



KEY ISSUES

THE NEWSLETTER OF THE TEXAS JAIL ASSOCIATION

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MESSAGE FROM THE PRESIDENT



President, Kelly S. Rowe

Proudly Celebrating our 20th Anniversary

There is no stronger testament to the commitment of the men and women of our profession than this milestone. I want to begin this message by

thanking each and every one of you that have dedicated yourselves to making this Association what it is today. To accomplish that, each of you has recognized that corrections is more than just a job. That it truly is Public Service, but more importantly that it is a calling. Unfortunately the Editor would never give me enough space to

elaborate on these points fully, but suffice it to say those who have sought and been accepted in this profession know what it means, but more importantly know what it takes.

I can easily say that the proudest moment of my career was being installed as your President this past May. It was a true honor. However, that was quickly diminished by the announcements of some things I consider far more significant. Our current membership has now exceeded over one thousand individuals around the State, and the Association has never been more fiscally sound. As I stated during my address this was due only in small part to the Board of Directors, but is overwhelmingly owing to the hard work of the membership and their desire to make this the most recognized and respected Association of its kind in the nation. My commitment to each of you is to work diligently with your Board to

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ensure this milestone 20th Anniversary year is one to remember, and ensure that nothing but growth and prosperity continues. We will strive to focus on the core principals of distinguishing our professional standards, maximizing valuable and available training opportunities, and pursuing and promoting partnerships through networking to make our jobs more efficient.

I want to take one last opportunity to praise and thank all of those with whom I worked so closely this past year for all of their time and hard work to achieve the results and success we have all enjoyed. With South Padre just around the corner the work,

however, must continue. I look forward to serving and seeing everyone throughout the year and meeting you in Padre for what looks to be our largest Jail Management Issues Conference yet.

Sincerely,



Kelly S. Rowe
President
Texas Jail Association

MESSAGE FROM THE PAST PRESIDENT



President, Mary Barron

I would like to take this opportunity to thank the membership again for having allowed me to serve as the President of the Texas Jail Association. It has been one of the greatest moments of my life. Having served as director for 3 years and then going to 3rd Vice President up to President was a 7 year commitment.

It required my dedication and commitment to the Association. I have enjoyed being a part of the Association and I would not change or trade any of that time. I would also like to thank Sheriff Kerss for all his support.

I would like to thank the Board of Directors which is to be commended for an excellent job in the year of 2004-2005. The members' dedication to and support of the Association is what made the 19th Annual Texas Jail Association Conference a great success. The regional training workshops presented by the

Texas Commission on Jail Standards and the Texas Association of Counties proved to be very successful again this year.

I would like to say thanks to all of the members that ran for office this year. I am so proud to know that you want to take an active role in the Association. Don't be discouraged if you did not win, try again.

Thanks to all the vendors who have supported our Association throughout the years. If it was not for your support, the Association could not be as financially or member strong as we are today.

I would like to thank all sheriffs, chief deputies, jail administrators, and correction officers for their continued support of the Association.

It has been a great honor and privilege to have served as your 19th President.

Sincerely,



Mary Barron
TJA Past President

TEXAS JAIL ASSOCIATION ADVERTISING INFORMATION

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

Half Page	\$185/per issue	\$ 600/four issues
Full Page	\$300/per issue	\$1,000/four issues
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Advertisers should provide camera-ready copy or halftone negatives. High resolution eps, tif, or pdf files on disk are also accepted. A hard copy must accompany all electronic files. Advertisements, along with a check made payable to the "Texas Jail Association" in the correct amount should be mailed to the following:

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Copy deadlines for advertisers are March 31, June 30, September 30, and December 31.

19th ANNUAL SPRING CONFERENCE A SUCCESS

Well over 400 sheriffs and jail personnel and 87 exhibitors attended the 19th Annual Conference of the Texas Jail Association at the Omni Hotel in San Antonio on May 23-27, 2005.

Program Overview

On the afternoon of Monday, May 23, 2005, **Dawn Mathis**, Demand Reduction Coordinator with the Drug Enforcement Administration in Houston, Texas, presented a pre-conference workshop on drug identification and abuse, with a special focus on how drugs are being smuggled into jails.

On Tuesday, following the presentation of the colors by the Bexar County Sheriff's Department and the singing of the National Anthem by Lubbock County Sheriff **David Gutierrez**, participants heard welcoming remarks from: **Mary Barron**, President of Texas Jail Association; **Ralph Lopez**, Sheriff of Bexar County; **Robert Patterson**, Major with the Bell County Sheriff's Office and President of the American Jail Association; and **Dan Richard Beto**, Executive Director of the Correctional Management Institute of Texas at Sam Houston State University. They were followed by **J. Q. Warnick, Jr.**, a former County Court at Law Judge in Lubbock County before being appointed U. S. Magistrate for the Northern District of Texas, who provided the keynote address. Also speaking in the morning was **Terry Julian**, Director of the Texas Commission on Jail Standards, who addressed current and future jail issues.

In the afternoon, participants were provided several workshop options. The staff of the Texas Commission on Jail Standards conducted the popular courtroom challenge; other workshops included: Attorney **Robert Davis**, who discussed a variety of legal issues facing law enforcement and corrections; **Trey Flores**, Director of Health Services with the McLennan County Sheriff's Department, who provided an overview on the acquisition, administration, and documentation requirements of providing medication to inmates; and **Ramona Koch** with the Texas Department of Criminal Justice who discussed new developments in "state ready" procedures.

