

# THE TEXAS JAIL ASSOCIATION KEY ISSUES

Vol XX, No. 2

Spring 2016



Spring 2016 Edition



# Message From The President



Howdy TJA Members!

Just as Spring ushers in a world of new beginnings, it also signals the approaching end of my term as your Texas Jail Association president. I was blessed and humbled to have had the opportunity to serve you, and I will carry this

honor with me as one of the highlights of my career in corrections.

Looking back to the 29<sup>th</sup> Annual Conference, I asked you to be a little curious and put your trust in me and your Board as we rounded the next corner in our journey as an Association. Two thousand fifteen saw our first steps with our conference phone app. The application not only enhanced the experience for everyone at the conferences, but allowed everyone to access all of the conference information (attendees, vendors, speakers, etc.) not only while at the conference, but after the conference, plus you could do it from your desktop, as well! A big shout-out goes to **Kevin Stuart**, your Tech Committee Chair, and the Committee members for making this happen! Look for changes and updates to our website in the near future, too.

Due to the growing popularity of the Jail Management Issues (JMI) Conference in August, we moved the JMI Conference into the beautiful Galveston Island Convention Center. This allowed us to increase the number of breakout sessions, as well as increase the number of vendors who could participate with their full booth setups. By allowing more vendors, we are able to show you the latest and greatest in terms of goods and services available to jails. Without our exhibitors' support, we could not do what we do for you. Wherever you see them, please take a moment to thank our vendors, especially our Platinum, Gold, and Silver sponsors. They have all told us that our conferences are among the best in the country and our members (you) are the reason they keep coming back! A big thank you to our vendor representatives on the Board this year, **Kristin Pedigo** and **Tim Quintana**—they've done an outstanding job making our vendors feel welcome and listening to their concerns.

Throughout the year, we continued our tradition of bringing you the best training our profession has to offer, not only at our conferences, but through our partnerships with the Texas Commission on Jail Standards and the Texas A&M Engineering Extension

Service as well. I hope everyone takes advantage of the TEEX e-token. A single class can more than make up the cost of renewing your membership! Just remember to take advantage of your e-token within 60 days of joining or renewing your membership.

The task of filling out the agenda of speakers at the conferences falls to the Second Vice-President and his Training Committee. Your current 2<sup>nd</sup> VP is **Todd Allen** and he has a tremendous lineup for you in May and August. Thank you Todd and company, and a special thanks to **Jan Halverson**, who keeps us looking professional with top-notch A/V support!

As you may know, your Board of Directors meets at least four times during the year. During these meetings, I'm always amazed at just how dedicated and passionate your Board members are in their service to you. Their creative and innovative ideas on how to take TJA to the next level in terms of value to its members have been awesome! Your Board truly has your best interests at heart and I tip my hat to them.

One of the ideas that came from our meetings was how to increase member participation in our annual elections. **Brent Phillips**, your First Vice-President, will have some By-law changes on the ballot for you to consider that will allow all members to vote each year, not just those that can attend the Annual Conference in person. Thank you Brent for putting all of this together, along with your committee and our Parliamentarian, **Billy Bryan**. We will also have some language limiting the number of voting members on the Board of Directors from any one agency. This will ensure you have the most diverse representation achievable on the Board. These changes, if approved, will be in effect for the 2017 elections so be sure to look for them on the ballot. As usual, you will be voting two new Directors to the Board along with the Third Vice-President who will ultimately become President of the Association.

Speaking of member participation, I would be remiss if I did not mention the tremendous effort your Third Vice-President in charge of the Membership Committee, **Martin Gonzales**, has made in promoting the Association in South Texas. He has put together several training events down south and has worked diligently to let our colleagues know what TJA is all about.

I also want to recognize the folks on your Board that make the wheels turn not only at the conferences, but throughout the year. **Carla Stone**, your Treasurer, keeps the books straight and the IRS happy—no small feat! **Edwardo Jackson** stepped in at Secretary and has done

a great job recording the minutes for all of the meetings. **AJ Bonner** kept the peace as your Sergeant-At-Arms, and **Larry Cook, Dan Corbin, Byron Shelton, Jennifer Stephens, Kevin Stuart** and **Kit Wright** did the heavy lifting as your elected Directors. They manned the sales table under Jennifer's leadership, moderated classes and jumped on any task that was thrown their way. Sheriff **Will Travis** also did a great job as our liaison with our Sheriffs, and **Tommy McIntosh** served us as your Chaplain.

Lastly, I want to recognize the contributions of our Executive Director, **Sharese Hurst**; our Vendor Coordinator, **Carmella Jones**; and all of the CMIT staff make in support of TJA not only at the conferences, but on a day-to-day basis. I would not have been successful this year without their support and guidance. And a special thank you goes to **Kim Howell**, your Immediate Past President. Without her example to follow, my tenure as President truly would have been a daunting challenge.

My hope is that I lived up in some small measure to the TJA traditions and ideals of our founder **Jerry Baggs**. I had a great example to follow in the likes of **Billy Bryan, Tim Quintana, Bob Patterson, Wayne Dicky, Carla Stone, Mary Farley** and all of our Past Presidents, many of whom will be joining us in May to celebrate TJA's 30<sup>th</sup> anniversary. Please join me in thanking them for carrying forward the legacy that is **Jerry Baggs** and the Texas Jail Association.

All of that said, I will eagerly pass the gavel on May 12<sup>th</sup> to a great friend and a man I have great respect for, Mr. **Brent Phillips**. I know that he will lead the Texas Jail Association on to even bigger and better things in the coming year, and I could not think of a better person to entrust the legacy that is TJA.

In closing, I want to offer a special thanks to Sheriff **Greg Hamilton**, Chief **Jim Sylvester** and Major **Wes Priddy**. Without their support, leadership and counsel over the last several years, I would not have had the honor of serving you. I have been truly blessed to have met and networked with some of the finest folks our profession has to offer, and I have gained more than I will ever be able to give back.

Thank you for what you do every day and God bless.



**Shane Poole**  
TJA President

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## KEY ISSUES DEADLINES

June 1, 2016 for July 2016 Publication  
 September 1, 2016 for October 2016 Publication  
 December 1, 2016 for January 2017 Publication  
 March 1, 2017 for April 2017 Publication

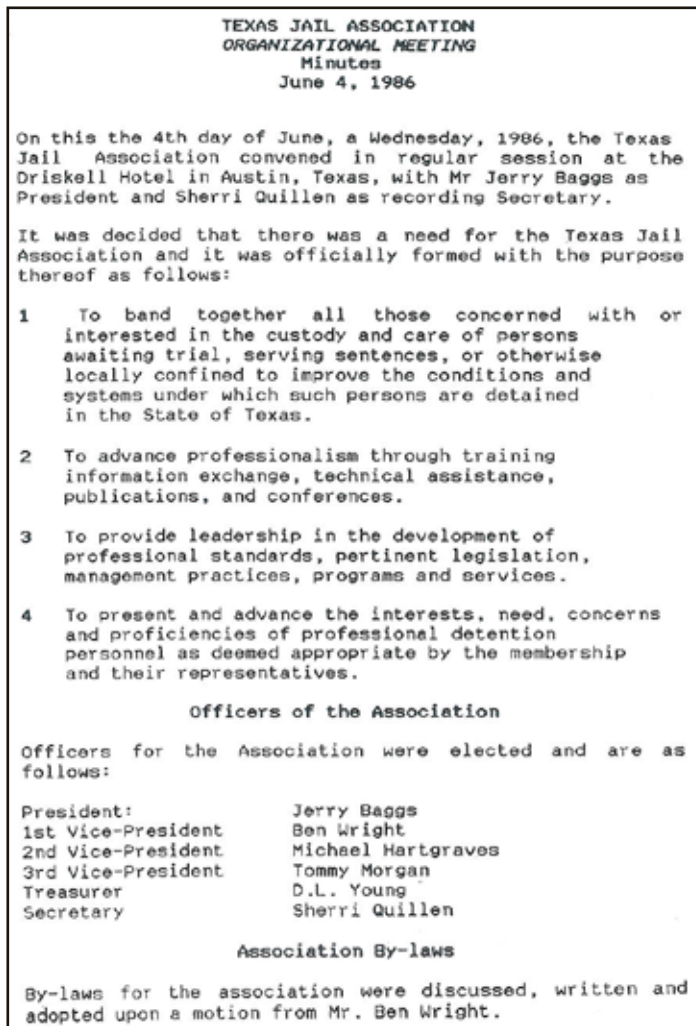
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 Correctional Management Institute of Texas  
 Sam Houston State University  
 Huntsville, Texas 77341-2296; sharese@shsu.edu.



