

THE TEXAS JAIL ASSOCIATION KEY ISSUES

Vol XXVII, No. 1

Winter 2023



Boot Canyon, Big Bend National Park

Winter 2023 Edition

Past President's Passage



TJA Members,

In a matter of weeks, the 37th Annual Conference will be upon us. There will be a bittersweet feeling accompanying my attendance at this conference. I am coming to the end of my formal service to you, the members, and the board. Despite the fact that I remain dedicated to helping and supporting this prestigious association in any way I can, the time has come for me to turn over the reins to the more than qualified incoming presidents.

It has been a fulfilling experience for me to serve on the board over the years, and I look forward to continuing to help in any way I can in the future. The memories and new friends that I have made are something I will never

be able to forget.

The benefits of our association's continued growth are reaped by you. There are a number of opportunities for professional development, training, and networking that are available. Be the one who takes the initiative and gets involved. Please consider becoming a member of a committee or running for office. It is a decision you will not regret; I promise.

It would be a pleasure to see you in May so be sure to make that reservation right now.

See ya down the road,

A handwritten signature in black ink that reads "Ricky Armstrong". The signature is written in a cursive, flowing style.

Ricky Armstrong
Immediate Past President

Message from the President



TJA Members,

The 37th Annual Jail Conference is right around the corner. The conference will be held May 1-5, 2023, at the Embassy Suites, in beautiful San Marcos. The training committee has worked hard to get the agenda completed. We will have some great speakers, and as always, we look forward to a big crowd. If you have not registered, you can go to the TJA website at, texasjailassociation.com. Early registration ends April 26, 2023. The website is full of valuable information: If you are interested in running for a position on the board, you can find out more about it on the website, or you can reach out to any board member for more information.

This is also the time to submit your nominations. We look forward to recognizing our outstanding jailers across the state. If you know of someone that is deserving, please submit it to the nomination committee.

In closing, I would like to take the time to thank all the hard-working staff across the State of Texas. The staff that works and runs our jails have had a rough couple of years. We all have seen the hardships with illness, staffing shortages, the overtime, and the increase in violent, senseless crimes. We know that it can be tough. I want you to know that we are a strong association. We as board members are here, if we can help or you just need to talk, please reach out.

You all continue to walk those halls with courage and integrity. We see you and we appreciate your hard work and dedication to your county and the State of Texas.

May God bless you all,

A handwritten signature in black ink that reads "Becky Caffey". The signature is fluid and cursive, with a large loop at the end.

Becky Caffey
President, Texas Jail Association

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Membership Report

Being a member of The Texas Jail Association (TJA) has value and networking opportunities. It does not matter what size our jail is, we all have something in common. By being a member of this professional organization, you can attend the Annual Conference or Jail Management Issues. TJA also offers regional training where we can come to your facility to provide a wide range of training from officer wellness to leadership for jailers. TJA gives its members an opportunity to share ideas and exchange information on the membership list server. Membership benefits include access to current past issues of TJA's Key Issues Newsletter, a discounted rate to TJA Conferences, a discount code for online TCOLE training through OSS Academy, State Legislative updates and input and voting privileges. If you are a current member, I encourage you to recruit your peers. Membership for a year is as low as \$30 to sign up to be part of this amazing organization.

Frances Dembowski, 3rd Vice President frances.dembowski@traviscountytx.gov	Erica Hernandez, Board Member erica.hernandez@co.hays.tx.us
Patricia Ramirez, Member-at-Large patricia.ramirez@co.hays.tx.us	Lynette Anderson, Member-at-Large lynette.anderson@sheriff.hctx.net
Bobby O'Neal, Member-at-Large bobby.o'neal@traviscountytx.gov	

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Bureau of Justice Statistics (BJS) Report

U.S. Jail Population Increased While Prison Population Decreased in 2021

The Bureau of Justice Statistics (BJS) announced on December 20, 2022, the release of statistical tables on Jail Inmates in 2021 and Prisoners in 2021. Of note, the two incarcerated populations diverged in 2021, with the number of persons held in local jails increasing by 16% from 2020, while the number of persons in prison decreased 1%. Both populations decreased from 2019 to 2020 due to the COVID-19 pandemic.

Regarding the jail population, local jails held 636,300 persons on the last weekday in June 2021, up from 549,100 at midyear 2020. The number of males confined in local jails increased 15% from 2020 to 2021, while females increased 22%.

The racial and ethnic composition of people held in local jails remained stable from 2020 to 2021. At midyear 2021, about 49% of people in local jails were white, 35% were black, and 14% were Hispanic. American Indians or Alaska Natives; Asians, Native Hawaiians, or Other Pacific Islanders; and persons of two or more races together accounted for 2% of the total jail population.

At midyear 2021, 29% of persons held in jail (185,000) were convicted, either serving a sentence or awaiting sentencing on a conviction, while 71% (451,400) were unconvicted, awaiting court action on a current charge or held in jail for other reasons. Unconvicted people in jail accounted for 81% of the increase in the jail population from midyear 2020 to midyear 2021. Three-quarters (76%) of all persons

incarcerated in local jails at midyear 2021 were held for felony offenses (485,700 persons) compared to 18% (114,000) for misdemeanors and 6% (36,600) for other types of offenses.

Based on the occupancy rate, jails are still less crowded than about a decade ago. At midyear 2021, about 70% of jail beds were occupied, which is higher than the occupancy rate of 60% at midyear 2020 but lower than the rates from 2011 to 2019, which ranged from 81% to 85%.

The number of persons supervised by local jails outside of a jail facility increased by 12,100 (31%) from midyear 2020 to midyear 2021. At midyear 2021, local jails supervised 50,800 persons in various programs, such as electronic monitoring, home detention, day reporting, community service, alcohol or drug treatment programs, and other pretrial supervision and work programs outside of a jail facility.

Regarding the U.S. prison population, for the eighth consecutive year, the number of persons held in U.S. prisons declined, dropping from 1,221,200 at year-end 2020 to 1,204,300 at yearend 2021. The overall decline reflected a decrease in prison populations in 32 states that was offset by an increase in 17 states and the federal Bureau of Prisons (BOP). This one-year change is vastly different from 2019 to 2020, when 49 states (data for Idaho are not comparable) and the BOP had a decrease in the number of persons in prison, largely due to the COVID-19 pandemic.

The imprisonment rate for adult U.S. residents in state or federal prison serving a sentence of more than one year also declined (down 2%) from yearend 2020 to 2021, from 460 to 449 sentenced prisoners per 100,000 adult U.S. residents. Over the 10-year period from 2011 to 2021, the adult imprisonment rate declined 30%.

Among racial and ethnic groups, black persons had the highest imprisonment rate in 2021 (1,186 per 100,000 adult black residents), followed by American Indian/Alaska Natives (1,004 per 100,000), Hispanics (619 per 100,000), whites (222 per 100,000) and Asians (90 per 100,000). Compared to 2011, adult imprisonment rates declined for all racial and ethnic groups in 2021, including a 40% decrease for black persons, 37% for Hispanics, 34% for Asians, 27% for whites, and 26% for American Indian/Alaska Natives.

