new Texas law "sets an example for the rest of the nation." The article, authored by Nick Selby, a Dallas-area police detective, and Colt Remington, a certified Texas mental health peace officer, focuses on the ineffective "warehousing of the mentally ill" and praises the legislation for "forcing accountability in the mental health industry," https://usat.ly/2A7xaov.

While diverting the mentally ill from county jails is an important element of the legislation, the Senate Research Center's bill analysis summarizes the components of the statute as follows: bail reform, jail diversion, jail safety, officer training, racial profiling, data collection, officer discipline and behavioral health.

The legislation was filed following a high-profile incident in 2015 in which a 28-year-old Illinois woman, Sandra Bland, died in the Waller County Jail days after being arrested during a routine traffic stop. Official autopsy reports ruled Bland's death as a suicide.

"To make both officers and the public safer, S.B. 1849 increases officer training in general de-escalation and mental health de-escalation tactics," the Senate bill analysis reads. "The use of de-escalation tactics helps ensure that both law enforcement and the public are able to go home safe."

The Sandra Bland Act requires several changes to Minimum Jail Standards, reported Brandon Wood, executive director of the Texas Commission on Jail Standards (Commission). During the summer and fall months, Wood traveled throughout the state briefing County Judges, County Commissioners and other officials on developing changes to Minimum Jail Standards, other new requirements in the statute, and related deadlines.

To view the statute and the bill analysis in full, go to http://www.capitol.state.tx.us/, click on (85)R, and key in SB1849.

Important elements of the Sandra Bland Act include the following:

Identification and Notification of Defendant Suspected of Having Mental Illness or Intellectual Disability to Magistrate

The Code of Criminal Procedure was amended to require the sheriff, "not later than 12 hours, rather than 72 hours, after receiving credible information that may establish reasonable cause to believe that a defendant committed to the sheriff's custody has a mental illness or is a person with an intellectual disability, including observation of the defendant's behavior immediately before, during, and after the defendant's arrest and the results of any previous assessment of the defendant, to provide written or electronic notice of the information to the magistrate."

Key Change: The notification requirement is now 12 hours rather than 72 hours; this change went into effect on Sept. 1, 2017.

Diversion of Those Suffering Mental Health Crisis or Substance Abuse

The Code of Criminal Procedure was amended to require each law enforcement agency to make a "good faith effort" to divert a person suffering a mental health crisis or suffering from the effects of substance abuse to a proper treatment center in the agency's jurisdiction if:

a) there is an available and appropriate treatment center in the agency's jurisdiction to which the agency is authorized to divert the person;
b) it is reasonable to divert the person;
c) the offense that the person is accused of is a misdemeanor, other than a misdemeanor involving violence; and
d) the mental health crisis or substance abuse issue is suspected to be the reason the person committed the alleged offense.

This new requirement went into effect on Sept. 1, 2017.

Grant Money for Community Collaboratives

The Sandra Bland Act amended the Government Code to require the Department of State Health Services to, depending on appropriated funds, make grants available to certain entities for the establishment or expansion of collaboratives to provide services to those experiencing homelessness, substance abuse issues, or mental illness. Language was also added to the statute requiring the development of plans for certain community collaboratives.

Release on Personal Bond of Certain Defendants with Mental Illness or Intellectual Disability

The Code of Criminal Procedure was amended to require a magistrate to "release a defendant on personal bond unless good cause is shown otherwise if the defendant is examined by the local mental health or intellectual and developmental disability authority or a certain other mental health expert and an applicable expert, in a certain written assessment concludes that the defendant has a mental illness or is a person with an intellectual disability and is nonetheless competent to stand trial, and recommends mental health treatment or intellectual disability treatment for the defendant, as applicable."

This new requirement took effect on Sept. 1, 2017.

Safety of Prisoners

The Sandra Bland Act requires county jails to:

a) give prisoners the ability to access a mental health professional at the jail through a telemental health service 24 hours a day;

b) give prisoners the ability to access a health professional at the jail or through a telehealth service 24 hours a day, or if a health professional is unavailable at the jail or through a telehealth service, provide for a prisoner to be transported to access a health professional; and

c) install automated electronic sensors or cameras to ensure accurate and timely in-person checks of cells or groups of cells confining at-risk individuals. The Legislature created an account titled the Prisoner Safety Fund, and counties that operate a jail that is 96 beds or less may apply for grants to assist in paying for the capital improvement upgrades, such as electronic sensors and possibly cameras. The grant program is currently in development.