# Past President's Update

By: Kim Howell

As our Association celebrates our 30<sup>th</sup> anniversary, I wanted to share a little bit of our history in five year increments. I know how much our founding president, **Jerry Baggs**, loved this Association as he kept quite a bit of information with him. I have truly enjoyed reading the vision, dedication and work our Past Presidents put into developing and growing the Texas Jail Association.



1986 - The first meeting was held at the Driskell Hotel in Austin, Texas. **Jerry Baggs**, Midland County when elected, was our founding President. Our Association had 18 members.

1991 - Our five year anniversary was under the leadership of President **Ron Scott**, from Smith County. TJA received a one-time grant to be utilized for trainings, expansion of key issues and research. This was the first year regional training were held throughout the state. The Association had grown to 296 members in five short years.

1996 - **Bob Knowles**, Dallas County when elected, was President during our 10 year anniversary. The Texas Commission on Jail Standards implemented an Objective Inmate Classification system which was featured in *Key Issues*. The original TJA logo was retired and our current logo was voted in by the membership. There were 317 attendees at our annual conference.

2001 - **Anthony "Mike" Hopper**, Wichita County was our President. It was also the first year our annual conference was held in San Antonio at the Adams Mark Hotel. Conference attendance set a new record eclipsing the 500 mark for the first time with 509 attendees. First Vice President, **Jim "Ice" Eiselstein** wrote a rather interesting article discussing Direct Supervision vs. Linear jails.

2006 - **Kelly Rowe**, Lubbock County was our President. It was the last year our annual conference was held in San Antonio with nearly 500 attendees. Re-entry programs were "hot topics" of discussion. TJA regionals consisted of "Use of Force in a Jail Setting" held in 12 cities throughout the state. The Texas Jail

Association in partnership with the Correctional Management Institute of Texas, Sheriffs' Association of Texas and the Texas Association of Counties developed and launched the first Basic Jail Administrators 40 hour training.

2011 - **David Drosche**, Brazos County, was President. Our Annual conference was held in Austin at the location we have all come to enjoy, the Renaissance Hotel. Conference attendance reached 567 attendees. Electronic voting was in place for our annual elections and due to the tremendous growth of our Association the Jail Management Issues was moved to Galveston at the San Luis Resort and Spa.

2016 - **Shane Poole**, Travis County is our President. Notes and comments will follow later as I don't want to spoil any of the events as we celebrate the "BIG 30."

This organization is growing and our membership is taking us to great places. A special congratulations is due for TJA Past President **Wayne Dicky** of Brazos County as he will become President of the American Jail Association in May 2016. The Board of Directors looks forward to seeing you in Austin.

# Membership Report

I hope 2016 has been kind to everyone. The membership is anticipating the upcoming 30<sup>th</sup> Annual Jail Conference in Austin. We trust that our Sheriffs, Jail Administrators, Supervisors, and Command Staff will continue to assist their own TJA Members in making this Conference the greatest one yet. As always, we strive to provide the best training, entertainment and fellowship at every conference. This organization continues to grow and I urge you to spread the word about the benefits of TJA. Our membership stands as follows:

- **Membership** - 1083
- **Affiliate Members** - 11
- **Business Members** - 20

Membership dues are \$30.00 for twelve months. All members will receive a quarterly *Key Issues* magazine (the TJA Newsletter) via e-mail, and one annual printed edition. Also, members have access to the TJA listserve, loaded with years of experience and advice. TJA also hosts top notch training around the state. Most of it is at no cost to the member.

In cooperation with TEEEX, TJA offers the choice of one of the following courses for free with a TJA Membership:

- Use of Force in a Jail Setting (16 hours)
- Interpersonal Communications (16 hours)
- Inmate Rights and Privileges (16 hours)
- Suicide Detection and Prevention (16 hours)
- Inmate Health Care – Basic Medical (6 hours)
- Inmate Health Care – Advanced Medical (6 hours)
- Inmate Health Care – Basic Psychiatric (8 hours)
- Inmate Sexual Assault Prevention – PREA Training (8 hours)
- Report Writing and Documentation (4 hours)
- Effective Interviewing and Documentation (4 hours)
- Basic Criminal Investigation (40 hours)
- Death Investigation (40 hours)
- Field Training Officer (24 hours)

If I can be of service to you, or you have membership questions, do not hesitate to contact me.

Captain **Martin Gonzales**

Atascosa County Jail Administrator

TJA 3<sup>rd</sup> Vice President

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# Welcome to TJA New Members!

The Texas Jail Association would like to welcome the following members to our Association. We ask our returning members to give our newest colleagues warm welcomes and to challenge these members to not only be active, but to help grow and improve this Association.

**Stevie Burchell**, from Lubbock County; **Raye Carnes**, from Liberty County; **Michael Dingle**, from Midland County; **Daniel Haden**, from Brazos County; **Laura Hill**, from Travis County; **Derek Horton**, from Midland County; **Jose Jimenez**, from Midland County; **Robert Mayhar**, from Midland County; **Jennifer Mchanney**, from Midland County; **Joshua Ramirez**, from Midland County; **Courtney Short**, from Midland County; **Adam West**, from Brazos County; **Nicholas White**, from Midland County; **Ashley Wilhelm**, from Brazos County; **Crystal Badeaux**, from Montgomery County; **Martha Barnard**, from Titus County; **Glenn Bethune**, from Polk County; **Sheila Lagrone**, from Milam County; **Gina Lopez**, from Hunt County; **Stephanie Lopez**, from Milam County; **Alexis Marticiuc**, from Randall County; **Daniel Martin**, from Erath County; **Laura Nobles**, from Titus County; **Abel Oviedo**, from Tarrant County; **Felisa Rangel**, from Milam County; **Robert Shirley**, from Hunt County; **James Troublefield**, from Hunt County; **Evelyn Williams**, from Randall County; **Scotty York**, from Hunt County; **Kimberly Anderson**, from Montgomery County; **Christopher Bartek**, from Bell County; **Dan Brown**, from Upton County; **Adam Cooper**, from Tom Green County; **Diana Granado**, from Bell County; **Carlos Guerra**, from Bexar County; **Alfredo Guerrero**, from Garza County; **Corey Maciel**, from Bexar County; **Dave Yargo**, from Blanco County; **Kristy Adams**, from Gregg County; **Jared Banks**, from Grayson County; **Brian Barabasz**, from Bexar County; **Carol Barnett**, from Crockett County; **Oakley Blasdel**, from Southwest Correctional Medical Group; **Lawrence Burns**, from Gregg County; **Cosme Castillo**, from Duval County; **Jessica Copeland**, from Gregg County; **Paul Coutee**, from Nacogdoches County; **Patrick Dougherty**, from Houston Police Department; **Lisa Eierman**, from Southwest Correctional Medical Group; **Carlos Enriquez**, from Bosque County; **Keila Flores**, from Hall County; **Shelly Floyd**, from Grayson County; **Brittany Fox**, from Presidio County; **Karie Giles**, from Red River County; **Mike Gleason**, from Williamson County; **Ashlie Glover**, from Lubbock County; **Magnolia Gomez**, from Smith County; **Dawn Goshorn**, from Grayson County; **Pyne Gregory**, from Lipscomb County; **Brandon Griffin**, from Brazoria County; **Katherine Guerra**,