Regarding the offense for which people were imprisoned, more than 651,800 persons (62% of all state prisoners) were serving sentences in state prison for a violent offense at yearend 2020, the most recent year for which offense data were available. Forty-seven percent (66,500) of all persons in federal prison were serving time for a drug offense on September 30, 2021 (the most recent date for which federal prison offense data were available), and an additional 20% (28,500) of persons sentenced to federal prison were serving a sentence for a weapons offense.

At yearend 2021, private facilities contracted to state departments of corrections or the BOP held 96,700 persons, a 3% decrease from yearend 2020. Local jail facilities held an additional 65,400 state or

federal prisoners, down 11% from yearend 2020. Together, private and local facilities housed more than 13% of the total U.S. prison population in 2021.

The findings in the Jail Inmates in 2021 – Statistical Tables report are based on data from BJS’s Annual Survey of Jails, which BJS has conducted annually since 1982, and Census of Jails, which BJS has conducted periodically since 1970. It is the 35th report in a series that began in 1982. Findings in the Prisoners in 2021 – Statistical Tables report, the 96th report in the series, are based on data from BJS’s National Prisoner Statistics program, which has collected data on the U.S. prison population annually since 1926.

Jail Inmates in 2021 – Statistical Tables (NCJ 304888) was written by BJS Statistician Zhen Zeng, Ph.D. Prisoners in 2021 – Statistical Tables (NCJ 305125) was written by BJS Statistician E. Ann Carson, Ph.D. The reports, related documents, and additional information about BJS’s statistical publications and programs are available on the BJS website at bjs.ojp.gov.

The Bureau of Justice Statistics of the U. S. Department of Justice is the principal federal agency responsible for collecting, analyzing, and disseminating reliable statistics on crime and criminal justice in the United States.



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The Coward Family Honored

by: Martin Gonzales, TJA Past President 2018-2019, Atascosa County

I sat in my office back in 2020, it was just a normal day at the Atascosa County Jail. Well, as normal as can be. I received a visit from someone named Nelda Rentz. I brought her in my office and she seemed like another normal person, except she brought a large binder with old papers sticking out. I knew this visit would be fun but I had no clue what a wonderful ride this would be with it's ups, downs, disappointments and ultimately grand success.

Mrs. Rentz introduced herself as Deputy Sheriff Meister Coward's daughter. I knew the history of Meister Coward. He was shot at the old county jail in 1952 by Frank Landrum as he arrested a man from Charlotte and was bringing him to the jail entry. Deputy Coward returned fire and both men died from their injuries. That was the history I knew. That binder held by Mrs. Rentz contained a more elaborate story. The details nobody knows unless you have spent your entire life digging for answers of your father's death. Mrs. Rentz spoke and I recognized that she deserved not only my attention but the attention of

the county. She spoke with meaning and a desire for information.

Mrs. Rentz was 10 when her father died and she spoke in meticulous detail of her recollections before his death. She had researched so much that her father was posthumously inducted into the South Texas Rodeo Hall of Fame. During his rodeo days, Meister served as a movie extra in the 1927 silent film *Rough Riders* in San Antonio. Her Father was more than a deputy sheriff that lost his life in the line of duty. He was a rancher, a rodeo man, a father, a husband, a brother and friend to many. The only visual I had of Meister Coward was of a cowboy hat-wearing man with a big smile on his face, from a photo hanging at the Sheriff's Office. Mrs. Rentz pulled back the curtain and showed me a different side of her father. The family photos were unearthed and the sorrow hit me like a punch in the gut. These photos showed the same smiling man holding his children and his wife. In the photos, he was dressed like he had been working or ranching. Although he

looked hard-worked and sun-burned, he was happy and his family was too.

When our visit was over, empathy took over. I knew that something had to be done to allow Mrs. Rentz and her surviving siblings to use their lifetime of research to educate the public about their father. After applying for an Undertold Marker with the Texas Historical Commission, the request was denied. A marker exists at the old jail and a new one was rejected. I felt terrible and I was dreading the call to Mrs. Rentz to advise her. She was not upset but I knew she was



Laura Rentz Marsh (Grandaughter of Meister Coward) and her mother Nelda Coward Rentz (Daughter of Meister Coward and advisor to this project)



David Bandy (Grandson of Meister Coward), Sharon Beundel, Amy Bandy Gray (Granddaughter of Meister Coward), Rick Gray, Zane Gray, Krista Bandy Morales (Granddaughter of Meister Coward), Lukas Morales, Samuel Gray, Kyndall Gray, Leia Morales, Mary Coward Bandy (Daughter of Meister Coward), Ernie Bandy, Craig Henry, Shana Bandy Henry (Granddaughter of Meister Coward).

disappointed. I promised her I would do something to honor her father. After consultation with Commissioner Mark Gillespie and Judge Robert Hurley, we created a committee to develop a memorial for the entire Coward Family. A metal engraved bench was selected and we were off to the races!

A Facebook post about the Coward Family, turned up another family member. Shana Henry, someone I knew for a long time, admitted that Meister Coward was her Grandfather. Perfect timing for her and

Mrs. Rentz to be added to the planning committee. Fast forward a few months with some setbacks and we were ready for a Bench Dedication Ceremony on December 29, 2022 at 10:00 am.

The Coward Family showed up as a group number of about 25. The energy was high and the family was thankful. This was a successful project and Atascosa County finally has something to remember the Coward Family's contributions.



Erastus Athelone Coward

The Cowards named on the Memorial Bench are Avant "Meister", Henry Halff, and Erastus Athelone "Ras". These three men were only 3 of 12 boys born to John Russell and Mary Matilda (Pierce) Coward. Most of the Coward children are interred in Atascosa County Cemeteries, along with their mother Mary Matilda. Like I mentioned during the dedication ceremony: "These Cowards... they're a tough bunch and we owe them a debt of gratitude."



Nettie Schneider Hensley (Granddaughter of Meister Coward), Jerry Fern, Sandra Schneider Fern (Granddaughter of Meister Coward), Judy Schneider Copeland (Granddaughter of Meister Coward), Jesse Copeland, Viola Schneider Rheilander (Granddaughter of Meister Coward), Melissa Manilla (Great Granddaughter of Meister Coward), Robby Wilson



David Bandy (Grandson of Meister Coward), Sharon Beundel, Amy Bandy Gray (Granddaughter of Meister Coward), Rick Gray, Zane Gray, Krista Bandy Morales (Granddaughter of Meister Coward), Lukas Morales, Samuel Gray, Kyndall Gray, Leia Morales, Mary Coward Bandy (Daughter of Meister Coward), Ernie Bandy, Craig Henry, Shana Bandy Henry (Granddaughter of Meister Coward).