The deadline for the Commission to adopt rules and procedures regarding these new requirements is Sept. 1, 2018. The county must comply with these new requirements by Sept. 1, 2020.

The Commission has "been provided direction from the authors" that any funds that are left over after fulfilling the installation of sensors or cameras may be used to assist counties (96 beds or less) with the equipment for the other two mandates, but not the ongoing operational cost, Wood reported.

Continuity of Medications

The Commission shall adopt reasonable rules and procedures establishing minimum standards regarding the continuity of prescription medications for the care and treatment of prisoners. The rules and procedures shall require that a qualified medical professional shall review as soon as possible any prescription medication a prisoner is taking when the prisoner is taken into custody.

This new requirement will go into effect on Jan. 1, 2018.

Serious Incident Report

On or before the fifth day of each month, the sheriff of each county must report to the Commission any of the following incidents that happened in the county jail during the prior month:

- suicide
- attempted suicide
- death
- serious bodily injury, as that term is defined by Section 1.07, Penal Code
- assault
- escape
- sexual assault
- any use of force resulting in bodily injury, as that term is defined by Section 1.07, Penal Code

The new rule will become effective Jan. 1, 2018, and the first reports will be due on Feb. 5, 2018, covering the previous month, Wood said.

Death in Custody Investigation

On the death of a prisoner in a county jail, the Commission shall appoint a law enforcement agency, other than the local law enforcement agency that operates the county jail, to investigate the death as soon as possible.

The Commission shall adopt any rules necessary relating to the appointment of a law enforcement agency, including rules relating to cooperation between law enforcement agencies and to procedures for handling evidence, by Jan. 1, 2018.

While counties may have their own criminal investigators or internal affairs divisions investigate deaths in custody, the Commission is mandated to appoint an independent, outside agency to investigate the death.

Jail Administrator Examination

The Government Code was amended to require the Texas Division on Law Enforcement (TCOLE) to develop and the Commission to approve an examination for county jail administrators.

Specifically, the law states that the Commission must adopt rules requiring a person, other than a sheriff, assigned to the jail administrator position overseeing a county jail to pass the examination not later than the 180th day after the date the person is assigned to that position. The rules must provide that a person who fails the examination is authorized to be immediately removed from the position and is prohibited from being reinstated until the person passes the examination.

The sheriff of a county must perform the duties of the jail administrator position at any time there is not a person available who satisfies the examination requirements of this new section of law.

TCOLE and the Commission must have the test prepared and approved by March 1, 2018. Anyone serving as a jail administrator on or before March 1 will be grandfathered and not required to take the exam. However, if a jail administrator transfers to another county, or a new or incoming sheriff appoints the existing jail administrator to the same position, the exemption does not apply, and the administrator must take the exam.

Jail Training – Mental Health Course

The Occupations Code was amended to require that county jailer training include at least eight hours of mental health training approved by TCOLE and the Commission. Current license holders have until Aug. 31, 2021, to take an approved eight-hour course.

The new law requires the Commission to employ three mental health trainers who will be responsible for teaching the mental course in their assigned regions.

The training will be at no cost to the county.

New Training Requirement for Law Enforcement Officers

The Occupations Code was amended to require TCOLE, as part of the minimum curriculum requirements, to require an officer to complete a 40-hour statewide education and training program on de-escalation and crisis intervention techniques to facilitate interaction with persons with mental impairments. The new language also requires TCOLE, as part of the minimum curriculum requirements, to require an officer to complete a statewide education and training program on de-escalation techniques to facilitate interaction with members of the public, including techniques for limiting the use of force resulting in bodily injury.

To read more about this requirement, please see the statute: http://www.capitol.state.tx.us/, click on (85)R, and key in SB1849.

Important Reminders

Wood, who has fielded a multitude of questions from officials across the state, offered the following suggestions:

1. The law does not require electronic sensors or cameras for each and every cell, "so be mindful of that statement from vendors," Wood emphasized. The agency will be conducting a survey to assist counties in determining if they already comply or what they will need in order to comply.
2. Regarding the eight-hour course for jailers: This course is free and will be conducted across the state over the next four years. "Make sure your jailers do not wait until the last moment to attend one of the classes," Wood cautioned. Regarding jail administrators who are grandfathered in, "we encourage all of them to take he exam as it helps promote professionalism within their profession and demonstrates competency."