On Wednesday, May 25, 2005, six well-attended workshops were presented, all of which dealt with relevant issues impacting jail administration. **J. Mark Warren**, Training Coordinator with the Texas Association of Counties, discussed ethics and professionalism and **Dee Wilson** with the Texas Correctional Office on Offenders

with Medical and Mental Impairments spoke on mental health issues in corrections. **Christopher Kirk**, Sheriff of Brazos County and Legislative Chair for the Sheriff's Association of Texas, provided a legislative update and **Carmella Jones Smith**, Law Enforcement Specialist with the Texas Association of Counties, presented an interactive workshop on officer survival and stress reduction. In addition, **Michelle Burman** and **Rodney Rodriguez** with the Office of the Attorney General discussed the Gang Resource System and threat group management, and **Neil Pascoe**, an Epidemiologist for the Texas Department of Health, provided valuable information on how jailers might protect themselves from bacterial infections.

On Thursday, participants were again provided opportunities to attend a number of workshops. Consultant **Eileen Baker** discussed legal implications for deaf and hard of hearing offenders in corrections, and **J. Mark Warren** spoke on leadership development. Nationally known and popular trainer **Nancy H. Baird** presented a workshop on "Generation X: Difference Values, Similar Goals," and **Mike Sorenson**, a Mental Health Investigator with the Travis County Sheriff's Department, covered the Texas Health and Safety Code and awareness of mental health issues. **Randy Norton** and **Tim Quintana** with Tech 3 Training facilitated a discussion on cell extraction, riot control, and use of force in a jail setting. The staff of the Texas Commission on Jail Standards held a special session titled "The Jail Game," and a County Judges and Commissioners Panel discussed issues and fielded questions.

On Friday, the concluding day of the conference, participants again heard from **Nancy H. Baird**, who spoke on "Working Smart: Communicating for Results."

Election Results



Director Mary Farley

During the conference elections were held for the positions of Third Vice President, Treasurer, and two positions on the Board of Directors. **Robert Green** with the Montgomery County Sheriff's Office was elected 3rd



Director Gus Reyna

Vice President. **David Drosche** from Brazos County was elected Treasurer. Newly elected members of the Board of Directors are **Mary Farley** from Bell County and **Gus Reyna** from Cameron County.

New Historian Appointed



Historian Carmella Jones Smith

Historian **Carmella Jones Smith**, Law Enforcement Specialist for the Texas Association of Counties, was appointed by President Kelly Rowe at the May conference. Smith served as the Sheriff of Armstrong County for two terms. She was appointed by the governor to the board of the Texas Jail Standards Commission and also served as a director of the Sheriff's Association of Texas. She carries certifications as an Advanced Peace Officer, Instructor, Advanced Jailer, Telecommunicator, DARE instructor, and is a graduate of the Leadership Command College in Huntsville, Texas.

Also appointed during the conference were former TJA President **Bill Bryan** as Parliamentarian, Sergeant-At-Arms **Rick Secklin**, Sheriff's Director **Jess Howell**, Chaplain **Adan Gutierrez**, Directors of Vendors **Maurice "Mo" Mascorro** and **Cheryl White-Mynar**, and returning Secretary **Rachelle Arrington**.

Presentation of Awards



2005 Hall of Fame Winner - Faith Holt

2005 Hall of Fame award winner was Captain **Faith Holt** of Navarro County. The Jim White Memorial Scholarship was awarded to Corporal **Sharri Pyburn** of McLennan County. Colonel **Earl Griffin** of Bexar County received the Correctional Officer of the Year Award for Professional Achievement. Deputy **Sherman Dollison**, Lieutenant **Marlin Suell**, and Sergeant **Alan Langston** of Smith



Correctional Officer of the Year for Valor: Left to Right - Gary Pinkerton receives award for Deputy Sherman Dollison, Lieutenant Marlin Suell and Sergeant Alan Langston all from Smith County

On the evening of May 26th, 2005, the Association held its annual awards banquet, during which several corrections professionals were recognized. The



Correctional Officer of the Year for Professional Achievement Winner - Colonel Earl Griffin of Bexar County

County were awarded the Correctional Officer of the Year Award for Valor. Deputy **Wayne Moore** and Officer **Christopher Townsend** of Brazos County won the Commission on Jail Standards "Courtroom

Challenge"! Officers William Phariss and Richard Sanders of Brazos County received 2nd place for the "Courtroom Challenge".



Left to Right - Wayne Dicky with Texas Commission on Jail Standards "Courtroom Challenge" 2nd Place Winners William Phariss and Richard Sanders

Left to Right - Brazos County Jail Administrator and TJA Past Presidents Wayne Dicky with the Courtroom Challenge 1st place winners Wayne Moore and Christopher Townsend