The memorial bench honors the following Coward Family Members:

Avant Burmeister "Meister" Coward served as a Sheriff's Deputy. Prior to that, Meister Coward was a successful rodeo man and eventually served as a professional livestock handler while the 1927 silent film *Rough Riders* was filmed near San Antonio. In 2019, he was inducted into the South Texas Rodeo Hall of Fame. He was killed in the line of duty on August 2, 1952.

and Atascosa County Judge 1975-1978. Sheriff Coward was shot in the line of duty in December of 1961 and was permanently affected by this event. Halff holds the distinction of the only person to hold the honorable titles of Sheriff and Judge.



Mary Coward, Meister Coward and his brother Fred Coward (holding doll)

Erastus Athelone "Ras" Coward served in the capacity of Texas Game Warden. He also served as the Postmaster of Riviera, Texas, where he died in the line of duty.

Henry "Halff" Coward was Atascosa County Sheriff 1946-1950; 1960-1972



Henry "Halff" Coward as Sheriff



Correctional officers have the difficult and often dangerous assignment of securing the custody, safety, and well-being of inmates. ICS would like to express our year round gratitude towards the brave men and women working in the correctional industry.

Thank You!



Larry Lynch

Business Development Consultant
TJA Vendor Representative

This past year, Larry was given the honor of being selected Vendor Representative for the TJA Board. We all consider this a great compliment to both Larry and ICS. It is very exciting to be given the privilege of working closely with TJA.

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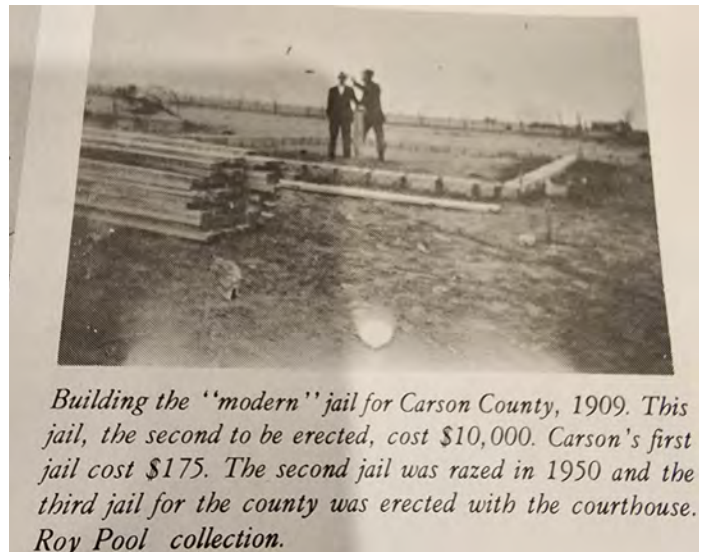
by: Kaylee Massey, Carson County

As a Corrections Officer in Texas, our job is not easy. It's 24 hours a day, 7 days a week, 12-hour shifts in a volatile and potentially dangerous place where we are often considered the enemy. Have you ever counted the hats that you wear, the responsibilities you carry? I would argue that one of our biggest—if not THE biggest responsibility of any Corrections Officer is to keep people safe. I'm not just talking about keeping the public safe from the inmates we house, but rather, and possibly more importantly, keeping the inmates safe from each other, their surroundings, and even themselves in a way that is firm and fair, but also compassionate and respectful of the fact that we are all human, despite our failings and misdeeds. We also look after each other. In any jail environment, it is crucial to know that your teammates, co-workers, brothers and sisters-in-arms have your back. The knowledge that help is close at hand in the event of an incident is a big part of what gives us the confidence and the courage to keep coming back day after day. The adage that there is safety in numbers is never truer than in jail. Whether you work in a huge jail

that houses 10,000 inmates or a tiny jail that houses 20, we all face the same perils. But what is it like to work in a place where help may not be close by and you are the only jailer on duty?

The Carson County Jail in Panhandle, TX is one of the smaller jails in the state, housing a mere 48 inmates, and very often manned by only one or two jailers per shift. There is no kitchen staff, no medical department, no mental health officers, no one tasked solely with keeping an eye on the security cameras and opening doors. A jailer here wears ALL the hats, including dispatching police, fire, EMS and answering 911.

Over the years, there have been several iterations of the Carson County Jail. In 1888, as the community of Panhandle was being formed, so too the first jail was erected with the county courthouse for the exorbitant price of \$175.00. In 1909 a new courthouse with a jail





attachment was built at a cost of \$45,000. Tragically, in 1950, the courthouse burned down and a new, modern one was constructed for the cost of \$465,000 and is still in use today. The 24-bed jail, located on the 3rd floor, was fully operational until 2011. Several Carson County deputies (including Sheriff Tam Terry) and jailers remember the “Little Old Jail” fondly. According to the Sheriff, there was typically only one person on duty. This person was the jailer, secretary, 911 operator, dispatcher, booking, releasing, medical, food handler, laundry and cleaning supervisor. The jailer carried a baby monitor during jail checks so they could hear the phone if a 911 call came in. If that happened the drill was to sprint down the hall, down the stairs and then up some more stairs to answer the call. At any given time, there could be four or five people arriving to be booked. If one of them was a female, it made six of the 24 beds unavailable due to the necessity for separation. Needless to say, it was a very busy place. The cells were steel bars and took up most of the space. A jailer had a pathway between the cell and the wall of just three feet when performing jail checks. The windows on the third floor often got busted by hail stones from the unpredictable West Texas weather and space heaters kept everyone warm in the winter. Although the jail housed many violent offenders and weekenders over the decades, miraculously, there were very few incidents. However, in 2010, due to age and safety concerns, the community held a bond election and approved construction of a new, \$7.4 million-dollar, modern, separate building to be placed along Highway 60, which would serve as

home to the Carson County Sheriff’s Office, the Panhandle Police Department, the Carson County Jail, and Carson County Emergency Management.

The transition from the “Little Old Jail” on the third floor to the brand new, sprawling Carson County Law Enforcement Center was a huge adjustment. The clientele and the amount of work remain the same, but it is definitely a safer environment for the jailer and there is a lot more ground to cover. There are twelve jailer/dispatchers total including the Jail Administrator/Lieutenant for the Carson County Sheriff’s office. Everyone is cross-trained and certified as both a jailer and a dispatcher. We also maintain an excellent working relationship with both PD officers and deputies, some of which are also certified jailers or dispatchers and help out as needed. On each shift there are now two people on duty. One in the jail and one in dispatch and duties. Each day, the jailer on the floor is tasked with jail checks, booking, release, visitation, recreation, church, medication distribution, monitoring food preparation, food service, Telemed appointments, passing out commissary, laundry, shakedown, and anything else that comes up, including therapists or sometimes even referees. Dispatch duties consist of radio telecommunicator, 911 Operator, fielding administrative phone calls, operating the jail doors, watching the security monitors, recording information, NCIC/TCIC operations, keeping an eye on the working inmates as well as the jailer on the floor, running the intercom for all of the jail cells, all while handling radio traffic and





maintaining dispatch logs for vehicle accidents, traffic stops, domestic, reckless driver complaints, pursuits, etc. It is difficult, but it is also rewarding. We don't just do it all, we do it very well.