from Bexar County; **Elroy Holmes**, from Lubbock County; **Victor Hutchinson**, from Southwest Correctional Medical Group; **Vicente Jasso**, from Brazoria County; **Zachary Kaminski**, from Gregg County; **Treasure Lewis**, from Gregg County; **Roy Marquez**, from Houston Police Department; **Jessica Mendez**, from McCulloch County; **Bruce Messick**, from Hunt County; **Jeffrey Money**, from Hunt County; **Greg Northington**, from Austin County; **Graciela Parras**, from Presidio County; **Tay Parthum**, from Brazoria County; **Dawn Pena**, from Bexar County; **Kenny Phillips**, from Erath County; **Emmitt Phillips**, from Victoria County; **Daniel Prather**, from Smith County; **Greg Roberts**, from Southwest Correctional Medical Group; **Karl Rohde**, from Smith County; **Fawn Ruth**, from Hunt County; **Marisol Skelton**, from Brewster County; **Andrew Speegle**, from Wichita County; **Steven Stadt**, from Gregg County; **Ebony Tatum**, from Smith County; **Thomas Taylor**, from Martin County; **Tracey Timmons**, from Smith County; **Rebecca Tullier**, from Gregg County; and, **Mary Zold**, from Southwest Correctional Medical Group.



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For more information, please contact **April Farmer**, Regional Vice President, at (972) 406-3728 or via e-mail at [afarmer@jbi-ltd.com](mailto:afarmer@jbi-ltd.com) or find us at [www.jbi-ltd.com](http://www.jbi-ltd.com).

4<sup>th</sup>  
Annual

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# A PRIMER FOR REFORMING THE BUREAUCRACY

by

**Dan Richard Beto**

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Review of *A Passion for Leadership: Lessons on Change and Reform from Fifty Years of Public Service*, by Robert M. Gates. New York: Alfred A. Knopf, 2016. Pp. 240, \$27.95 (hardcover).

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Drawing on his experiences in the service of his country – as Deputy Director of Central Intelligence under Presidents Ronald Reagan and George H. W. Bush, Deputy National Security Advisor and Director of Central Intelligence under President George H. W. Bush, President of Texas A&M University, and Secretary of Defense under Presidents George W. Bush and Barack Obama – in *A Passion for Leadership: Lessons on Change and Reform from Fifty Years of Public Service* Robert M. Gates provides fascinating insights in how one might successfully lead vast organizations that are resistant to change.

In the first chapter, the author – who earned a bachelor’s degree in history from the College of William and Mary, a master’s degree in history from Indiana University, and a doctorate in Russian and Soviet history from Georgetown University – lays out the purpose of this book:

I hope that this book will be of value to young people who aspire to become leaders: first by demonstrating to them that public service organizations can be worthy of their talents; second, should they choose that path, by offering them, early in their careers, some of the tools and personal attributes for leading change that they can begin to develop and strengthen. After all, today’s new recruits will be tomorrow’s senior leaders.

John Adams, our second president, wrote to his son Thomas, “Public business my son, must always be done by somebody – it will be done by somebody or other – If wise men decline it others will not: if honest men refuse it, others will not.” My fervent hope is that this book will encourage the wise and honest among us, especially young people, to consider serving our fellow Americans – with confidence that public institutions can be reformed and shaped to success.

This book, which is an exceptionally easy read, is full of wise insights. In the second chapter – “Where You Want to Go: ‘The Vision Thing’” – Dr. Gates stresses the importance of new leaders of organizations possessing a clear and easily understood vision and a willingness to ask questions and listen. The third chapter deals with formulating a strategy, and the author writes: “For successful change at every kind of institution in both the private and the public sectors, a leader must win the support of those in the trenches who deliver the mission of the organization. Recognition of their critical role and respect for them go a long way.” He also acknowledges the importance of developing strong external constituencies – which also requires listening – that are supportive of the leader’s vision.

In Chapter 4 – a particularly informative chapter – Dr. Gates provides techniques and actual examples for implementing change in the organization; particularly useful are task forces and similar ad hoc groups. Suggestions found in this chapter include:

The best way to get access to, and use, internal talent and ideas for specific steps to implement reform is to get people from different parts of the organization working together outside their normal bureaucratic environment.

A leader bent on transformational reform will benefit greatly from demanding – and demonstrating – transparency and sharing information about implementation, both internally and externally.

Be wary of consensus. When it comes to implementing reform, you must look very closely at any recommendation for action characterized as the consensus of a group. Does it advance your agenda? Is it as bold as you want or need?



A leader implementing reform, within the confines of law and regulations, must decide how much analysis is needed before making a decision and acting. Analysis must not be an excuse for paralysis.

Deadlines for implementation are important in every initiative for change in every organization.

Implementing reform, a leader must master the available information, make decisions, assign responsibility for action, have a regular reporting mechanism that allows her to monitor progress and performance, and hold people accountable. And then she must get out of the way. “Micro-knowledge” is necessary; micromanagement is not.

If you don't have the guts as the leader to make tough and timely decisions, for God's sake, don't take the job.

A final, and critical, technique for implementing change is ensuring follow-through.

“It's Always About People” is the title of the fifth chapter, and it is as helpful as the preceding chapter. Based on experiences from his years of service, the author offers the following observations:

People, not systems, implement an agenda for change.

People at every level in every organization need to know their work is considered important by the higher-ups. At every level, a leader should strive to make his employees proud to be where they are and doing what they do.

A successful leader, and especially one leading change, treats each member of his team with respect and dignity. It seems obvious, but in far too many bureaucracies bosses at all levels fail to do so.

To lead reform successfully, a leader must empower subordinates.

A successful leader – and reformer – never misses an opportunity to give credit to those working for him as a group and as individuals. He also is willing to let excellent employees move on when they are offered new opportunities or a chance to ascent the ladder.

A successful leader must always be evaluating the people around and below her. She should empower the strong, try to help those who show promise despite shortcomings, and get rid of the deadwood.

Candor is critical to a leader's success. Every boss needs to understand that creating a climate where people feel comfortable in being honest in their opinions is the cheapest possible job insurance for the person in charge.

Exhausted people make bad decisions and give bad advice.

Accountability is essential to any successful reform effort.

Dr. Gates devotes the sixth chapter to the subject of stakeholders – “legislators, boards of directors, community officials, boards of regents, retirees, alumni, the media, unions, employees, lower-level managers, students, customers, vendors, lobbyists, professional organizations, accrediting boards, investigative bodies, regulators from every level of government, activist organizations, political groups, and on and on” – a critical part of any leader's job, and particularly those leaders wishing to implement change. Found in this chapter are examples of how the author successfully engaged stakeholders to achieve his objectives.

In Chapter 7 the author discusses characteristics the leader must possess. He writes:

The best leaders have their egos under control.

A leader, or those who aspire to that role, regardless of whether in the public or private sector, must have integrity.

Self-discipline is central to the leadership of institutions and to reforming them.

Intellectual and professional intimidation, characteristic of those who believe they are the smartest people in the room, is a poor way to solicit good ideas and avoid big mistakes.

Courage is essential for reform.