"Additional Technical Assistance Memos will be distributed on each and every topic providing guidance on what is required to comply and hopefully clear up any misinformation that is making the rounds," Wood shared.

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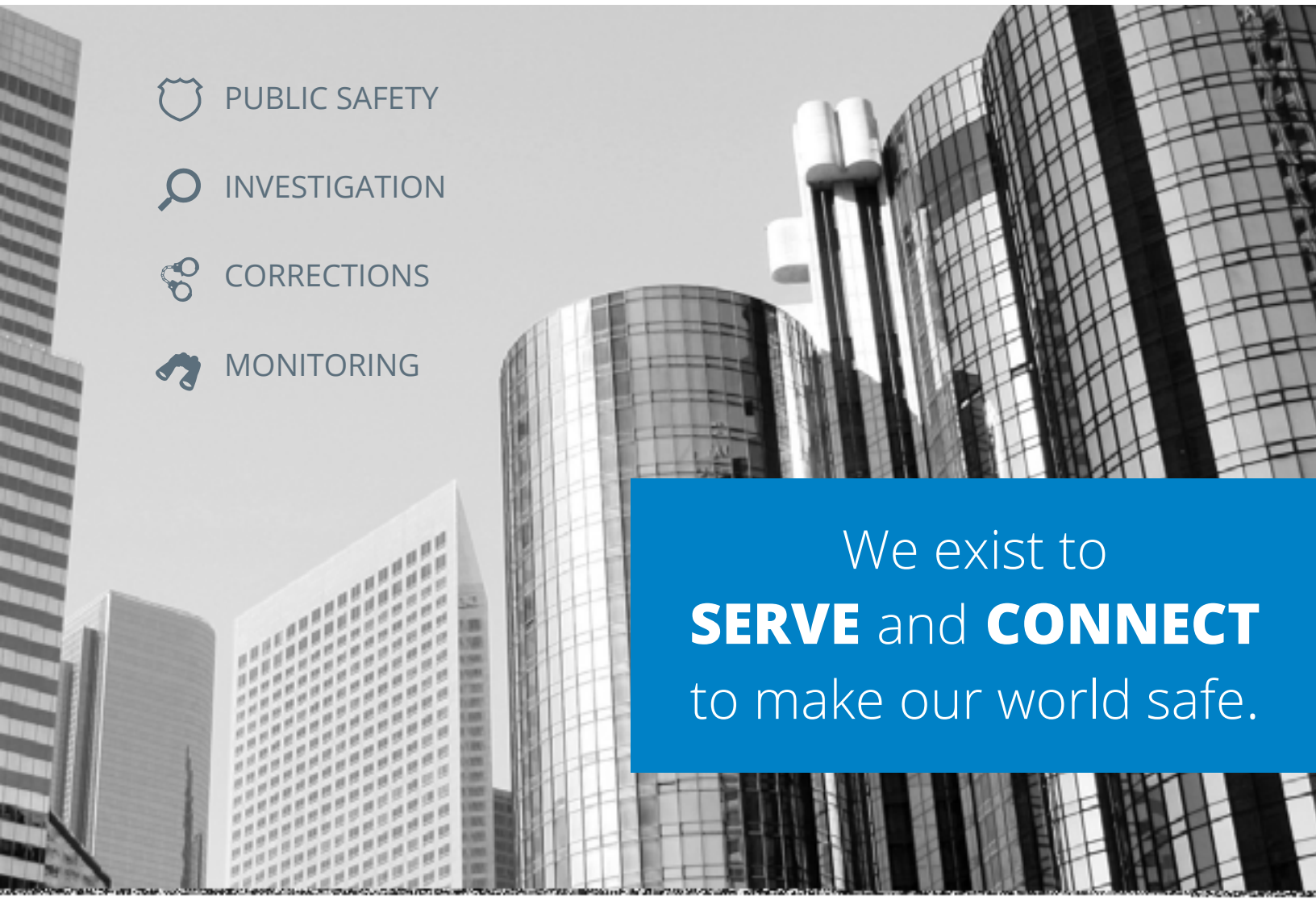