Suffice it to say, despite the larger building and the advancements in technology that make doing our jobs safer and easier, working in a little jail is still a BIG job. We do it with teamwork, heart, and respect. We may wear a lot of hats, but we still have each other's

back and we all know without a doubt that our Sheriff, Police Chief, deputies and officers have our backs as well. Working in a small jail is like having a second family. We laugh, cry, fight, make up and love each other, but most of all, we take care of business. There are rules and regulations that must be followed. There are reports and duties that must be completed. We do what must be done to keep everyone safe. Any Corrections Officer will tell you that this is not a job for the faint of heart. It can be a thankless and negative environment, even for the most positive people. It's just the nature of the beast. Day in and day out, in some way or another, we deal with someone's crisis, someone's breaking point, someone's rock bottom, someone's drug addiction. No one goes to jail for making good choices, just like no one calls 911 to tell a happy story. That's where we come in. To be of service to our community, to those in need, whether it's a 911 call or someone who needs to learn some lessons courtesy of the justice system. We are here to help, we are here to serve, and we are proud to do so.

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BACKROADS, BEACHES & BAYOUS

SEPTEMBER 12-16, 2022 | GALVESTON, TX

by: Eric Hensley, Washington County Sheriff's Office

The Jail Management Issues Conference took place in Galveston and the weather was amazing! With no pending hurricanes or tropical depressions on the horizon, everyone in attendance was able to enjoy the training, events, and vendors. The TJA Board worked diligently to provide quality training and experiences never seen before!

The weather was excellent for the 2nd Annual Fishing Tournament, which for the first year of having folks in boats, connected vendor representatives and local guides with attendees, providing a quality day of fishing and some nice prizes for the winners. All the proceeds from this event supported the Jack Crump Scholarship Fund.

The exhibitor hall was packed with vendors bringing

the latest tools and equipment to support our industry. They are an intricate part of our success, and we could not host our amazing conferences without their support!

The Training Committee is finalizing the agenda for the 37th Annual Conference, May 1-5, 2023. There will be something for everyone taught by some of the best instructors in our field.

As we close the door to another year, I would like to thank everyone for the participation, planning, and implementation that goes on behind the scenes to make The Texas Jail Association a huge success. We would like to thank everyone who attended this year's JMI Conference and for making it a huge success. For those who didn't, we hope to see you next year!

The 2023 Jail Management Issues Conference will take place in Galveston from September 11 through September 15, 2023. Full information will be available online at www.texasjailassociation.com. Registration will open in June 2023.

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Past President's Scholarship

The Texas Jail Association offers scholarships to eligible students pursuing an academic degree at a college or university. These scholarships are provided in honor of all Past Presidents of the Texas Jail Association. The scholarships are awarded for the Spring semester and Fall semester of each year.

Deadlines

Fall 2023 Semester - July 1, 2023

Spring 2024 Semester - December 1, 2023

Jerry Baggs Memorial Scholarship

The Jerry Baggs Memorial Scholarship will be awarded to an active member of the association that is serving his or her county in a mid-management position up to Assistant Jail Administrator.

The scholarship is for tuition to a class of the National Jail Leadership Command Academy (NJLCA). Tuition includes all class materials, lodging, and all meals/snacks). The sending agency will be required to provide transportation for the selected participant to Huntsville.

TRISTAN ORTIZ

I am more than grateful to be awarded this scholarship. I have always worked hard for what I earned and will continue doing so. This scholarship will be put towards my schooling expenses and will not be a waste. Thank you for providing this opportunity to chase my dreams!

ALYSSA ANDERSON

As a recipient of the 2023 TJA Past Presidents Scholarship, I wanted to take the time to express my gratitude to the Council on the TJA Past Presidents Scholarship and to Sharese Hurst for taking the time to look over my application, read my personal statement, and ultimately award me the scholarship. I will be a junior majoring in Criminal Justice at the University of Sam Houston this year and will be finished in the next two years. My goal upon graduating is to be able to apply to Law school and become a lawyer in the Criminal Justice field. Helping my mother take care of my niece and nephew consumes a lot of my time but thanks to this scholarship, I will be able to worry less about the financial strain that comes with being enrolled in a University.

Thank you again for your generous investment in my education and for being apart of helping further my development in my elected field.



Alyssa Anderson

Technology Report

The 2022 Jail Management Issues Conference was a huge success! I'm pleased to inform you that our conference app went very well. I appreciate all the members for being involved with the app. I would like to say that we have some very exciting news to be announced at the 37th annual conference, you are not going to miss it! The following is the interaction numbers for the app at the 2022 JMI Conference:

Users	Engagements	Minutes Used	Sessions	Game Participants
293	15.7K	13K	4.91k	30

Your technology committee is working hard for you to keep providing the best quality app for your best experience at our future conferences. If you have any questions, or suggestions, please contact me. Thank you for your continued support.

Rowdee Edwards, TJA Director

The Chaplain's Corner

Don Moore, Shelby County Sheriff's Office

Once again, we find ourselves about to enter a new year. It is so hard to believe just how fast the seasons come and go. It seems like time has a way of flying by. I am thankful for the seasons, even though I don't like winter very much, I know it is necessary. Now spring, that's the season for me. Spring is when we start seeing signs of life. The green grass and leaves however, come all the springtime allergies that so many hate and we can't wait for summer to arrive. Once here, the heat is on and we once again find ourselves complaining of the temperature, lack of rain, high utility bills, and the wish for fall to arrive. Fall appears and we enjoy the cooler weather and the changing of the leaves to a beautiful assortment of colors. There

are many things we like about certain seasons, but there are things we do not care for as well. We cannot judge an entire year based on one season; it takes all four seasons to make up the year. As it is in life, we have seasons of grief, seasons of joy, seasons of want, and seasons of prosperity. One season in your life should not define you. Your character is built through the many different seasons of your life. One thing you can count on: seasons come to an end and the next one begins. So, whatever season you find yourself in, remember that one season in your life should not define who you are, and remember that the season will pass.