When a leader is fighting bureaucratic battles for reform, she needs a few senior associates who are trustworthy, share a commitment to her agenda for reform, and are capable of effectively implementing her decisions.

In the real world of bureaucratic institutions, you almost never get all you want when you want it. A good leader must compromise, adjust his plans, prioritize, and show flexibility and pragmatism.

One key aspect of successfully reforming institutions, public or private, is taking the work seriously but not yourself. A leader needs to set the example of that principle.

Don't overstay your welcome.

"Reforming in Scarce Times" is the subject of the eighth chapter, in which Dr. Gates offers suggestions on implementing organizational reforms in an environment of critical oversight and limited funding, noting that during time of budget cuts opportunities may emerge that can positively influence the mission of the organization. The following chapter continues the theme of organizational reform, in which is stressed the importance of the leader's attention to details and a willingness to acknowledge when something isn't working.

In the final chapter Dr. Gates draws on wisdom from those of the past regarding public service. Of particular interest was a quote from the Pulitzer Prize winning columnist and Presidential Medal of Freedom recipient Walter Lippmann, one of the first commentators to introduce the concept of the Cold War, who wrote:

Those in high places are more than the administrators of government bureaus. They are more than the writers of laws. They are the custodians of a nation's ideals, of the beliefs it cherishes, of its permanent hopes, of the faith which makes a nation out of a mere aggregation of individuals.

Following up on Mr. Lippmann's insightful quote, Dr. Gates provides the following thoughts:

If you scratch deeply enough, you will find that most of those in public service – "the custodians" – no matter how outwardly tough or jaded or egotistical, are in their heart of hearts romantics, idealists, and optimists. They actually believe it is possible to make the lives of their fellow citizens better and the world a safer place. But an important part of what makes America unique is that our nation's ideals, hopes, and faith are manifested not only in individuals but in our institutions.

Found on the back of the dust cover are a number of favorable comments about *A Passion for Leadership*, and a majority of them refer to this being an outstanding memoir; while these assessments of the book are accurate to a point, they are, nevertheless, incomplete. This book is much more than a memoir of a distinguished public servant, and Dr. Gates certainly is one; it is an excellent primer in the study of management, leadership, and successful reformation of bureaucracy. Much can be learned from this interesting, thoughtful, and instructive book, not only by students wishing a career in public service, but by persons working in organizations – public or private – in which they would like to have a greater influence on the mission, culture, and deliverables of those organizations. And persons engaged in teaching leadership courses and those devoted to influencing the organizational culture should feel indebted to the author for this significant contribution to the literature.

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**Dan Richard Beto**, now retired, was the founding Executive Director of the Correctional Management Institute of Texas at Sam Houston State University, and it was during his tenure that CMIT became the secretariat for the Texas Jail Association. A frequent contributor to *Key Issues*, Mr. Beto is a recipient of the TJA Hall of Fame Award.

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# Training Report

Greetings TJA members! I would like to take just a minute to give you an update on the trainings held last year. The Texas Commission on Jail Standards (TCJS) and the Texas Jail Association again partnered to bring regional training to nine locations around the state. The following locations: Midland, Paris, Nacogdoches, Lubbock, Graham, Waxahachie, Burnet, Pampa and Laredo combined for 398 participants totaling 3184 hours of training. Thank you to TCJS and the host locations for allowing this to be possible. I would like to acknowledge and say a special thank you to **Martin Gonzales**, our 3<sup>rd</sup> Vice President. Martin has been burning up the roads in South Texas offering a diversity of training opportunities to that area. Thank you Martin! Since January 2015, TEEJ has issued 183 e-tokens for complimentary online training to those who have either joined the Association, or renewed their membership. This collaboration has broadened the training opportunities for our members and enhanced membership benefits.

This year marks the 30<sup>th</sup> anniversary for the Texas Jail Association. Our conference will be held at the beautiful Renaissance Hotel and this year promises to be another great one. The training committee, with the help of **Sharese Hurst**

and her staff, has been busy getting exciting and relevant speakers to bring the membership. If you haven't already done so, make sure you register for the conference soon: <http://www.cmitonline.org/cal/?mode=view&item=822>

The Jail Management Issues conference is still under construction, but should be finalized soon. Keep checking back on the TJA website for updates. We will again be holding classes in the Galveston Island Convention Center which allows us more break-out sessions and larger classrooms. Last year proved to be a success with the larger venue. Registration will be open in April.

I and the rest of the TJA Board of Directors are excited to begin our conference season and are looking forward to seeing old friends and meeting new ones. The conferences provide a great opportunity to meet jail professionals and network with your counterparts in other agencies while receiving great training. We look forward to seeing you in Austin!

**Todd Allen**  
Texas Jail Association  
2<sup>nd</sup> Vice President

## 2016 Training Opportunities

Date	Workshop Title	Location
May 3-4, 2016	Courtroom Security <sup>1</sup>	Huntsville, Texas
May 9-13, 2016	30 <sup>th</sup> Annual Texas Jail Association Conference <sup>2</sup>	Austin, Texas
May 23-27, 2016	Warden's Peer Interaction Program <sup>3</sup>	Huntsville, Texas
June 5-10, 2016	Mid-Management Leadership Program <sup>4</sup>	Huntsville, Texas
June 6-9, 2016	Leadership for Support Staff <sup>5</sup>	Montgomery, Texas
June 12-17, 2016	National Jail Leadership Command Academy <sup>6</sup>	Huntsville, Texas
June 14-17, 2016	Texas Chief Deputies Association 30 <sup>th</sup> Annual Conference <sup>7</sup>	Kerrville, Texas
July 25-28, 2016	Drug Impact Conference <sup>4</sup>	San Antonio, Texas
August 22-25, 2016	TJA Jail Management Issues Conference <sup>2</sup>	Galveston, Texas
October 9-14, 2016	Senior Level Corrections Leadership Development Program <sup>3</sup>	Huntsville, Texas
October 18-21, 2016	3 <sup>rd</sup> Annual CMIT Mental Health Conference <sup>7</sup>	San Marcos, Texas

<sup>1</sup> Contact **Michaelanne Teeters** at 936-294-1705 or [mteeters@shsu.edu](mailto:mteeters@shsu.edu), or visit [www.cmitonline.org](http://www.cmitonline.org).

<sup>2</sup> Contact **Sharese Hurst** at 936-294-1687 or [sharese@shsu.edu](mailto:sharese@shsu.edu), or visit [www.cmitonline.org](http://www.cmitonline.org).

<sup>3</sup> Contact **Ashley Koonce** at 936-294-1706 or [koonce@shsu.edu](mailto:koonce@shsu.edu) or visit [www.cmitonline.org](http://www.cmitonline.org).

<sup>4</sup> Contact **Tiaya Ellis** at 936-294-3073 or [tiaya@shsu.edu](mailto:tiaya@shsu.edu), or visit [www.cmitonline.org](http://www.cmitonline.org).

<sup>5</sup> Contact **Amanda Bilnoski** at 936-294-1227 or [bilnoski@shsu.edu](mailto:bilnoski@shsu.edu) or visit [www.cmitonline.org](http://www.cmitonline.org).

<sup>6</sup> Contact **Monique Holman** at 936-294-1639 or [mholman@shsu.edu](mailto:mholman@shsu.edu) or visit [www.cmitonline.org](http://www.cmitonline.org).

<sup>7</sup> Contact **Carmella Jones** at 936-294-1668 or [carmella@shsu.edu](mailto:carmella@shsu.edu) or visit [www.cmitonline.org](http://www.cmitonline.org)

For additional training opportunities visit [www.texasjailassociation.com](http://www.texasjailassociation.com).