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THE MOTIVATION MYSTERY

by **Randy Garner, Ph.D., Sam Houston State University**

Much has been written on the topic of motivation, yet this process often remains elusive for many in leadership roles. Many historic thinkers and scientists including Aristotle, Freud, Maslow, and others have struggled to try and understand what motivates us as human beings. The term itself is of French origin and means "to stimulate toward action" or "a moving force." In fact, the root word in motivation is "motive"--which is a reason to act. When we are trying to motivate someone we are attempting to give them a reason to move in a particular direction or accomplish a specific task. In leadership terms motivation is associated with the desire of a person to engage in some activity. The real challenge is that what may be motivating for one person may not be for another. As individuals, we are not all motivated by the same things and we are not all motivated in the same way. There is a near infinite number of internal and external factors that can impact one's motivation. In fact, what is considered to be motivating can be impacted by other individuals, by the culture, by history, and it can change dramatically over time.

Part of the complexity occurs because individuals can differ profoundly in their personality, abilities, self-concept, perceptions, and attitudes. Each of these factors can have an impact on how an individual views a situation and what they consider motivating. One individual may be pleased and motivated to have the opportunity to work overtime as it meets a financial need; another may have a strong desire to be with their family and consider overtime to be a punishment. Same opportunity – different assessment by different individuals.

Motivation is a dynamic, goal oriented process that is often based on how individuals assess the motivating factor and can be based on their own feelings and in relation to their own particular needs. This is why there is no one-size-fits-all ability to motivate and why some attempts to motivate others will often fail. It is important to assess the situation, the individual, and their needs when trying to identify a motivating influence. As leaders, we must do our best to know our people; their strengths and weaknesses, their personal goals and ambitions, and what they may find individually motivating.

One area that can be particularly confounding is when individual leaders confuse motivation with ability. First, motivation is not cheerleading, it is much more. It is based on the individual's needs and capabilities. It can be quite frustrating, the opposite of motivating, to be asked to do something for which one has no ability or facility to accomplish. If one does not know how to do calculus, no amount of cheerleading or encouragement or expressions of faith in the individual will change that. No amount of attempts at motivation will overcome ones lack of ability. Trying to do so reminds me of Mark Twain's comment "Never try to teach a pig to sing. It wastes your time and annoys the pig." Yet, some leaders will persist in engaging their view of motivation without fully considering the commensurate abilities of their intended target.

In a similar vein we must be leery of the management equivalent of the "could you do it if I put a gun to you head" test. If the task was impossible then it clearly is an ability issue. However, if it is not impossible, but undesirable, one might be able to crank up the short-term pressure to gain compliance, but that

is neither positively motivating nor effective in the long term. In fact, this brings up one of the most important considerations in effective motivation that is often overlooked. Many believe that motivation is all about adding something to the picture; some reward, encouragement, or incentive. However, one of the neglected "secrets" related to motivation is not about adding to, but rather subtracting from or removing some of the factors that would otherwise make the task, the job, or the situation undesirable.

If a task is undesirable, consider ways to remove or reduce some of the factors that are less appealing. Perhaps individuals could deal with the activity for a shorter amount of time or the task could be divided in such a way that they only deal with a portion of the activity, rather than having to address it wholly. This approach can vary in as many ways as the tasks with which they are associated. The point is to make the situation less negative. If you do not at least consider this approach, then you will likely be constantly looking for ways to motivate people to do something they hate. Good luck with that.

In surveys of successful managers and leaders there is a recognition of the individualized nature involved in the concept of motivation. One survey found that when leaders displayed "mutual respect" and "personal involvement/appreciation" motivating individuals to accomplish tasks was more effective. When workers feel good about what they do, feel good about themselves, and have a positive regard for their leaders and the agency they work for, cooperation occurs much more easily.

Some have indicated that an employee or individual "just isn't motivated" or "they are not able to be motivated." However, nothing could be further from the truth. Motivation is a psychological and social process. It is brain-driven behavior. In fact, people are always motivated; people choose their behavior. This occurs even when their actions may not make any sense to others. Individuals have a way of creating contingencies and pay-off matrices that can seemingly defy reason. The problem for leaders is not that individuals are not motivated; it is that individuals may not be motivated to do what the leader wants them to accomplish. Some may be motivated to be lazy or unproductive because there is a perception of a payoff for them – even if it ultimately gets them fired. The human mind can be a mysterious place.

Motivational Myths

There are several common myths that relate to motivating employees. Though not always applicable to all situations, these bear consideration:

Myth 1: "I can motivate people." Not really. People ultimately have to motivate themselves. However, you can set up an environment where they can motivate and empower themselves. The key is understanding that each individual is unique and views the world differently.