Door Prizes

A record number of exhibitors—87 in all—attended the 2005 Annual Conference. Numerous exhibitors donated door prizes for TJA members: **Paige Payne** won a 10 in 1 TV Companion from Securus Technologies, **David Wacker** won a Spotlight from Wiginton Hooker Jeffry PC Architects, **Sterling Corbett** won a Painting from the Professional Bondsmen of Texas, **Sheriff Ben Kirk** and **Lori Compton** won Folding chairs from SMART Public Safety Software, **Elda McDonald** won a Teddy Bear from Team Systems Company, **Sheriff Donald Sowell** won a John Wayne Picture from Total Telephone Concepts, **Carey White** won a Rifle from ADS Telcom Company, **Trey Flores** and **Rebecca Stutts** won Jackets from Syscon Justice Systems, Ltd., **Dennis Cisneros** and **Alma Savage** won White T-shirts from Cook's Correctional Kitchen Equipment, **Kathy Sievers** won a Wine Basket from Wichita Falls Chamber of Commerce, **Wayne Moore** won a Vacuum Cleaner from ProSTAR Industries, **James Estes** won a Solar Sun Protection Cream from Bio-Germ Protection, **Joe Contreras**, **Koy Smith**, **Macy Mills**, **Dwayne Crowell** won Picnic Time Caddy Coolers from Mid-America Services, **Mary Kay Preston** won a Thermos from Mid-America Services, **Patti Jones** won a Duffel Bag from Mid-America Services, **Sheriff Ben Kirk** won a Small blue cooler from Performance Food Group, **Debra Jordan** won a 5 Day Ice Cooler from Performance Food Group, **Robert Pittman** won a Blue Folding Chair from ICS, **Jeff Garner** won a Briefcase and Portfolio from the Texas Jail Association, **Qualesha Brookins** won a TJA Bag from the Texas Jail Association, **Sterling Corbett** won a Western Picture from EZ Out Bail Bonds, **Tim Smith** won a Spinner from Terrisa Candelaria, **Arthur Barrera** and **Beni Hemmerline** won Knives from Terrisa Candelaria, **Martin Suell** won a Grill from Terrisa Candelaria, **Kenneth Thomas** and **Vernita Brookins** won Barbeque Sets from Terrisa Candelaria, **Lisette Martinez** won a Special Olympics T-Shirt from Richard Candelaria (Area 18 Special Olympics Region), **Jan Halverson** won a Special Olympics T-Shirt/Baseball

Cap from Richard Candelaria (Area 18 Special Olympics Region), **Tim Rick** won \$50.00 from Robinson Textiles, Inc., **Beverly Smith** won a Weekend for Two from the Omni Hotel, **Kathy Graham** won a Saddle/Quick Rack from Lone Star Commissary, **Charlie Weishun** won a Barbed Wire Wreath from Lone Star Commissary, **Gilbert Gardner** won a UT Chair from Midland County.



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

VISION AND LEADERSHIP: CORRECTIONS CHALLENGE

by
**Dan Richard Beto Executive Director,
 Correctional Management Institute of Texas
 Sam Houston State University
 Huntsville, Texas**

The following are remarks provided by Dan Richard Beto, Executive Director of the Correctional Management Institute of Texas, at the opening session of the 19th Annual Conference of the Texas Jail Association on May 24, 2005.

It is my pleasure to be with you today and to provide a few introductory remarks at the commencement of this 2005 Annual Conference of the Texas Jail Association.

For the next several days you will be exposed to a very ambitious and meaningful program of workshops and events. Much of the success of this conference – as with any endeavor – may be attributed to the efforts of a handful of people. And I would be remiss if I did not single out the work of Kelly Rowe and Danny Downes, who took the lead in crafting this conference. They have done a wonderful job and deserve our appreciation.

Since I am retiring later this summer, and because this will likely be the last time I will be with you, in the brief time allotted to me I want to make a couple of observations about what I see as crucial to the success of jail administration and to this organization.

Vision

The first of the two elements critical to good jail management is vision. What is the vision of your sheriff or jail administrator regarding the management of your jail? Does he or she have a vision and, if so, has it been articulated to the staff? Do you operate under a vision that is clear and constant?

Many years ago the distinguished criminologist John Conrad was asked to define his vision of a good prison or jail. And Conrad replied that confinement facilities ought to be “lawful, safe, industrious, and hopeful.”

Think for a moment – if you were to apply these four qualities to your jail, how would it stack up?

Is your jail lawful – is it in compliance with federal and state laws and with rules promulgated by the Texas Commission on Jail Standards?

Is your jail safe – is it safe for inmates and staff alike? Can both be reasonably free of fear from assaults and reprisals?

Is your jail industrious – are there programs and work details available to constructively occupy inmates’ time? Likewise, are employees used in the most efficient and effective manner?

And finally, is your jail hopeful – do programs exist in your jail that will better equip prisoners to deal with the complexities of life upon their release? And do the general atmosphere of the jail and the demeanor of the staff promote a hopeful institution?

From 1962 to 1972 my father, George Beto, served as Director of what was then known as the Texas Department of Corrections. And he frequently said that you could determine the quality of prison or jail administration by several “absences.”

He believed that if there were an absence of odor, an absence of noise, an absence of clutter, an absence of idleness, and an absence of violence, then you could reasonably conclude that the facility was well run.

How does your jail rate when applying George Beto’s five “absences”? Is it clean? Is it quiet? Is it orderly? Is it industrious? Is it safe?

If you are serious about your job, if you truly view it as a profession, then these are things you ought to think about. Each of you needs to have in mind a vision of your job, driven by the highest of ethical standards.

Leadership

The second element critical to good jail management is leadership. To illustrate this point, I intend to draw on the life of a friend of mine.

Earlier this year D. V. "Red" McKaskle, Chief Deputy for the Harris County Sheriff's Department, retired after close to four decades of distinguished service to the State of Texas. And with the retirement of this great criminal justice leader comes a significant void that will take some time to fill.

During the ten years he served as Chief Deputy, Red was the driving force behind enhancing the department's professionalism and securing accreditation by the Commission on Accreditation for Law Enforcement Agencies, the National Commission on Correctional Health Care, and the Correctional Education Association.