# A Tribute to John Godfrey, TJA Past President

By: Wayne Dicky



The Texas Jail Association lost a leader in corrections and criminal justice. **John Godfrey** honorably served the Texas Jail Association, Brazos County, and the State of Texas before passing away January 12, 2016.

John graduated from the University of Houston with a degree in Sociology and earned his Master's in Corrections from Sam Houston State University. He married the love of his life, Catherine, in 1958. His first position in criminal justice was at the Terrace School for Boys in Gatesville. He later served 18 years as the Chief Probation Officer for Brazos County and became the Jail Administrator in 1985. He served as a parole officer and bailiff for Brazos County's CPS Court. John was recognized throughout his career with awards from local and State organizations including the prestigious Liberty Bell award from the Brazos County Bar Association. He served on the Board of Directors for several State and National organizations including President of the Texas State Juvenile Offenders Association.

John was also a passionate supporter of the Texas Jail Association. He was elected and served a two-year term as TJA's second President. John hosted the 3<sup>rd</sup> Annual TJA Conference in College Station with 50 attendees. In 1989, the Association boasted of having 120 members representing 54 Counties. After retiring, he continued to attend the annual conference whenever possible. He was proud of what our Association has become and the work TJA does to improve Texas jails and jailers.

Personally, John Godfrey provided me with the opportunity to start a career in corrections when he hired me as a detention officer in January 1986. The professional environment John developed at Brazos County shaped my philosophy about a career in corrections. I still remember the day he handed me a couple of uniform shirts and gave me a schedule more than 30 years ago. I am thankful for the opportunities he provided me.

John Godfrey left a legacy of leadership; and the benefits of his dedicated service will continue to impact the future of criminal justice and the Texas Jail Association.

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# By-Laws Committee Report

**By: D. Brent Phillips, 1st Vice-President**

Our 30<sup>th</sup> Annual Conference in Austin, Texas, May 9-13 2016, is just around the corner and we have a fantastic Conference planned for you. Second Vice President **Todd Allen** and the Training Committee have gone above and beyond our expectations planning the training for the conference.

In this issue you will find the proposed changes to the by-laws the By-Laws Committee has prepared for the memberships review prior to the vote on Wednesday May 11, 2016. The By-Laws Committee believes these changes will benefit the entire membership and our Association.

Come and join us for the 30<sup>th</sup> Annual TJA Conference in Austin.

See you in May.

## By-Laws Changes

The Texas Jail Association Board of Directors has approved the following amendments for submission to the General Membership for approval pursuant to Article X, section 1.

This is a single vote proposal as each section is requires adoption to be consistent with the goal of allowing each eligible member a manner in which to cast votes regardless of attendance at the annual training conference and business meeting and meet the changing requirements and abilities of electronic posting and voting.

### ARTICLE II – MEMBERS

*Section 2, Voting, to be amended by striking requirement that members be present and further clarifying that the Board may adopt a manner to vote that includes in person, mail, or electronic means.*

Section 2: Voting

Each voting member is entitled to one vote on each matter submitted for consideration by the Board of Directors (Board). ~~Voting is limited to members present at the time the vote is taken.~~ Voting shall take place at a time and in a manner as set forth by the Board; to include in person, mail, or electronic means.

### ARTICLE VI – ELECTION OF OFFICERS AND DIRECTORS

*Section 1, Eligibility, to be amended by Adding paragraph E as follows:*

E. No more than two elected members from the same county may serve on the Board of Directors simultaneously.

*Section 3, Elections, amends paragraph B to provide for changes allowing flexibility with voting system to be used, electronic formatting, picture types, and related non-substantial changes that may occur.*

~~B. Each candidate may shall submit a biography in a manner as set forth by the Nominations committee for publication to the members. of fifty (50) words or less to be included with the meeting materials.~~

### ARTICLE X – AMENDMENTS

*Section 1, Amendment to By-Laws, to be amended as follows:*

Section 1, Amendment to By-Laws

A. Any motion to change the by-laws of this Association shall be made in writing to the First Vice-President, who serves as Chairman of the By- Laws Committee. The First Vice-President shall submit the recommendations of the By-Laws Committee to the Board which, upon a majority vote, shall distribute the proposal for a vote of the members, prior to the annual training conference. ~~The President shall submit recommended changes to the general membership for ratification at the annual training conference.~~

~~B. Amendments to the by-laws shall be posted during the annual conference for ratification by the membership at the annual business meeting.~~

C. (B) Amendments to the by-laws require a two-thirds majority of all votes cast.



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# Jail Administration Management and Operations Number Eighteen

The eighteenth session began on Sunday March 6, 2016 with opening remarks and welcome by Sheriff **Dennis Wilson** of Limestone County. Sheriff Wilson has been involved with the development and continuation of this program since the beginning. Sheriff Wilson provided a history of the Jail Administration program, an overview of the upcoming legislative initiatives, and his personal passion for mental health issues in the jail.

Sheriff **Maxey Cerliano** of Gregg County discussed liability issues and the importance of training. Sheriff Cerliano is a strong supporter of the Jail Administration Management and Operations training and has also been involved since the first session. The Sheriff shared his personal insight regarding lawsuits and the jail as the major source of liability in county government.

**Brent Phillips**, Polk County Jail Administrator, former Sheriff, and incoming President of the Texas Jail Association, presented each attendee with a complimentary one year

membership in TJA. He provided information on the importance of training and involvement in professional associations. Brent attended the first Jail Administration Management and Operations session in 2006.

**Mary Farley**, Jail Administrator in Bosque County, introduced the wellness and fit for duty segment of the training; which includes daily voluntary walks around the Sam Houston State University Campus. This session had the most attendance of any group of jail administrators. The participants received a gold baton and the dedicated individuals who walked each day received additional recognition.

**Mark Warren** began Monday morning with his presentation of Supervisory Skills and Managing the Transition. **Robert Davis** from Flowers Davis LLP, presented Legal Issues, and **Elizabeth Sutherland** discussed Human Resource Issues. **Mary Farley** provided a segment on Mental Health and **Kit Wright**, RN of Brazos County Sheriff's Office discussed Medical Issues in the Jail. **James MacMillian** presented Risk Management.





**Carmella Jones** delivered a work behavior assessment, a session on Professionalism and Ethics and a final session on Friday Leadership Challenge. **Shannon Herklotz** supplied information concerning Inspection Requirements and Reports. **Gary Pinkerton** and **Mary Farley** provided information about Your Responsibilities as a Jail Administrator.

There were 31 attendees: **Delia Alegria**, Blanco County Sheriff's Office; **Brian Barabasz**, Bexar County Sheriff's Office; **Carol Barnett**, Crockett County Sheriff's Office; **Wendy Boles**, VanZandt County Sheriff's Office; **Amie Buchanan**, Ellis County Sheriff's Office; **Brian Cantrell**, Waller County Sheriff's Office; **Cosme Castillo**, Duval County Sheriff's Office; **Paul Coutee**, Nacogdoches County Sheriff's Office; **Regina Edwards**, Edwards County Sheriff's Office; **Carlos Enriquez**, Bosque County Sheriff's Office; **Brittany Erwin**, Newton County Sheriff's Office; **Keila Flores**, Hall County Sheriff's Office; **Brittany Fox**, Presidio County Sheriff's Office; **Mike Gleason**, Williamson County Sheriff's Office; **Lisa Gobert**, LaSalle Corrections; **Pyne Gregory**, Lipscomb County Sheriff's Office; **Keith Klepac**, Bexar County Sheriff's Office; **Jessica Mendez**, McCulloch County Sheriff's Office; **Stephen Netherton**, Angelina County Sheriff's Office; **Greg Northington**, Austin County Sheriff's Office; **Graciela Parras**, Presidio County Sheriff's Office; **Kenny Philips**, Erath

County Sheriff's Office; **Emmitt Phillips**, Victoria County Sheriff's Office; **Shane Poole**, Travis County Sheriff's Office; **Kerry Robinson**, City of Mansfield Law Enforcement Center; **Marisol Skelton**, Brewster County Sheriff's Office; **Andrew Speegle**, Wichita County Sheriff's Office; **Thomas Taylor**, Martin County Sheriff's Office; **Blair Waites**, Chambers County Sheriff's Office; **Kevin Walker**, Galveston County Sheriff's Office; **Tracie Lynn Yount**, Camp County Sheriff's Office.