Myth 2: "Money is a good motivator." Again, not really. This can sometimes help individuals from becoming less motivated, but usually money does not help people become more motivated. No one is going to go "die in the ditch" for you just because they got a dollar an hour raise. Ultimately, any temporary boost that may occur with a raise dwindles rather rapidly and the individual comes to view this as a deserved compensation, not something to consider motivating.

Myth 3: "Fear is a darn good motivator." Well…fear can be a great motivator – for a very short time. The problem is that this has little lasting effect and introduces negative attributes of its own. Additionally, if a leader is focused on using fear as their primary motivational tool…they need a much better toolbox. This speaks volumes about the capability of the leader.

Myth 4: "I know what motivates me so I know what motivates my employees." Different people are motivated by different things and in different ways. In fact, the American Management Association indicates that a poor recognition of this key concept can result in a leader's derailment and quick exit. The emphasis must be on understanding what motivates each of your employees.

Myth 5: "Increased job satisfaction means increased job performance." Though this sounds right, the research suggests it is not necessarily true. In fact, some may be satisfied with their job because there is no accountability in place and they are not held to any standard or requirement. They may be very happy to do little; however, this is not increasing the organizational performance level.

This final myth addresses a larger issue of motivation. There are generally three broad categories of motivation. There is extrinsic motivation in which individuals are motivated by outside influences. This can be reward, recognition, money, fame, notoriety, and so forth. Intrinsic motivation occurs when individuals find the work or task to be self-satisfying, perhaps meeting a personal desire or need that allows them to feel more fulfilled in some way. Finally there is self-motivation in which the person assesses the situation or environment in such a way that they come to their own conclusion that the task, event, or circumstance is worthy of their efforts. Ultimately, motivation likely contains degrees of all of these elements; however, the best motivation is likely derived from the self-motivational assessment of an individual. There is nothing more convincing than when one convinces themselves.

For the manager or leader, recognizing the complexities and individual assessments that are involved in the process of motivation can be very helpful. Understanding the psychosocial nature of motivation allows a leader to better focus on that which will be more productive when accomplishing their leadership role. The true goal for any leader to be successful when attempting to motivate others is to realize that they must endeavor to set the environment to elicit more self-motivation in their employees whenever possible and then consistently work to reinforce it.

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Randy Garner is a Professor of Behavioral Sciences and former Associate Dean in the College of Criminal Justice at Sam Houston State University (SHSU). Dr. Garner also served as founding Director of the Texas Regional Community Policing Institute (TRCPI) and as the Executive Director of the Law Enforcement Management Institute of Texas (LEMIT). Prior to coming to SHSU, Dr. Garner was the Associate Director of Behavioral Medicine at the University of Houston. Prior to entering academia, Dr. Garner served in all divisions and levels of command, including as a Police Chief, in his 30 year career in Law Enforcement. Dr. Garner has authored numerous books and professional publications with particular emphasis in the areas of social influence, persuasion, and leadership. Additionally, Dr. Garner is the Editor-in-Chief of *Applied Psychology in Criminal Justice*, an interdisciplinary, peer-reviewed, academic journal that examines the social and psychological aspects of human behavior as related to applied societal and criminal justice settings.

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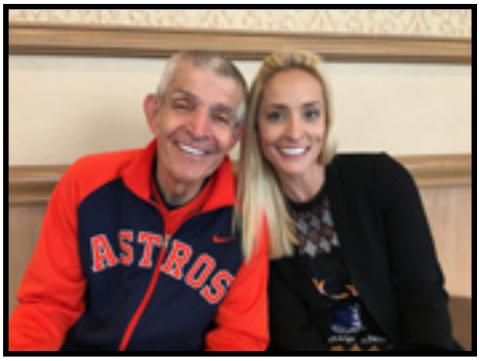
Correctional Management Institute of Texas 4th Annual Mental Health Conference

By Aimee Crockett

The Correctional Management Institute of Texas 4th Annual Mental Health Conference was held October 31 – November 3, 2017. The conference was originally scheduled to be held at the Omni Houston Galleria. The Omni experienced tremendous devastation from Hurricane Harvey and we were forced to relocate the conference. We were extremely fortunate that the San Luis Resort and the Galveston Island Convention Center were able to accommodate our conference.