Because of his unwavering emphasis on quality service, his commitment to duty, his professionalism, and his leadership, Red has served as a role model and mentor to countless criminal justice practitioners, many of whom have gone on to make significant contributions to our system of justice.

I cannot put too fine a point on this, we in corrections need to seek out and cultivate more role models and mentors like Red McKaskle, we need to recognize and embrace ethical leadership models, and we need to do a better job of developing the leaders of tomorrow.

The Association's Legacy

In the epilogue to his book *Authentic Leadership*, Bill George, the former Chairman and Chief Executive Officer of Medtronic, one of the world's leading medical technology companies, asks his readers to consider the question: "what will be your legacy?"

In my view, this is a question that we all need to ask ourselves, not only as criminal justice professionals but as members of the Texas Jail Association.

Think for a moment – if you will – what will be the legacy of the Texas Jail Association?

Will it be known as a professional association that advanced the corrections profession through meaningful training, or as a social organization where excessive amounts of adult beverages were consumed?

Will it be known for having provided a vision to the corrections profession, or for having become immersed in petty squabbles over obscure issues relating to its by-laws?

Will it be known for having embraced new ideas and sought out alternative realities, or for having done the same old things and hoping for different results?

And, will it be known as an association where emerging leaders were identified, mentored, and developed, or as

an organization controlled by a small clique seeking ego gratification?

Your Responsibility

While I believe the Texas Jail Association is a strong and vibrant professional organization – as evidenced by a record membership – and where the positive factors far, far surpass the negatives, you as members need to be ever vigilant in keeping the association from deviating from good governance practices.

Your individual and collective visioning and leadership skills, coupled with your involvement in organizational activities, will determine the legacy of the Texas Jail Association. That is your challenge. You have my best wishes.

JIM WHITE MEMORIAL LAW ENFORCEMENT SCHOLARSHIP AWARD

by
Cheryl White Mynar



Corporal Sharri Pyburn with Cheryl White Mynar (right) and daughter, Mary Tolliver (left).

I am pleased to announce the first recipient of the Jim White Memorial Law Enforcement Scholarship - Corporal Sharri Pyburn of the McLennan County Sheriff's Office. Sharri was presented with her scholarship during the 19th Annual TJA Awards Banquet held May 26th in San Antonio.

Sharri has been with the McLennan County Sheriff's Office for over 11 years and is a member of TJA. She was a jailer for eight years and worked in the Bond office for another two years. She was promoted to the rank of Corporal in August 2004.

Sharri works full time and is the single parent of an 8 year old son. In addition, she holds a certificate in License Chemical Dependency Counseling and a Degree in Legal Assistance from El Paso Community College.

Sharri is currently attending McLennan Community College pursuing a Bachelors Degree in Criminal Justice. With all that she still carries a 3.70 GPA!!

We are proud of her accomplishments and wish her well in her future endeavors.

THANK YOU!

by
Danny Downes, 1st Vice-President

Our recent Annual Spring Conference held at the Omni-Colonnade in San Antonio was a resounding success. As 2nd Vice-President, I was responsible for arranging the training schedule for the conference. The conference would not have been so successful had it not been for all of the people involved behind the scenes. I want to take a few minutes of my time to thank everyone.

First and most important, I would like to thank all of the members present for the conference. The membership of this association is the “heart and soul” of our organization. Without you, there would be no conference.

The Board of Directors, who acted as moderators in the classrooms, provided “taxi service” and countless other tasks, were the ambassadors of the Association. You truly earned your keep. I can’t thank you enough for all of your help to make the conference a success.

Executive Director, Sharese Hurst and her crew, Vanessa Farmer, Amy Coates and Katie Isaacs were awesome. They worked tirelessly doing registration, coordinating with the hotel management, making numerous last minute changes, putting out fires as they erupted, etc. This was all done in stride with a smile and a cheerful attitude to go with it. “Thank you” just doesn’t seem like enough to show the gratitude I feel for the contribution from these folks.

Also, I can not forget Mr. Dan Beto, Executive Director of the Correctional Management Institute of Texas, who jumped in and assisted by passing out ballots all afternoon at the registration table.

For the vendors who provide the financial impetus to make our conference what it is today - a first class operation. Thanks to the continued support of the vendors we are a thriving and effective association. Thank you all for supporting our cause in San Antonio this year.

The Texas Commission on Jail Standards and the Texas Association of Counties has partnered with this Association and offered unwavering support for several years. Their cooperative efforts to provide regional training as well as providing training in interesting and innovative ways at our conferences continues to be a “win, win” situation. A special thanks to Jan Halverson for her help with the audio/visual equipment.

Finally, I want to thank Kelly Rowe who, without question, stepped up to provide me with the leadership and insight to help make this year’s conference a success. He took time out of his inordinately busy schedule to ensure that the needs of the Association were met.

If I have overlooked anybody it is surely not intentional, for I know how important each piece of the puzzle is in our process to provide the membership of our Association the training and tools they can put in their “toolbox” to take to work with them each day. It is part of the mission of the Texas Jail Association, “to advance professionalism through training...peer interaction, and conferences.” It is my affirmation that at the 19th Annual Spring Conference the Texas Jail Association met the challenge for this part of our mission. Thank you to everyone!

MEMBERSHIP GROWTH

by
Robert Green, 3rd Vice-President

The Texas Jail Association’s main objective is “to provide a distinct unified voice for correctional officers working in local jails.” This year our membership numbers over 1,000. With every new member our voice becomes more distinctive and stronger.