On the final evening of the training, special recognition was given to several outstanding attendees. Those recognized for Leadership were **Shane Poole** of Travis County and **Kevin Walker** of Galveston County. Those recognized for Inspiration were **Kerry Robinson** of City of Mansfield Law Enforcement Center and **Mike Gleason** from Williamson County.

The next Jail Administration Management and Operations program will be offered in 2017. For more information, contact **Carmella Jones** at 936-294-1668 or [carmella@shsu.edu](mailto:carmella@shsu.edu). Be sure to watch the CMIT website ([www.cmitonline.org](http://www.cmitonline.org)) for training opportunities.

\*\*\*Correction from the Winter 2016 issue: Mark Hudson from Grayson County was recognized for his Leadership in the 17th JAMO Class.

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# Christmas "N" Jail 2015

By Lieutenant Ron Jenkins of the Lubbock County Detention Center

I have been working in law enforcement since the late 1970's. I spent the first 15 or so years working on the street in different capacities. I have been working in corrections, both private and county from the 1990's to the present. Through the years, I have seen various changes in how jails (correctional facilities) are operated, the construction of jails from linear to direct supervision and the definition of inmates themselves. The newest is the direct supervision concept which has a proven track record of being better for the inmate and the officer.



In 2010, the new Lubbock County Detention Center was opened and so began my career as a supervisor in a Direct Supervision facility that can house over 1500 inmates. With the direct supervision concept, there is a greater emphasis on the inmates having more of a sense of normalcy, and the officers having more contact with the inmates. The training is directed at changing how the officers deal with the inmates on a daily basis. The sense of normalcy from dealing with the inmates would help with the inmate's re-entry into the general public.

The training we received before opening this new facility had officers and supervisors attending separate training. The training did not really address the changing role of the supervisor in a direct supervision facility. We were in this amazing and beautiful new direct supervision facility, but as supervisors we were still using linear jail thinking.

The thought of allowing inmates to celebrate Christmas inside a jail has always been unthinkable. These were inmates, (prisoners-convicts-arrestees) no way could we allow Christmas decorations, trees or anything like that, it was a security issue. If they wanted to celebrate Christmas they could bond out of

jail or not violate the law in the first place.

NIC has developed new training for direct supervision that has officers and supervisors attending together helping to redirect everyone to think more about the direct supervision concept. This new training is offered at our facility and taught by our officers. I attended the training in the early part of 2015 with other supervisors and newly hired officers. The training helped to revitalize my thinking as a supervisor more to how direct supervision is supposed to be and how it is better suited to assist in dealing with inmates and away from the linear jail concept and all of its problems.

While trying to keep abreast of the possible changes that are coming our way I read an article about the increase in suicides and attempted suicides in Texas Prisons. After reading this article and having just talked to an inmate's family member about how drab and lonely it looked inside the area of the jail that they could see during visitation, I decide to discuss an idea with my watch commander.

I asked my watch commander, "What if we allowed the inmates to color a Christmas picture and hang it on the outside of their door?" This would be the type of picture you would find in a child's coloring book. The specifications would be that it not contain any type of gang graffiti, did not cover any windows or hang to where it blocked the officer's ability to observe the inmates.

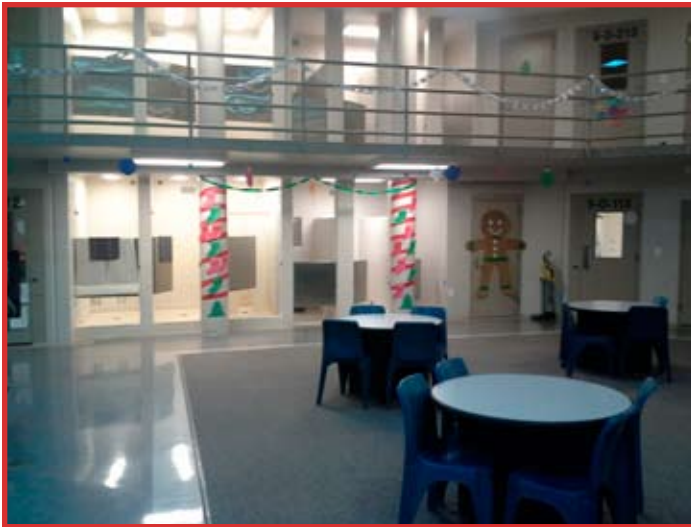


You know, it might help calm the inmate's family if they could see something like that hanging inside the visitation area of the pods and might even help lift the spirits of the inmates during the holiday season.

The cost would be minimal, just copier paper, tape and

map colors for those inmates that did not have map colors. The whole idea was, if they were busy coloring and decorating they would be less likely be thinking about harming themselves and it could help the inmates deal with being in jail during the Holidays.

After receiving his approval, I discussed the idea with supervisors from other shifts and the majority of the staff. There were some mixed feelings about it, but most agreed that it could help the officers by keeping the inmates busy and brighten the facility. I talked to several inmates and the majority liked the idea.



Coloring books were obtained and several pictures were selected, copied and taken to every inmate housing area, even the Special Housing Units, to be passed out to the inmates.

Each inmate was allowed to select one picture and the majority of the inmates took one. Officers were advised that tape would be supplied if the inmate wanted to hang the picture. As I made my supervisor rounds throughout the facility, I checked to see what had been hung up in the pods. I did not see very many pictures during the first few days and when I asked the officers in the pods I was told that all the pictures had been handed out.

Some of the inmates, mainly the female inmates, were hanging their pictures, but I could not understand why the majority of the other inmates were not hanging their pictures. Maybe I did not copy enough or the officers were not offering the pictures to the inmates because they did not agree with allowing them to be hung in their pod. I really thought that I would be seeing a lot more pictures hanging. So I asked several inmates in different pods if they had received a picture and they said they had. There were several inmates that thanked me for allowing them to get the pictures. I thought, ok, so why have they not hung up their picture? When I asked why they had not hung up the pictures, I was told that they colored the picture and mailed it to their kids or family. I didn't think about them doing that.

I advised the watch commander what I had found out. The

one picture per inmate was lifted and I got approval to print and pass out more and more pictures. I was also able to get additional packets of map colors to give to the pods that didn't have any. Well, I then started seeing pictures hanging in the pods and the Watch Commander purchased Christmas paper that was brought in and the inmates in some pods took the Christmas paper and started making janitorial closet doors look like big presents. There were several support columns that had Christmas paper wrapped around them also.

The concept of Direct Supervision has made a big difference about how we in corrections think about corrections and dealing with inmates, there is no more just warehousing them until they get out. The new Corrections Officer is learning how to deal with inmates like they are humans.

I know the atmosphere inside the facility during this holiday seemed different. I just hope it made some type of difference in just one person's thinking, inmate or officer.

If we continue allowing the inmates to do things that give them a sense of some normalcy, then in a few years it could make a difference in the number of disciplinary reports written and the number of threatened or attempted suicides in the facility.

Oh yeah, inmates and officers are asking about decorating for other Holidays. We'll be looking at that also.