Jim and Elizabeth McIngvale

To call this conference a success would be an understatement. Changing event venues without having to change conference dates was remarkable. To make it even more of a blessing, all of our speakers were able to attend as well, so we had very few repercussions from this move. In fact, our registration continued to grow once the change was announced. We had over 390 registered participants for this year! The keynote speakers, **Jim "Mattress Mack" McIngvale** and his daughter **Elizabeth McIngvale** gave an emotional presentation about Elizabeth's struggle with OCD. Mattress Mack also took time to thank all of our attendees for their dedication to their profession and to their communities. He and Elizabeth arrived at the conference shortly after they awarded twenty first responders with a chartered flight to watch the Astros play in the World Series, and the Astros won! It was an exciting week for sure.

Our exhibitors stepped up as well - eighteen exhibitors was a record number for this conference. The TJA booth was very popular with its extensive variety of merchandise. TJA Treasurer **Carla Stone** and Director **Johnny Jacquess** were busy from the time they opened until they closed each day. TJA hosted a raffle for a pink YETI cooler with a breast cancer ribbon and the TJA logo. The winner was **Cassandra Simmons** from Grand Prairie Police Department. All proceeds from this raffle went into the TJA scholarship fund. Three of TJA's Past Presidents were in attendance as well.

Cassandra Simmons and her new Yeti cooler

Mental health training is a tremendous need and we realize how important it is to bring this training to our constituents. We are already planning next years' conference and look forward to seeing you there!

Meet us in San Marcos, Texas at the Embassy Suites Hotel, Spa & Conference Center, October 23-26, 2018.

TJA Past Prsidents Shane Poole, Carla Stone and Tim Quintana

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Travis County Sheriff's Office Comes Together in Show of Unity and Teamwork Through Rowing

By Jamie Maas

On November 7th and 8th, forty officers came together to complete 24 hours of rowing in an amazing show of teamwork. The idea for this event was sparked by Captain Nelda Pena's explanation of how Travis County Sheriff's Office is like a human body, with every part playing a needed function to survive. Officers from over fifteen different assignments rowed

consecutively to achieve the completion of 333,125 meters on the Concept 2 Rower. This contrasted with the 182,510 meters rowed concurrently by Officer Jamie Maas during the same time period, demonstrating how much more can be accomplished by working together than alone.

The Training Academy staff started off the event. COBRA Instructors James Traynor, Gamble, and Marcus Wilkinson each rowed for an hour and added over 14,000 meters each to the tally. One of the current COBRA Cadets, Connor Emems, also participated for an hour at 0430 before going to class. Academy Instructors Luke Hatley and Christopher Walsh helped finish out the event, which ended at 1000 on November 8th.

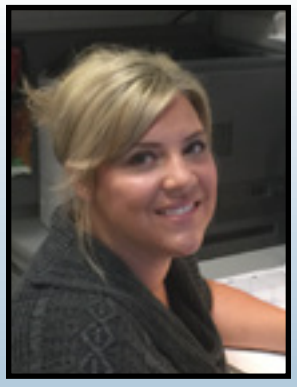
Lieutenant Jerry Kovar, FTO Sherri Murray, Instructor Henson, and Officer Richard Redus demonstrated the Sheriff's value of full commitment by rowing for two hours each. The Sheriff's value of integrity was definitely shown by Officer Joseph Burleson, who accidentally signed up during a vacation day, but participated anyway. Participation by someone from every rank, cadet through captain, revealed the value of respect for each individual; and, how we all play an important part in the agency's mission. Captain Jonathan Ede added his meters in an innovative way, Face-Timing from a rower in Houston!

Building 12 had the greatest total number of rowers. Officer Van Ehlert and Sergeant Matthew Campbell both achieved personal records for distance. CTAC had the largest special section showing, contributing over 50,000 meters to the overall total. Facilities Officer Shane Dembowski set a personal record for time, as did Lieutenant Frances Dembowski.

The event is being considered by Concept 2 for listing in its "Large Group Mixed 24 Hour" results. Thanks to all who participated!

MEMBERSHIP MATTERS

Jennifer Adams, Collin County Sheriff's Office



Jennifer has been a loyal and dedicated employee of the Sheriff's Office for over 17 years. Her duties here at the Sheriff's Office play an important role in the daily jail population and I believe she should be recognized for it. She always has a positive attitude and gives her all.

Jennifer Adams works for the Collin County Sheriff's Office in McKinney, Texas. She is currently working as a Jail Case Officer and handles all aspects of inmates sentenced to the Texas Department of Criminal Justice.