During his tenure as 3rd Vice President last year, Danny Downes sent out a great letter entitled, “Don’t Sit On The Sidelines.” Please allow me to repeat and emphasize some of the crucial points Danny made regarding reasons why you and your staff should join the Texas Jail Association:

Networking: If you have a problem to solve, such as creating and implementing a new policy or procedure, chances are someone around the state has already faced the same challenge and may be able to assist you.

Training: There are numerous opportunities for you and your staff to receive current information on various jail related topics.

Exhibitors: Have you ever been faced with introducing a new service in your jail that was previously done in-house? The experts are available to answer your questions and concerns at the Annual Conference in San Antonio and the Jail Management Issues Conference in South Padre Island.

Training: The most knowledgeable professionals from inside Texas and across the United States teach classes and speak on jail issues that we all experience daily. In addition, participants are awarded TCLEOSE credits for attending the state and regional training sessions, which will likely be useful in furthering your career.

Leadership: During the Annual Conference, professional jail managers from all across the state are elected by the membership to direct the future of our Association.

Training: Cooperative efforts with the Texas Association of Counties and Texas Commission on Jail Standards offer training venues at not only the Annual

Conference and the Jail Management Issues Conference, but also at strategic locations around the state. Seminars are offered on subjects dealing with legislative updates, professional development, security concerns, and legal issues.

Membership in the Texas Jail Association offers you and your staff the opportunity to support the continuing efforts to promote educations and professionalism in our chosen field. As you can readily see from the examples provided, our emphasis is on training. We strive to provide information on the current issues in an easy to understand, well structured classroom environment that is offered to all correctional professionals throughout the state.

Can we continue to increase our membership, thus making our Texas Jail Association a stronger and more distinctive organization? I think we absolutely can and must, but it is up to us all as individuals to continue to promote TJA membership among our staff and others interested in the operation and administration of Texas jails. This year Lubbock County led the way in membership with a total of 37 members. A great commitment to Texas Jail Association by Lubbock County! Get involved and encourage your staff to get involved in making our Association stronger than ever before. Please join and support the best jail association in America – The Texas Jail Association.

WORKING WITH THE TEXAS COMMISSION ON JAIL STANDARDS
by
Jonathan Hortman

Currently, there are 204 compliant jails and 43 non-compliant jails in Texas. Seventy-five percent of those noncompliant facilities are due to management related deficiencies such as staffing. As of May 1, 2005, there were 4,555 open and available beds in compliant jails in Texas. There were also 2,593 Texas jail inmates awaiting transfer to the Institutional Division of TDCJ on May 1, 2005.

One recent development in jail management is the introduction of mental health screening using the CARE system. CARE stands for Case Assignment and Registration System. It is the MHMR database that contains the names of every client of the MHMR system for the last twenty years. Beginning in January of this year, jails are required to check the names of arrestees in the CARE system at the intake stage, and jail inspectors now must check to verify that jails are doing this. Checking the CARE system can give jails the information and insight necessary to manage inmates with mental health

needs, which can ultimately help reduce the likelihood of litigation. For more information on the CARE system, please call Dee Wilson with the Texas Correctional Office on Offenders with Medical or Mental Impairments at (512) 406-5406.

The Commission on Jail Standards has weathered another legislative session, despite having our budget cut by 5%. While this hinders our ability to assist counties and their jails, we will continue to strive to provide excellent service to the jails, public officials, and the taxpayers. The Commission is looking forward to working with professionals operating in the jail setting. Despite our budget cuts, we plan on gearing up for upcoming classification and regional training with the Association. We believe that training is one of the things that can be done to assist the jails in maintaining a professional and knowledgeable staff. Of course, we are always available to assist jails by answering questions and offering technical assistance.

SHERIFF'S LIEUTENANT ELECTED GROUP OFFICER
by
Melissa Sullivan, Eagle Staff Writer

A Brazos County Sheriff's Department lieutenant recently was elected treasurer of the Texas Jail Association at the organization's annual conference in San Antonio. Other Brazos County Jail officials also were recognized during the May conference for their work.



Fourteen members of the jail staff participated in training workshops and product exhibitions and networked with correctional professionals from across Texas.

Lt. David Drosche campaigned for and was elected to a three-year term as treasurer of the association, Sheriff Chris Kirk said. Jail Administrator Wayne Dicky was recognized for the completion of his term on the board of directors as immediate past president, Kirk added. "Brazos County has been recognized by our peers in the correctional profession for the last six years by electing a member of our staff to a leadership role in the state organization," the sheriff said. "I think this speaks well for our staff."

Also during the conference, four local officers advanced to the finals in the Texas Commission on Jail Standards Courtroom Challenge, Kirk said. The challenge is a quiz-type competition between teams of two people, focusing on jail standards. Twenty-seven teams competed, and the

two teams from Brazos County placed first and second. Team members Wayne Moore and Chris Townsend were awarded first place after not missing a single question, Kirk said. William Phariss and Richard Sanders received the second-place trophy after competing against Moore and Townsend in the finals, Kirk said.

"I am extremely proud of the initiative and drive that these officers demonstrated in accomplishing the sweep of the Courtroom Challenge," he said. "They have represented Brazos County well."

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GREEN ELECTED TO TEXAS JAIL ASSOCIATION VICE PRESIDENCY

by
Sue Thackeray, Courier Staff



Montgomery County Sheriff's Lt. Robert Green is one of only a handful of Certified Jail Administrators nationwide, and his peers acknowledged that experience and knowledge recently when they elected him third vice president of the Texas Jail Association. "I think his election to this position shows that Robert is well known and respected by his peers in jail administration statewide," said Sheriff's Department Chief Deputy Randy McDaniel.