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# Texas Jail Association Treasurer's Report

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Balance as of February 9, 2016		

Past President's Scholarship Fund		\$7,803.08
American National Bank Ending: February 9, 2016		

Jerry Baggs Leadership Scholarship Account		\$3,707.13
American National Bank Ending February 9, 2016		

Texas Department of Public Safety		
Certificate of Deposit ending December 31, 2015	\$60,900.49	
Regular Shares Account ending December 31, 2015	\$84.44	
<b>TOTAL TDPS ACCOUNTS</b>		<b>\$60,984.93</b>

Sam Houston State University Account		
Balance as of February 8, 2016		\$135,855.57

<b>TOTAL TJA ACCOUNTS</b>		<b>\$223,742.25</b>
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# TJA Conference Through the Years





# Santa Muerte Overview

By: Leonel Barrera

Santa Muerte translated means “Saint of Death” or “Holy Death”. Santa Muerte generally appears as a female skeletal figure, wearing a long robe and holding a scythe. The common description would be a female grim reaper. Her robe can be any color or combination of colors, with each color pertaining to a different symbolic meaning. The most common colors are white, red, black and green. White represents peace, red represents love, black represents protection and green represents business. Santa Muerte has been identified as a Narco Saint. The reason for this is the large number of drug traffickers coming to the United States from Mexico that worship her, and are in possession of multiple types of items depicting her. It is also becoming more common for jail staff to find contraband and shrines used to worship Santa Muerte inside facilities.

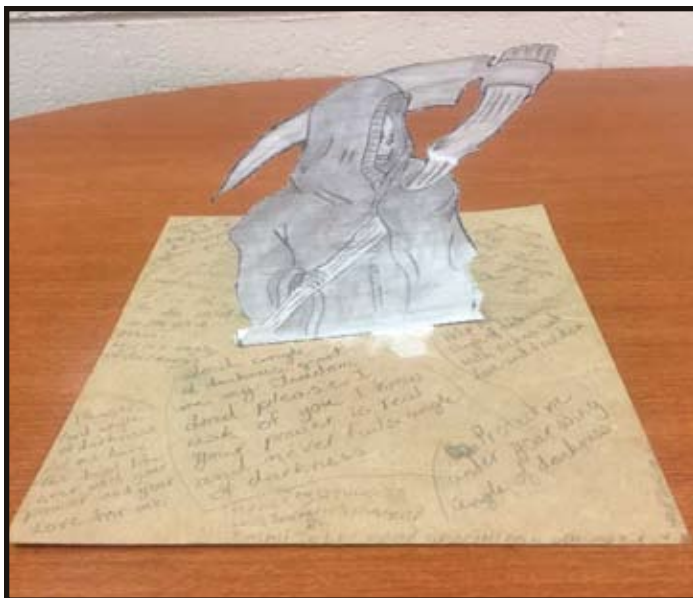
## Religious material or contraband?

Individuals that worship Santa Muerte believe that offerings to her aid in their prayers being answered. Most



views Santa Muerte as a Cult and not a religion. Texas Penal Code Chapter 71.01 defines a criminal street gang as three or more persons having a common identifying sign or symbol or an identifiable leadership who continuously or regularly associate in the commission of criminal activities. Due to a large number of narcotics traffickers having items in their possession depicting Santa Muerte upon arrest, materials depicting Santa Muerte in any way while incarcerated are considered gang related.

Can't confirm due to lack of identifiers? One reason Texas as a state has not been able to confirm members of Mexican Cartels is because they often times do not tattoo signs or symbols on their bodies. This has left officers looking for clothing, types of music and most importantly, Narco Saints. Finding Santa Muerte items during cell searches, or searches of houses or vehicles, can meet the signs and symbols criteria for confirming a gang member set in place by Chapter 61.02 of the Code of Criminal Procedure. Pictures of Santa Muerte shrines found in the Lubbock County Detention Center are attached for reference.



worshippers will set up shrines in their cell that may include some sort of object or drawing depicting Santa Muerte. At the feet of Santa Muerte inmates will lay all sorts of commissary as offerings. Most officers become nervous when taking these items due to inmates claiming they are religious materials. The Vatican has made it very clear that it

**[Deputy Leonel Barrera](#)**  
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# WHAT'S HAPPENING AROUND THE STATE

## ATASCOSA COUNTY



Sheriff **David Soward** awarded Jail Administrative Assistant **Amanda Pena-Faz** the Corrections Officer of the Year Award. Officer Pena-Faz is a four year veteran of the Sheriff's Office. She brings a positive attitude, great work ethic and self-motivation to

the agency. Her recent promotion is further testament to her dedication and steadfast methods.

## BEXAR COUNTY

### *Archbishop of San Antonio Celebrates Christmas Mass with Inmates*

Clothed in orange jumpsuits and lifting up tattoo-covered arms, they were not typical congregants at a Christmas service. But the roughly 60 men from the Bexar County Adult Detention Center who listened to San Antonio Archbishop **Gustavo Garcia-Siller** earlier this month sang along as a worship team played Christmas carols. It was one of two times each year the Archbishop conducts such visits inside the jail; the other happens each Mother's Day across the street at the jail's Annex Building.



Bexar County Sheriff **Susan Pamerleau** said inmates at the Bexar County Jail have access to various religious services on a regular basis, but the Archbishop typically visits inmates twice each year – speaking to the men before Christmas and to the women at Mother's Day. This is important for them," Pamerleau said, "because often, when individuals are in jail, they are at the lowest point in their lives, emotionally."

Jail Administrator Deputy Chief **Raul S. Banasco** said jail programs that meet spiritual needs can make a difference in the lives of incarcerated men and women. "Many times," he said, "inmates who seek religious services in jail gain a solid foundation for their transition back into the community as a productive citizen."

According to **Aida Negron**, Manager of Jail Services and

Programs, approximately 52,000 men and women attended religious classes and worship services last year. Negron said there are more than 130 volunteers that assist with religious programming and more than 56 religious classes conducted inside the jail each week.

"When someone sits in a jail cell, removed from society and away from their loved ones, it can be a wake-up call for them," Negron said. "Many will begin questioning the meaning of their lives and why they exist. Spiritually based classes help them with these questions and provide a new way of thinking about life and who they are. This new way of thinking then becomes the foundation for new behaviors to emerge that are productive and good for society."

During his Christmas mass, the Archbishop urged the inmates to consider the choices they had made in their lives that led to their incarceration, and to seek lasting changes. "At times we are deaf to His voice," he said. "We do not follow the Good Shepherd, but someone else who leads us astray. At times we are blind to what really matters in life. Allow the healing power of God to touch your lives." He also urged them to seek forgiveness, both from God and from those whom they have harmed. "If we turn to Him and ask for forgiveness, He will forgive us," the Archbishop told the inmates. "God forgives. Always."

### *Bexar County's Success with Mental Illness Result of Teamwork, Sheriff Tells Congress*

Managing and treating mentally ill inmates is something jails and prisons across the county face each day, and lawmakers in Washington, D.C. are listening. The U.S. Senate Judiciary Committee held a hearing February 10 to examine mental illness and the criminal justice system, and to discuss the need for reform. Bexar County Sheriff Susan Pamerleau was asked to testify before the panel because of the success Bexar County has had on this issue. "The key to the county's success with this population has been collaboration with all of the stakeholders," Pamerleau said.



Bexar County leaders developed an overarching system over the past 10 years to address mental health issues. The focus is on specialty courts that divert the mentally ill from jail and into treatment centers. There has also been an emphasis on ensuring mental health screenings take place at the point of arrest – prior to magistration. Bexar County Sheriff’s Office also mandates Crisis Intervention Training for all deputies, which has resulted in a drastic drop in use of force claims. “We knew we needed to identify those with mental illness early in the process,” she said.