— Don Moore, Chaplain



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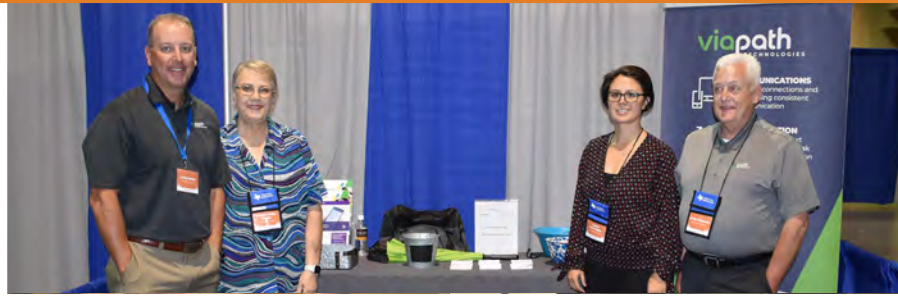
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2022 JAIL MANAGEMENT ISSUES



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JMI 2022 PRAYER BREAKFAST

Thursday, September 15, 2022 • Galveston, TX

by: Carla Stone, LaSalle Corrections

We were honored to host the Prayer Breakfast at the TJA Jail Management Issues Conference. The speaker at the prayer breakfast was Mr. Phillip Hatfield. Mr. Hatfield was a corporate executive for 25+ years and mastered the Principles of Authentic Leadership. Zig Zigler also mentored him. Mr. Hatfield overcame many barriers and obstacles due to a devastating accident.

One of the topics Mr. Hatfield spoke about was telling people, whether it be family, friends or co-workers, what you like about them and what you appreciate about them. He asked all of the attendees to go to at least four people at the breakfast and tell them what they liked and appreciated about them. As we

go through our daily routines, which due to being in the field of criminal justice is never routine, we sometimes forget to acknowledge the good things about our friends, family and co-workers. I challenge each of you to stop and take the time to tell people what you like and appreciate about them. Working as a jailer is a stressful job and, many times, a thankless job, but a few minutes to tell someone you appreciate them could make a difference in their life and career.

It was an honor and a privilege for LaSalle Corrections to host and sponsor the prayer breakfast.

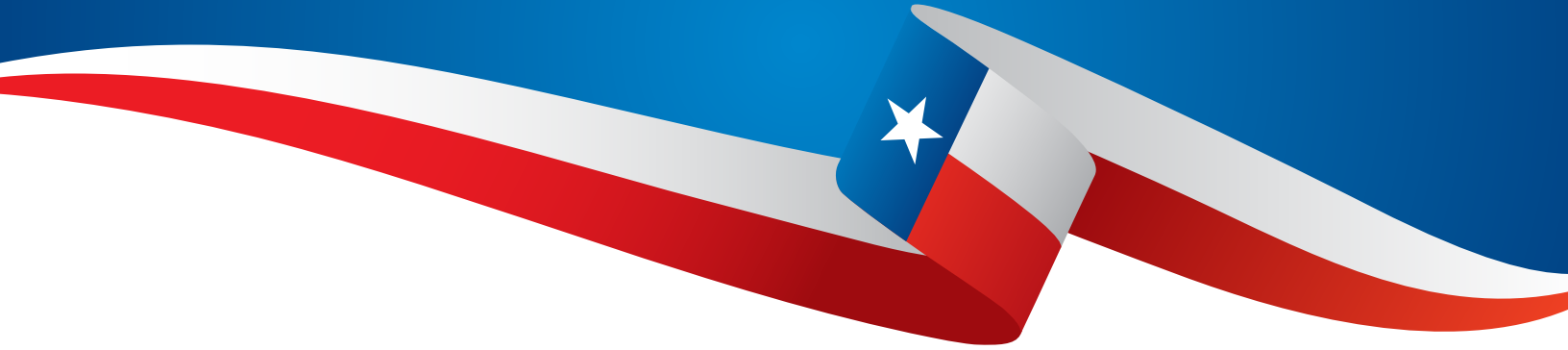
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Organizational Culture

by: Ryan Braus, Assistant Chief, Lubbock County

The future is a scary place, especially when we think about how much the world has changed just in the past 20 years. 20 years ago,

we were just starting to watch movies on DVD, and we were all watching the second Harry Potter film. The first iPhone wasn't released until 2007. In law enforcement and corrections our entire world has changed in the last 20 years. Some of the largest impacts in that time has been the use of body worn cameras and a focus on de-escalation techniques. Efficiency and accountability have marked our profession for better or worse. In many areas of our country the public trust of law enforcement has been shaken by a handful of highly publicized incidents. These facts make leadership in our field even more important. Along with an exodus of the baby boomer generation, we are losing the experience of the largest workforce in American history. The problem we are facing now is quickly developing a new generation of leaders and if you didn't focus on succession planning 5-10 years ago, you are probably struggling to just keep your head above water.

Being short staffed is nothing new, what is new is the fact that we are not receiving applications the way we have in past years. Jails across America are focusing on recruitment and retention strategies to attract people to the profession. One fortunate byproduct is that salaries have been on the rise to compete with the applicant pool. Unfortunately, negative perceptions still loom over the law enforcement field. Do not lose hope, all is not lost. One thing that has remained the same is that passionate professionals are committed to protecting and serving their communities. I believe there is one thing we could be focusing on that will resolve many of our other issues. By focusing on leadership development and specifically your organiza-

tional culture surrounding development of others, we will experience a boom within our profession.

When we talk about the culture of our agencies there is a common misconception. Your organization has a culture, and it might not be what you think it is. If you have not been intentional about developing your culture, then you have allowed your culture to define itself organically. You are satisfied with accepting whatever your staff defines your culture to be. When you are not intentional about culture what you will find is something that looks a lot like a high school. People will operate in silos, argue about "staying in their own lane" or "minding their own business" and get caught up in interdepartmental politics, meaning they talk about each other, behind each other's backs and never resolve any conflicts. This leads to dissatisfaction in the workplace, and disengaged staff members who are only coming to work for a paycheck. You will often hear that staff view the job as glorified babysitting. You may have even had that perspective yourself.

The fact is that leadership is hard, it's hard because it matters. It matters because it will impact people's lives. Both their personal and professional lives. We like to think that people can leave their personal lives at home and leave their professional lives at the door when they leave. That is absolutely false. We need to stop lying to ourselves about compartmentalization. Your organizational culture will define your staff's level of job satisfaction and will translate into their personal lives as well.

To define your organizational culture, you should first figure out what things you value. There are some values that usually make the list, those are: Integrity, Innovation, Work Ethic, Honesty, Cost Ef-

fectiveness, Excellence, and Professionalism. When it comes to identifying your own agency values these need to really be embedded in your decision making. Your values mean nothing until they cost you something. Let me give you an example, if one of your values is Cost Effectiveness that means you are committed to be the best steward of taxpayer dollars, this means your agency may need to sacrifice innovation because innovation requires you to try new things that might fail. Once you identify what it is that your agency values, you will need to look at your habits and practices and ask yourself, do we really value these things? Do our actions reflect these values? Once you answer that, then you ask yourself, "Do they reflect our values, really?" It is so important to be honest with yourself about this. When you are clear about your values and honest about them, it gives your staff clarity about how you will make decisions and how you expect them to make decisions. An example of this is if one of your values happens to be integrity, your supervisors will know that if an employee is found to have compromised their integrity, they know you will consistently react the same way every time. No matter how "good" the officer was or is. When integrity is compromised the reaction is the same regardless.