The Texas Jail Association is a professional organization for correctional officers and others working in county jails throughout the state. One of the major objectives of the association is to provide training to corrections officers and support staff. "We hold regional workshops around the state for jail staff," Green said. "We try to hold them in different locations each time, and they are held in conjunction with the Texas Association of Counties and Texas Jail Commission." In Green's new role as third vice president, he will be responsible for increasing membership in the association.

McDaniel said Green's new position with the association is good for the county, by giving him the ability to play an active role in establishing policies and guiding the future of jail administration for the entire state. This is not Green's first elected position within the Texas Jail Association. Last year, he was elected to fill the remaining year of an unexpired term on the board of directors.

Green, 45, has been a member of the Texas Jail

Association for about 12 years. A 1995 graduate of Sam Houston State University, Green joined the Sheriff's Department in 1981. He served as a sergeant at the Montgomery County Courthouse from 1995 to 2001, when he was promoted to lieutenant and transferred to the jail. In 2004, he served as a captain, overseeing jail operations, under former Sheriff Guy Williams. He currently serves as the administrative lieutenant at the jail.

Green also serves on the advisory council committee for the Montgomery County Residential Treatment Center and is the sheriff's appointee to the Montgomery County Bail Bond Board. Last year, he became one of only 329 jail professionals nationwide to be designated as a Certified Jail Manager by the American Jail Association. The certification "provides documented evidence to the public that the individual has been examined by an independent professional organization and found to possess current competency in his or her field," according to the AJA Web site. The process to achieve the certification is rigorous, according to officials, and includes both an application and a written test.

Printed with permission from the Conroe Courier

19th ANNUAL CONFERENCE EXHIBITORS

by
Cheryl White Mynar

I would like to personally thank each exhibitor for their participation in the 19th Annual Spring conference in San Antonio. This year we had a record 87 exhibitors showcasing their products to over 400 attendees.

We also welcomed several new exhibitors this year: AGM Telecom, Bio-Germ Protection, Computer Information Systems, Conco Food Service, Contract Pharmacy Services, Debitek, Derby Industries, Firestorm, Harding Instruments, Inmate Calling Solutions, Integrator.com, Justice Benefits, Law Enforcement Professional, Multimedia Telesys, Profiles International, ProSTAR Industries, Robinson Textiles, Screened Images Multimedia, Syscon Justice Systems, The Rose Report, The Wackenhut Corporation, Touchpay, and TW Vending. I hope all the attendees had an opportunity to visit these booths and welcome them to our conference.

We would like to thank all of our exhibitors who contributed to the success of our conference. We extend special thanks to the following companies for assisting us with sponsorship of our events:

Platinum Level:	Global Tel*Link
	Securus Technologies
	SBC Public Communications

Texas Association of Counties

Gold Level: Keefe Supply

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We once again passed out surveys to each exhibitor to determine their satisfaction with their “conference experience.” We received over 50% of the surveys back and are in the process of reviewing them to assess how we can improve next year’s conference. We are excited to say that several of the recommendations have already been addressed in future conference planning and I believe our exhibitors will be pleased with the results. If any of the other exhibitors still have their forms and wish to return them to us, please send them to Sharese Hurst. Your comments are welcomed and important to us. Thanks to all for another successful Spring Conference!



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GENERATION X: DIFFERENT VALUES...SIMILAR GOALS

by Robert Green



TJA Executive Director Sharese Hurst with Nancy Baird

Those of you at the 19th Annual Texas Jail Association Spring Conference who had the opportunity to attend Nancy Baird’s workshop will likely agree that Nancy is a dynamic and unique facilitator. Nancy Baird, M.Ed., LCDC, a native Houstonian, is the president of Training Strategies, Inc., a consulting company that specializes in management training and organizational development. Nancy has over 20 years experience conducting training and developing training materials. Her specialties include change management, technical writing, management training, and strategic planning.

Nancy’s program at the recent TJA Conference focused on a new generation of employees in today’s workplace who do not embrace “traditional” beliefs about work. These young workers, Generation X, have a new way of thinking. They have been raised by television, live on the Internet, and demand “instant gratification.” Unlike older employees who fully understand the ideas of company loyalty, hard work, teamwork, seniority, and diligence; these concepts seem almost alien to this new generation of employees. Instead, they believe they should be measured by immediate results, new ideas, creativity, and individuality. Nancy offered strategies for successfully turning these ideas into increased performance.

Among the strategies Nancy offered was her program for “Diversity Success Strategies.” This includes getting in touch with stereotypes and prejudices or re-examining judgmental thoughts that lead to feelings of dislike, suspicion and other negative implications which prevent good interaction. We must become more open to new ideas; work on replacing rigid stereotypes with flexible information; and learn to become active listeners. You may begin to understand things you have in common with others as well as the differences. In addition, we need to learn about other groups, show respect and appreciation, and work toward common goals. Demonstrate your vision by always believing the best can happen and expect the best from everyone.

Nancy conducted her workshops during two sessions and both were full. For those of you that missed this training, Nancy Baird is scheduled to speak at South Padre during the Jail Management Issues Conference in August. Her humor and energy invite participants to learn and work in a relaxed, positive atmosphere.

MCKASKLE HONORED BY SAM HOUSTON STATE UNIVERSITY



On April 28, 2005, the Criminal Justice Center at Sam Houston State University recognized **D. V. “Red” McKaskle** with its highest honor, the *Defensor Pacem Medal*.