Officer Adams recently joined TJA and attended the De-Escalation in the Jail regional training sponsored by TJA. When asked what she thought of the training, she responded, "I believe it was a good training session. The instructors shared training experiences and personal job experiences during the session. They provided key points and valuable information to contribute to employees' current positions. I enjoyed the interaction and open discussion throughout the session; the instructors encouraged feedback."

When asked why she chose this line of work and what her motivation was, Officer Adams responded, "I believe this career, combined with my experience, matched skills, strengths, and background, when put to use adds value to my team. I feel like I work closely with senior leaders in the same office. I feel a sense of ownership; however, my success is celebrated by my whole team. My motivation is not only my job, but the opportunity to contribute to society in a non-profit setting. I have learned through the years that employees do not resign from jobs but bosses. When bosses are professional and hardworking people, the retention rate is high. At the end of the day, I feel a sense of loyalty to the Collin County Sheriff's Office."

Jess Christensen, Collin County Sheriff's Office

Jess Christensen works for the Collin County Sheriff's Office in McKinney, Texas. He has been with the Sheriff's Office for eleven years and currently holds the rank of Lieutenant. He works in the Housing Division and supervises daily operations in our Direct Supervision facility. Lieutenant Christensen is also the Assistant Commander of the Honor Guard Unit and serves as the bagpipe drummer. He is a TCOLE Instructor and one of the communication/de-escalation instructors; as well as, a mental health instructor for our office. Lieutenant Christensen is also a part of the intelligence unit assisting Field Operations and the North Texas Fusion Center. In addition, he is the Vice President for a 501(c)(3) organization that benefits the families of Sheriff's Office employees. Lieutenant Christensen has recently joined the Texas Jail Association this year.

Lieutenant Christensen talks about what brought him into the field of corrections, "My father retired after 21 years of service in the Air Force, and I always admired his service and dedication. I am very proud of him and wanted to give to my community like he did for his country. Law Enforcement was my calling and I began in the detention facility with intentions of moving on to field operations. After my experiences in this detention facility, I found that my true calling and passion was in the detention facility." Lieutenant Christensen also credits his father and supervisors for this finding, "The mentors that I have, while working at the Sheriff's Office and while maturing, have helped mold me into the professional that I am today. Now, it is my turn to help mentor the next generation of officers like they did for me." He strives to leave this office and its operations in the betterment every day that he comes to post.

Lieutenant Christensen feels that "it is a privilege to be a part of this office and to serve my community. I am humbled by this opportunity and take the utmost care to ensure that I conduct this service with the honor, courage, and commitment for the citizens of this county."

WHAT'S HAPPENING AROUND THE STATE

ANGELINA COUNTY

On a very warm afternoon in late September, Angelina County Sheriff **Greg Sanches** stepped into the boxing ring of Six Gun Martial Arts in Lufkin, Texas and met boxing coach **Alberto Rodriguez** in an exhibition match. Sanches, 55 years of age, agreed to go a few rounds with Rodriguez, 30 years of age, highlighting boxing as a positive activity for the youth of the community. After the event, Sheriff Sanches spoke with the crowd, including numerous kids in the Six Gun program, about boxing as an excellent way to become physically and mentally fit, to attain speed, agility, power, endurance, and mental toughness. Boxing also teaches self-defense skills and confidence to conquer any challenges throughout life. Being involved in boxing is a great way to occupy time and stay out of trouble.

A Golden Gloves champion, Sheriff "Knockout" Sanches said this was his first time in a ring since hanging up his gloves in the '80's. Sanches won Golden Gloves twice in the '70's and in 1984 won a silver medal at the Police Olympics held in Scottsdale, Arizona. In 1985, he again won a silver medal in the first ever World Police & Fire Olympics in San Jose, California. After the match at Six Gun, Coach Rodriguez said, "Sheriff still has it! He can still throw a punch!"

II Timothy 1:7 For God has not given us a spirit of fear, but of power and of love and of a sound mind.

Sheriff Sanches in red trunks has Alberto Rodriguez on the ropes.

Sheriff Sanches "Because I said I would" and Alberto Rodriguez.

ATASCOSA COUNTY

Lieutenant **Mike Benavidez** received a 20-year service pin from Atascosa County Sheriff **David Soward**. Lieutenant Benavidez began his service with this agency on November 7, 1997. He was promoted to the rank of lieutenant when Sheriff Soward took office on January 1, 2013.