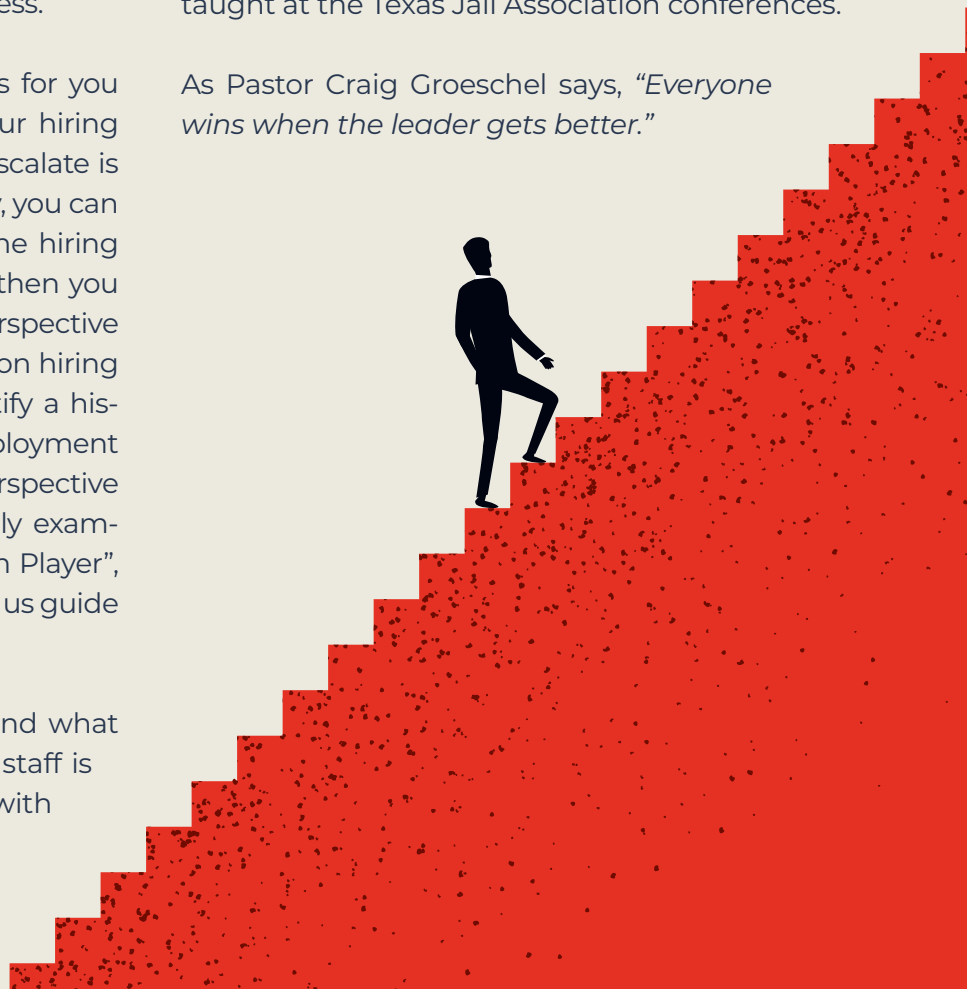
Another thing defining your culture does for you is prioritize things to focus on during your hiring process. For instance, if the ability to de-escalate is one of your values that you make a priority, you can focus on emotional intelligence during the hiring process. If one of your values is Humility, then you can focus questions that tell you if a perspective employee is humble. If you want to focus on hiring people who are ambitious, you can identify a history of seeking promotion in previous employment and discuss the importance of this with perspective employees upfront. All of these are simply examples taken from the book, "The Ideal Team Player", by Patrick Lencioni. They nonetheless help us guide our decisions when identifying our values.

When your staff experiences clarity around what your agency values, and your command staff is actively executing their decisions in line with

those values, your staff should experience a level of satisfaction if they support those values. This helps your teams understand decisions and will define parameters for their proposed solutions to future problems. There are endless examples of how your culture will define success or failure for your organization, the first step of a leader is to have the courage to take an honest look at what the current culture is and decide if and how you want it to change. This will improve retention issues and attract employees who mirror your values.

For the sake of future generations in our field, I would like to promote developing leaders as one of the most underutilized values. There is simply no greater factor than investing in your agency leaders. Investing in future leaders will improve staff morale, reduce liability by improving decision making, and allow your staff to experience good leadership attributes, which provide them with a positive example to follow. Quality leadership training is hard to come by. Some of the best leadership trainings I have been exposed to have been, the National Jail Leadership Command Academy, the Global Leadership Summit, and leadership courses taught at the Texas Jail Association conferences.

As Pastor Craig Groeschel says, *"Everyone wins when the leader gets better."*





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What's Happening Around the State?

Collin County

Congratulations to Sergeant **Steven Pressnell**, Captain **Rowdee Edwards**, and Community Corrections Officer **James Doyle** on their recent promotions.



Pictured: Sergeant Steven Pressnell, Assistant Chief Johnny Jaquess, Captain Rowdee Edwards, Sheriff Jim Skinner, Community Corrections Officer James Doyle.

Parker County

Matthew Woodcock is an 11-year-old boy with a dream to be a Deputy Sheriff. Matthew has suffered from muscular dystrophy since birth and is confined to a wheelchair. Recently, Matthew met Parker County Sheriff, Sheriff Authier, and he made Matthew's dream come true. Sheriff Authier invited Matthew to the Parker County Sheriff's Office for a grand tour. Matthew rode out with Patrol Deputy Joe Owens. Sheriff Authier, a retired Texas Ranger, presented Matthew with a Texas Ranger Challenge Coin and assigned Matthew the radio number of P100. A special Park-

er County Deputy uniform was ordered for Matthew, which he wore the day of the tour. Matthew was also given a tour of the Parker County Jail by Jail Administrator Ron King. Matthew's mother has been an employee of the Parker County Jail as a Correctional Officer for over four years.



Sheriff Authier welcomed Honorary Junior Deputy Matthew Woodcock P100 to the Parker County Sheriff's Office. Matthew's dream become a reality.

Help make one more of his dreams come true. Matthew wants to collect patches from different departments. As a surprise for Christmas, I am asking each of my fellow TJA members to help us surprise Matthew with as many patches as we can. He also likes the Challenge Coins. Any participation is greatly appreciated. As I was compiling this email, I received information that Matthew has been admitted to the hospital. Please pray for him and his family during this time.

What's Happening Around the State?

Please forward any patches and/or challenge coins to:

Ron King, Jail Administrator
Parker County Jail
612 Jameson St.
Weatherford, Texas 76086

Again, please help us make Matthew's Christmas special.