The College of Criminal Justice, under the stewardship of Dean **Victor Strecher**, presented the first *Defensor Pacem Award* in 1981. The recipient that year was the distinguished criminologist **John Conrad**, who was at Sam Houston State University as a George J. Beto Chair Professor.

Dan Richard Beto, Executive Director of the Correctional Management Institute of Texas, presented McKaskle with the award. Beto noted that there was a very close relationship between what the first *Defensor Pacem Medal* recipient advocated and what McKaskle put into practice. Conrad believed that confinement facilities out to be “lawful, safe, industrious, and hopeful.” And throughout an exemplary

correctional career, McKaskle tirelessly worked to achieve Conrad’s vision.

McKaskle began his criminal justice career as a part-time recreational supervisor with the Texas Department of Corrections while attending Sam Houston State Teacher’s College. After receiving a bachelor’s degree in sociology in 1961, he commenced full-time employment with the prison system, serving in such capacities as Captain of the Training Academy, Assistant Warden of the Ellis Unit, Director of Classification, Warden of the Diagnostic Unit, Assistant Director, and, at the time of his retirement in 1984, the agency’s Interim Director.

Retirement was short lived for McKaskle. In 1990 he was contacted by Harris County Sheriff **Johnny Klevenhagen** and enticed to become Major of Detention, later to be named Director of Detention for all Harris County confinement facilities. In 1995 **Tommy Thomas**, the new Harris County Sheriff, appointed Red as his Chief Deputy, responsible for the operations of the third largest sheriff’s department in the country. Interestingly, when McKaskle retired earlier this year the sheriff had to appoint two people to assume his varied duties.

“McKaskle’s record of service brings credit to the criminal justice system and to Sam Houston State University,” said **Richard H. Ward**, Dean of the College of Criminal Justice. “He is truly deserving of this award.”

In Memory of Russell Bacon

Assistant Chief Jailer Russell Bacon of Waller County, a long-time member the Texas Jail Association, passed away Monday, June 27, 2005. After serving 20 years in the US Army, Bacon became employed by the Waller County Sheriff’s Department in 1987. Since his employment with the Sheriff’s Department, Bacon advanced from jailer to controller to assistant chief jailer. He is survived by his wife, Jane, daughters Kelly Blacklack, Stephanie Bacon, and Tanya Bacon, and sons James Burrell and Liberty Burrell as well as eight grandchildren. He will be sincerely missed.

TEXAS JAIL ASSOCIATION BULLETIN BOARD

Collin County

Collin County Sheriff Terry G. Box promoted Sergeant Amy Lanier to Lieutenant effective April 16, 2005. Lieutenant Lanier started with the Sheriff's Office as a Detention Officer in 1995 and was promoted to Sergeant in 2000.



Sheriff Box presents a plaque to Detention Captain Tom Francis in appreciation for 20 years service with the Sheriff's Office.

Sheriff Terry Box presented Detention Officer T.D. Allison a plaque commemorating his 20 years of service with the Sheriff's Office.



Detention Officer James Rose retired from the Sheriff's Office effective March 31, 2005.

MCLENNAN COUNTY SERVICE AWARDS

McLennan County Sheriff Larry Lynch presented service awards in Commissioner's Court to the following Sheriff's Office and Jail employees on May 10, 2005:

Sheriff's Office

Table listing Sheriff's Office employees and their service years: Marla Maloney (5 Years), Roy Gann (10 Years), Kenneth Hutyra (10 Years), James Pack (10 Years), Mark Ramburger (10 Years), Valorie Settles (10 Years), Ronnie Turnbough (20 Years).

Jail

Table listing Jail employees and their service years: Clarence Anderson (5 Years), Stephen Johnson (5 Years), Bobby Mercer (5 Years), Joel Poston (5 Years), Milton Robert (5 Years), James Robison (5 Years), Karen Anderson (10 Years), Vernon Angermann (10 Years), Sean Baughman (10 Years), Barbara Blanchard (10 Years), Danny Downes (10 Years), Michael Garrett (10 Years), Edward Herrington (10 Years), Mary Martin (10 Years), Anthony McRae (10 Years), Sharri Pyburn (10 Years), Jimmy Stone (10 Years), Alan Hansen (20 Years), Anita Pick (20 Years), John Mynar, Jr. (30 Years).



Captain John Mynar, Jr. is recognized for 30 years of Service.



GRADUATES

McLennan County Sheriff's Office Corporal **Toni Riggs** graduated Valedictorian of her class from the McLennan Community College Heart of Texas Police Academy on June 3, 2005. Other officers graduating from the class were Corporals **Shane Kirk, Carla Alton, Darrell Bartosh** and **Steven Strahl**.

PROMOTIONS/TRANSFERS

Deputy **Jason Davis** transferred from DARE to patrol.

Deputy **Lionel McGee** joined McLennan County Sheriff's Office as a DARE officer, after his retirement from Waco Police Department.

Deputy **Bill Jones** promoted to Sergeant over the MHMR/Warrants division.

Deputy **Norman Wade** promoted to patrol MHMR/Warrants division.



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MONTGOMERY COUNTY JAIL TO ADD 25 EMPLOYEES

by
Burton Speakman, Courier Staff Writer

Twenty-five new detention officers will be hired at the Montgomery County Jail, which will bring the facility into compliance with Texas Jail Commission standards. Montgomery County commissioners approved the hiring Monday. Money to pay the \$201,000 in salaries will come from the Sheriff's Department budget.