ECTOR COUNTY

Tracey Knott was recently promoted to Operations Corporal. Her hard work and dedication has been appreciated.

Kevin Seibold was recently promoted to Booking and Release Corporal.

Michael McAdoo's recent promotion to Operations Corporal in the jail.

Nichelle Graham was recently promoted to corporal in the jail's Transport Division.

Sheriff **Mike Griffis** congratulates **Pedro J. Diaz** on his promotion to corporal for shift 3 in the Detention Center. Duties include supervising and training officers in the proper procedures of booking and intake of inmates. Diaz has been with Ector County for 13 years and his goal is "to work my way up through the ranks and retire with the Ector County Sheriff's Office."

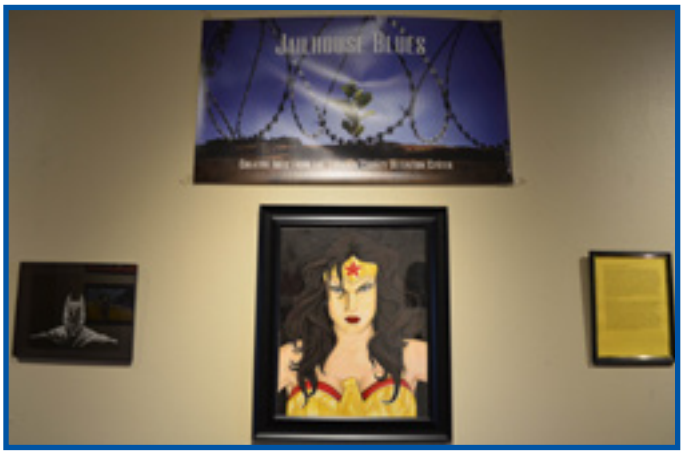
GREGG COUNTY

Sheriff **Maxey Cerliano** recognizes Lieutenant **Bill Jennings** for achieving his Certified Jail Manager Certificate from the American Jail Association. Congratulations on such a significant achievement Lieutenant Jennings.

LUBBOCK COUNTY

Sheriff **Kelly Rowe** recognized Deputy **Fernando Herrera** as employee of the month for October and Deputy **Jennifer Hodges** for Employee of the month for November. Congratulations to both individuals.

The Lubbock First Friday Art Trail exhibition featured artwork and poetry done by Lubbock County Detention Center inmates - calling it Jailhouse Blues. The inmates created a serene atmosphere through creative pieces of superhero art and Slam Poetry. Inmates inspired their emotions with water colors and shaping pencils. A total of 30 creative art pieces are on display at the Legacy Event Center. Congratulations to Education Programs Coordinator **Tammy Smith** for making this all possible.



Lubbock County announces the October 2017 graduates of the Basic County Correctional Officer Course held at the Lubbock County Sheriff's Office Academy. Congratulations to everyone for their hard work.

Pictured are Daniel Caudillo, Brannon Fowler, Eva Garcia, Jace Green, Shay Greeson, Katie James, Alice Jones, Roberto Martinez, JoAnn Moore, Mark Mosqueda, Jannelle Munoz, Ivan Ortiz, Jonathan Peel, Marc Roundtree, Andrew Rushing, Gustavo Silva, Ty Stryker, Joseph Ticer, Jean Turi, Naomi Vega (Hale Co), and Audra Wright (Lamb Co).

On November 3, 2017, local law enforcement helped raise money for Special Olympics Texas at Red Robbin's in Lubbock. So far, local law enforcement has raised a total of $16,128 this year.

Officers and staff participated in the 2nd annual Trunk or Treat held at the Lubbock County Detention Center.

Deputy **Karen Cox** retired from Lubbock County on November 30th after serving 12 years with the department.

MCLENNAN COUNTY

Sheriff **Parnell McNamara** and Captain **Ricky Armstrong** would like to congratulate the following McLennan County Jail staff on passing the Heart of Texas Basic Peace Officers Academy. Corporal **Mark Mocuta** did an outstanding job and graduated top of the class as the valedictorian and Sergeant **Marco Hinojos** won the Spirit Award.

Left to Right: Sergeant Marco Hinojos, Corporal Mark Mocuta, Sheriff Parnell McNamara, Corporal Daniel Reeves, and Deputy Brandon Cardoza.

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