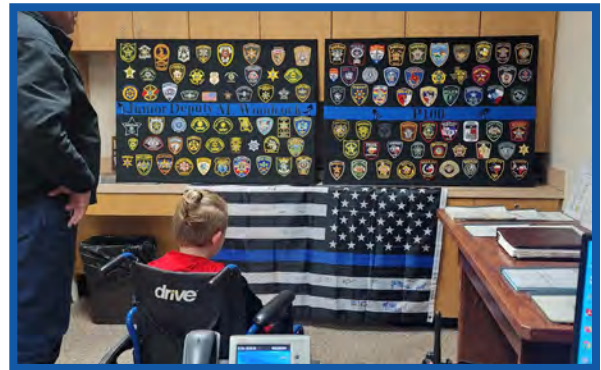


Thank you to all the agencies that responded to the request for patches and/or challenge coins for Matthew, whose mother is a jailer for LaSalle Corrections at Parker County Jail. Matthew was in awe of the great response from across the great State of Texas. Matthew received over 100 patches, 25 challenge coins and other items from



counties. He was so excited and appreciative of the response.

I thank each of you that responded to our request. As always, the TJA family stepped up and help make a great Christmas for Matthew.



Carla Stone

LaSalle Corrections
Compliance Manager
737-465-9866

Wichita County

Sheriff's Office Retirement Ceremony

September 28, 2022

Chief Deputy **Derrald Choate** began his career with the Wichita County Sheriff's Office in July 1987 as a Detention Officer. He was promoted to Corporal in 1994. Chief Choate left the Sheriff's Office to head up security at the 6666 Ranch. In June of 2006, Chief Choate came back to the Wichita County Sheriff's Office as a Reserve Deputy. In 2009, he was promoted to Sergeant and in 2011, he was promoted to Captain.

What's Happening Around the State?

He was promoted to Chief Deputy in 2017. He retired in June 2020 with a total of 36 years of service.

Lieutenant **Mark Whipple** began his career with the Wichita County Sheriff's Office as a Detention Deputy on March 1, 1994. He was promoted to Corporal on October 18, 2000. He was transferred to the Patrol Division on December 30, 2006, as a Deputy. He was promoted to Corporal on May 23, 2008. He was then assigned to the Criminal Investigation Division as an Investigator as well as an arson investigator. He then transferred back to the Patrol Division on April 30, 2011. He was promoted to the rank of Sergeant and then to Lieutenant while assigned to the Patrol Division. He retired on December 31, 2020, with 26 years of service.



Lieutenant **Robert Penaluna** began his career with the Wichita County Sheriff's Office as a Dispatcher on August 22, 1977. He then began a Detention Deputy in 1978. He was promoted to a Jail Sergeant in January 1980. He was promoted to a Jail Lieutenant in July 1980. He became a field Deputy in January 1981. He was transferred to Courthouse Security in June 1994. He was promoted to Sergeant in January 2001. He was promoted to Lieutenant in January 2009. He retired on April 29, 2020, with 43 years of service.



Reserve Deputy **Steve Lance** became a Reserve Deputy in December of 1994. He was promoted to the rank of Sergeant and oversaw the program for many years. He retired in June 2020 with 26 years of service. Steve passed away in 2020 after a lengthy illness.



What's Happening Around the State?

Wichita County

Deputy **John Glaze** began his career with the Wichita County Sheriff's Office in November 2011 as a Transport Deputy. He then transferred to the Courthouse Security Division. He retired in June 2020 with 9 years of service.



Detention Officer **David Henton** began his career with the Wichita County Sheriff's Office On June 1, 1999. He retired on June 15, 2015 after sixteen years of service.

Deputy **Mike Brewer** began his career with the Wichita County Sheriff's Office in 1982 under Sheriff John Gibson as a field Deputy. He was promoted later that year to Sergeant. In 1993, Sheriff Gibson resigned and Bill Burrow was appointed to fill the term. Deputy Brewer was promoted to Chief Deputy. In 1986, he was appointed acting Sheriff. In December of 1986, he left the Sheriff's to work as a State Criminal Investigator. He retired from that job and was hired to work as a Deputy in the Constables Office. In 2016, he went to work for the Sheriff's Office as a Deputy. He retired in 2019 and then became a reserve deputy until 2021 when he officially retired.



Christy Cowan began her career with the Wichita County Sheriff's Office in 1992 as an Intern in the Sheriff's Office. She was hired on May 23, 1994 as a Detention Deputy. She was transferred to the Warrants Division on November 1, 1995. She was promoted to Warrant Supervisor in 2004. She retired on May 31, 2022 with 28 years of service.

Lieutenant **Kayla Stagg** began her career with the Wichita County Sheriff's Office in June 2006 as a Detention Officer. She was promoted to Corporal on April 17, 2009. She was promoted to Sergeant on September 13, 2010. She was then promoted to Lieutenant. She retired in September of 2019 with 13 years of service.

Captain **Randy Elliott** began his career with the Wichita County Sheriff's Office on June 16, 1988 as a Detention Deputy. On January 22, 1990, he was transferred to the patrol/transport division. On September 13, 2000, he was promoted to Sergeant in the Criminal Investigation Division. He was promoted to Lieutenant on September 4, 2008. He was promoted to Captain on October 28, 2010. He retired on September 8, 2022 with 34 years of service.

What's Happening Around the State?



Sergeant **Sergio Teruel** began his career with the Wichita County Sheriff's Office in July 1991 as a Detention Officer. He received his Peace Officers License in 1998. He was transferred to the Patrol Division on October 30, 1998. He was promoted to Sergeant on January 27, 2006. He retired in December of 2021 with 30 years of service.



Deputy **Sean Bingham** began his career with the Wichita County Sheriff's Office in October 2001 as a Detention Officer. He received his Peace Officer License in 2017 and was transferred to the patrol division in 2018. He retired in December of 2021 with 20 years of service.



Detention Officer **Kim Gavit** began her career with the Wichita County Sheriff's Office in June of 2001 as a Detention Officer. During her career, she worked in all areas of the Detention Center. She retired in December of 2020 with 19 years of service.

What's Happening Around the State?

Wichita County

Promotions and Awards

November 9, 2022

The Wichita County Sheriff's Office had numerous promotions this fall. They are as follows:

William Rutledge to Chief Deputy

Patrick McFerrin to Deputy Chief

Alan Boyd to Captain

Monty Deford to Lieutenant

Justin Reynolds to Lieutenant

Gabriel Villarreal to Sergeant

Dawn Ramos to Sergeant

James Griffith to Sergeant

Ivan Galarza to Lieutenant

Stacie Hankins to Lieutenant

Jeff Penney to Sergeant

Kristen Valdez to Sergeant

Jessica Weatherbee to Sergeant

Roy Biter to Corporal

Mark Whipple to Sergeant

Sonja Arias to Corporal

Celso Gonzales to Corporal

Bodie Cokendolpher to Corporal

Derrick Nabors to Sergeant

Lacey Watkins to Corporal

Andrew Bolf to Corporal

Celso Gonzales to Sergeant

Dakota Brown to Sergeant

Joseph Price to Corporal

Noah Villa to Corporal

Seth Green to Corporal

Konner Chancellor to Corporal

Jim Tidwell to Corporal

Eric Lawrence to Corporal

Detention Officer **Lacey Watkins** is recognized for saving a life.