An inspection last year determined the jail was overcrowded and understaffed, Capt. Ken Ariola said. New employees will bring the department into compliance so it can go to the U.S. Marshal to determine the number of federal inmates the jail would house, Sheriff Tommy Gage said. The department then would be able to hire additional staff to handle those prisoners, he said. The Sheriff's Department has started interviewing to fill the 25 positions, Gage said. "This week, we could begin training nine or 10," he said.

County Judge Alan B. Sadler said hiring additional detention officers for the current facility was a "Band-Aid" because it does not address opening the new jail wing. "We're still waiting for him (Gage) to come forward with a plan to open it," he said. The sheriff has said he would prefer not to privatize the jail, Sadler said. But it is possible the county could decide to open the new section through a private company, he said. Gage said this is the first step toward opening the entire jail facility.

Without the current facility being brought into compliance with Jail Commission standards, the county cannot begin taking federal prisoners to open the jail's new wing, which was completed in 2003, Gage said. "Until we're compliant, they won't send people," he said. Once the county decides to open the wing, more staff will be needed, Ariola said.

It would take 54 additional detention officers to man the 404 new beds, he said. "But we won't open it all at once," Ariola said. "The sheriff's been working on this since January." The county had requested the Jail Commission to conduct a staffing analysis of the existing jail, he said.

Being overcrowded and understaffed is common for counties growing as quickly as Montgomery County, Ariola said. "A lot of them are in worse shape than we are." The jail has started preparing for the opening of the wing, he said. "All my current staff has been trained for direct supervision," Ariola said.

New staff will be hired for the existing facility, and existing staff will be moved to the new wing, he said.

New officers will be trained for direct supervision while working in the current jail facilities, Ariola said.

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The **Montgomery County Sheriff's Office** is currently accepting applications for the positions of Deputy and Civilian Detention Officers. The pay range for each position is as follows:

Deputy: Annual Base Pay \$34,000

Detention Officers: \$27,560 - \$28,663

In addition to the base pay for Deputy Positions, certificate Pay is paid in the following amounts:

Intermediate: \$2,400

Advanced: \$3,000

Master: \$3,600

Qualifications: Applicants must successfully pass a physical agility test, a written test, firearms qualification (for Deputy positions), a polygraph exam, an extensive background investigation.

Education: High School Diploma or G.E.D. Certificate or 12 credits for a college or university.

Age Minimum: Deputy – 21 years of age.
Detention Officer – 19 years of age.

Benefits: Paid vacation, sick days, holidays, employee health and life insurance.

Contact Info: Montgomery County Sheriff's Office
Recruiting Section, #1 Criminal Justice
Dr., Conroe, Texas 77301; Telephone (936)
538-7733, Fax (936) 538-7781.

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NEW MEMBERS WELCOMED

The Texas Jail Association's Officers and Board of Directors would like to welcome the 230 new members who joined the Association between April 1, 2005 and June 1, 2005. They are: **Nelva Collins, Kala Dobbs**, Andrews County Sheriff's Department; **Alicia Capel, Brenda Johnson, Joey Mullins, Maxine Willmon**, Angelina County Sheriff's Office; **Martin Gonzales**, Atascosa County Sheriff's Department; **Michael Page**, Bee County Sheriff's Office; **Tamara Castille, Angel Hampton, Redeana James, Larry Ojeda, Enrique Rodriguez, Jerry Smith, Nathan Sparks**, Bell County Sheriff's Department; **Earl Griffin**, Bexar County Sheriff's Office; **Pam Whitmill**, Bob Barker Company; **Jason Barner, Kelly Olson**, Bosque County Sheriff's Department; **Darrell Booker**, Brazos County Sheriff's Office; **Javier Aleman**, Brooks County Detention Center; **Lupita Garcia, Ana Hernandez**, Brownsville Police Department; **Adam Dodson**, Burleson County Sheriff's Department; **Glynda "Lou" Armbruster, Francis "David" Blake, Jackie Semmler**, Burnet County Sheriff's Department; **Mike Leinart, Omar Lucio, Gus Reyna, Jr.**, Cameron County Sheriff's Office; **James Estes**, Cass County Sheriff's Office; **Randy Dement, Thomas Looney**, CCC Group, Inc.; **George Lindsey, Michael Lindsey, Keith Radcliff**, Cherokee County Sheriff's Department; **Tom Francis**, Collin County Sheriff's Department; **David Dunn, Douglas Johnson, Mark McDonald**, Comanche County Sheriff's Department; **Tony Pagni**, Conco Food Service; **Kemp Jacks, Kenny Nunn, Chris Rhoads**, Corrections Corporation of America; **Rose Mary Bermea, Juan Campos, Jacquelyn Carroll, Lorie Romero, Veronica Silva**, Bexar County Courts; **Robert Bazan**, Culberson County Sheriff's Department; **Edgar McMillian, Jr., Lupe Valdez**, Dallas County Sheriff's Office; **Virginia Rios**, Dawson County Sheriff's Office; **Michael Clark, Bruce Elsey, Tim Rich**, Denton County Sheriff's Office; **Jerry Delgado**, DeWitt County Sheriff's Department; **Ronnie Holmes, Debbie Miller, Matthew Muehlbrad, Jimmy Ruiz, Brent Swinney**, Ector County Sheriff's Department; **Terry Ogden**, Ellis County Sheriff's Department; **Joyce Holloway**, Erath County Sheriff's Department; **J.L. 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Jail Management Issues

Presented by

Texas Jail Association
August 22-25, 2005

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