On July 9, 2019, at approximately 11:48 pm, Detention Officer Lacey Watkins was completing a solitary walk when she observed a female inmate attempting to commit suicide by hanging herself from her shower with her sheet wrapped in a knot around her neck. Watkins called for a medical emergency and for the door to be opened. Once inside she was able to loosen the knot and remove the sheet from around the female's neck. Her quick actions to the situation saved the inmates life.



Sergeant **Jessica Weatherbee** saves the life of an inmate.

On March 25, 2019, multiple Detention Officers responded to a Medical call for assistance in the Downtown Solitary Housing Unit. Sergeant Jessica Weatherbee and Detention Deputy Karen Cox entered the unit and began life-saving measures to include CPR which saved the inmates life. The inmate attempted suicide by tying her uniform around her neck and sitting in the shower and was found without a pulse. Due to their quick and courageous efforts the inmate's life was saved.

What's Happening Around the State?



Detention Officer **Seth Green** saves a co-worker from choking.

On October 14, 2020, at approximately 3:42 am, Detention Officer Sierra Roberts was eating her lunch when began choking. Detention Officer Green acted swiftly and promptly and began life-saving measures "Heimlich Maneuver". Detention Officer Green was able to dislodge the obstruction from the windpipe that was causing the choking and save Detention Officer Roberts.



Detention Officer **Bevon Roberson** saves the life of an offender.

On December 19, 2019, at approximately 1:42 am, Detention Officer Bevon Roberson was conducting a security check when he observed an inmate standing at the back of the cell facing the back wall. The inmate was found to have a towel around his neck and was hanging off the shower hook. Roberson called for assistance and upon entering the cell, the towel was cut and the inmate began slipping in and out of consciousness. The inmate later regained full consciousness.

Detention Officer **Dakota Stone**'s quick actions save a life.

On September 2, 2020, at approximately 5:42 pm, Detention Officer Dakota Stone observed an inmate bleeding in a solitary cell. He called for assistance and entered the cell and began applying pressure to the open wound on the inmate's arm. His quick action saved the inmate from bleeding to death.



Detention Officer **Joshua Jackson** prevents an in custody death.

On September 15, 2022, at approximately 7:17 pm, Detention Officer Joshua Jack-

What's Happening Around the State?

son observed an inmate tying a sheet on the railing with the other tied around his neck. Jackson headed up the stairs as the inmate had stepped over the railing with one leg and was about to jump when Jackson pulled him back over the bar and secured him onto the ground.



Certificate of Merit Award

Training Officer Bryan Peeler has been working very hard throughout 2018 and 2019 and has hired 101 employees and coordinated the new hire orientation for each of them. Each new applicant requires

weeks of preparation and vetting. In addition, he coordinates and facilitates in-service training for not only the Wichita County Sheriff's Office employees, but also for the surrounding counties to include Jack, Wilbarger, Clay, Montague, and SAFB. Of these training responsibilities, one of the more taxing tasks would have to be the facilitation of Jail Schools. Doing so requires coordination with instructors, students, and MSU (testing centers). 60 jailers have successfully graduated with their state licenses and have begun their careers.



Jacksboro Police Department Certificate of Appreciation

On March 21, 2022, an EF3 tornado struck the city of Jacksboro. The following employees of the Wichita County Sheriff's Office responded to assist with search, rescue, and traffic control.

Sheriff **David Duke**
Chief Deputy **William Rutledge**
Lieutenant **Greg Wilson**
Sergeant **Robert McGarry**
Sergeant **Cole McGarry**
Sergeant **Jeff Penney**
Sergeant **Gabriel Villarreal**
Corporal **Jason Vandygriff**
Corporal **Roy Biter**

Deputy **Johnny Routon**
Deputy **Phillip Morris**
Deputy **Edmundo Garcia**
Deputy **Josh McGuinn**
Deputy **Chris Craig**
Deputy **J.T. Mitchell**
Deputy **Justin Mitchell**
Deputy **Patrick Bradford**
Deputy **Amanda Ward**

What's Happening Around the State?



(Left to right, Sheriff David Duke and Jacksboro Police Chief Scott Haynes)



(Left to right, Jacksboro Police Chief Scott Haynes and Corporal Jason Vandygriff)



(Left to right, Jacksboro Police Chief Scott Haynes and Chief Deputy William Rutledge)



(Left to right, Jacksboro Police Chief Scott Haynes and Deputy Johnny Routon)



(Left to right, Jacksboro Police Chief Scott Haynes, Sergeant Robert McGarry and Sergeant Cole McGarry)



(Left to right, Jacksboro Police Chief Scott Haynes and Deputy Phillip Morris)

What's Happening Around the State?



(Left to right, Jacksboro Police Chief Scott Haynes and Deputy Edmundo Garcia)



(Left to right, Jacksboro Police Chief Scott Haynes and Deputy JT Mitchell)



(Left to right, Jacksboro Police Chief Scott Haynes and Deputy Patrick Bradford)

Service Awards

The Wichita County Sheriff's Office recognized their staff for continued service to the county. They are as follows:

30 Years:

Lieutenant Garland Prince
Sergeant Sergio Teruel
Robbin Huff

25 Years:

Deputy Mark Whipple

20 Years:

Deputy Chief Patrick McFerrin
Lieutenant Monty DeFord
Deputy Darrell Waddleton
Detention Officer Jason Shepherd
Detention Officer Matthew Hambright

15 Years:

Captain Lisa Patterson
Sergeant Rob McGarry
Detention Officer John Anderson
Corporal Sonja Arias
Lieutenant Stacie Hankins
Sergeant Victoria Mauldwin
Detention Officer Justin McCaskill
Sergeant Dawn Ramos
Detention Officer Robert Husted
Lieutenant Samuel Hankins
Detention Officer Marcial Zenon



What's Happening Around the State?



(Left to right, Sheriff David Duke and Deputy Chief Patrick McFerrin)



(Left to right, Sheriff David Duke and Lieutenant Monty DeFord)



(Left to right, Sheriff David Duke and Deputy Darrell Waddleton)



(Left to right, Sheriff David Duke and Captain Lisa Patterson)



(Left to right, Sheriff David Duke and Sergeant Rob McGarry)



(Corporal Sonja Arias)

What's Happening Around the State?



(Lieutenant Stacie Hankins)



(Sergeant Dawn Ramos)



(Left to right, Sheriff David Duke and Sergeant Victoria Mauldwin)



(Detention Officer Marcial Zenon)

Congratulations to all award winners and thank you for your many years of service!

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secondary education



13:12 pm
Read 30 pages of a
Jules Verne novel



15:45 pm
Do legal research
on pending case



18:21 pm
Talk to mom on the
phone with the tablet



19:32 pm
Listen to music tracks by
Lecrae

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