Senator **John Cornyn** (R-TX), who invited Pamerleau, said, “By screening people with mental illness and diverting them to evidence-based treatment instead of jail, Bexar County has saved millions of dollars per year, reduced crime rates, increased public safety, and given mentally ill individuals a chance to break the cruel cycle of their illness. That model for mental health treatment has become a beacon of success.” Pamerleau said the costs of incarcerating the mentally ill are not merely financial. “Jails are not the place for those suffering from mental illness,” she said. “Had we identified them early, the first time, think about the human capital we could have saved. Most have not committed serious crimes, but are in jail because of untreated mental illness. That first brush with the law could have been turned into treatment as a condition of pre-trial release, rather than being caught up in the criminal justice system over and over again.”

A link with video of the testimony can be found at: <https://www.youtube.com/watch?v=dJ4qBwFTA0I> (NOTE: There are audio issues in the beginning, but they are resolved after a few minutes.) Submitted by **Rosanne Hughes**, a change management specialist for the Bexar County Sheriff’s Office.

## BRAZOS COUNTY

On December 2, 2015 the Brazos County Sheriff’s Office held their annual Christmas/ Awards Banquet at the Brazos Center. Sheriff **Chris Kirk**, Chief Deputy **Jim Stewart** and Jail Administrator **Wayne Dicky** congratulated and handed out the annual awards to the personnel who reached the following milestones with the Sheriff’s Office.

### 5 YEARS OF SERVICE

Sheriff Chris Kirk and Jail Administrator Wayne Dicky recognizes the following personnel for five years of service and dedication to the Sheriff’s Office and the community.



L to R: Deputy **Robert Sweatt**, Deputy **Brian Bachmeyer**, Deputy **James Carter**, Detention Officer **Traci Hamilton**, Sheriff **Chris Kirk**, Deputy **Laura Buttgenbach**, Sgt. **Michael Stumpf** and Deputy **Gabriel Ortega**. Not pictured: **Marlys Bowling**, Deputy **Patrick Braly**, Deputy **Kate Jackson**, Deputy **Steven Tyler**, Detention Officer **Carl Sullivan**, **Lisa Coleman** and **Lashonda Keen**.

### 10 YEARS OF SERVICE



Sheriff Chris Kirk and Jail Administrator Wayne Dicky recognizes the following personnel for 10 years of service and dedication to the Sheriff’s Office and the community.

L to R: **Regina Hernandez** and Sheriff **Chris Kirk**. Not pictured: Investigator **Terry Young**, Deputy **Dewayne Holloway**, Detention Officer **Joseph Menefee** and Detention Officer **Lawrence Hehl**.

### 15 YEARS OF SERVICE

Sheriff Chris Kirk and Jail Administrator Wayne Dicky recognizes the following personnel for 15 years of service and dedication to the Sheriff’s Office and the community.



L to R: Jail Administrator **Wayne Dicky**, Deputy **Mike Buckley**, Deputy **John Simek**, Deputy **Paul Kadilak**, Detention Sgt. **Larance Wyatt** and Sheriff **Chris Kirk**. Not Pictured: Deputy **Jayson Lyday**, Deputy **Oscar Favila**, Detention Sgt. **Cilia McGinty**, detention Sgt. **Michael Currie**, and Deputy **Servando Dejesus**.



### 20 YEARS OF SERVICE

Sheriff Chris Kirk and Jail Administrator Wayne Dicky recognizes the following personnel for 20 years of service and dedication to the Sheriff's Office and the community.



L to R: Jail Administrator **Wayne Dicky**, Deputy **Alex LaMarche**, Deputy **Don Pauler**, Deputy **Santos Ramirez**, Administrative Assistant **Carla Field** and Sheriff **Chris Kirk**.

### 25 YEARS OF SERVICE

Sheriff Chris Kirk and Jail Administrator Wayne Dicky recognizes the following personnel for 25 years of service and dedication to the Sheriff's Office and the community.



L to R: Jail Administrator **Wayne Dicky**, Lt. **Carey White** and Sheriff **Chris Kirk**. Not Pictured: Deputy **Carol Carter** and Deputy **Pete Ramirez**.

### 30 YEARS OF SERVICE OR MORE

Sheriff Chris Kirk and Jail Administrator Wayne Dicky recognizes the following personnel for 30 years of service and dedication to the Sheriff's Office and the community.



L to R: Jail Administrator **Wayne Dicky**, Deputy **Louis Koronka**, Deputy **Harold Moore** and Sheriff **Chris Kirk**.

### 35 YEARS OF SERVICE OR MORE

Chief Deputy and Jail Administrator Wayne Dicky recognized Sheriff Christopher C. Kirk for 35 years of service and dedication to the Sheriff's Office and the community.



L to R: Jail Administrator **Wayne Dicky**, Sheriff **Chris Kirk**, and Chief Deputy **Jim Stewart**.

### CIVILIAN EMPLOYEE OF THE YEAR

**Ann Schaffer** and Sheriff Chris Kirk.



### DEPUTY OF THE YEAR

Lieutenant **John Pollock** and Sheriff Chris Kirk



### DETENTION OFFICER OF THE YEAR

**Tammy Shannon** and Sheriff Chris Kirk



### MERIT AWARD

Deputy **Josh Hearen** and Sheriff Chris Kirk





Congratulations are in order for the above mentioned employees for their outstanding and continuous service to the citizens of this county.

On December 11, 2015, Brazos County Deputy **Doug Lindley** was recognized as a 'Hero of the Highway' for his efforts with DWI enforcement. He received the award from Mothers Against Drunk Driving on November 10, 2015 at the Square One Event Center downtown Bryan 211 W. WJB.

During the ceremony he was recognized for his extraordinary service to the Sheriff's Office and community. Deputy



Lindley started his career as Detention Officer in November 2007 and became a full time Deputy/Jailer in August 2010. After serving four years in the Detention Center he was promoted to the Sheriff's Patrol Division in March 2011. Deputy Lindley has continued his career in the Patrol Division and has added duties in the area of the SERG Team. Congratulations to Deputy Lindley for a job well done.

Brazos County Sheriff **Chris Kirk** congratulates newly promoted Patrol Deputy **Brittany Re**. Brittany was promoted to the Patrol Division on January 25, 2016. She began her career with the Brazos County Sheriff's Office in October 2013 as a detention officer; after receiving her Bachelor's degree in Criminal Justice from Sam Houston State University in May of 2013. Brittany graduated as the Salutatorian from the TEEC Basic Peace Officer's Academy in December of 2015. She previously worked in the Intake and Release Division of the Brazos County Detention Center. Joining Sheriff Kirk at Brittany's promotion ceremony were Chief Deputy Jim Stewart and Jail Administrator Wayne Dicky.



*Insert Photo-Brittany Re Pictured from left to right: Jail Administrator Wayne Dicky, Sheriff Chris Kirk, Deputy Brittany Re and Chief Deputy Jim Stewart*

Brazos County Sheriff **Chris Kirk** congratulates newly promoted Sergeant **Carl "Doug" Chambers** on March 4, 2016. Chambers is assigned to the Brazos County Detention Center in the Transport Division. Sergeant Chambers has been a Peace officer for a total of twelve and half years, having commenced his career with the Brazos County Sheriff's Office in July 1999 as a Detention Officer. In February 2004 Chambers was promoted to the Transport Division where he assisted with the daily duties of ensuring that inmates



*L to R: Sheriff Chris Kirk and Sgt. Carl Chambers*

were transported to court, hospitals, TDCJ and assisted the Crisis Intervention Team. Sergeant Chambers also serves as a Field Training Officer for the Transport Division, and assists with training deputies to operate vehicles in an emergency environment.

## COLLIN COUNTY

### Recent Retirements

**Alan Brent Smith** recently retired from the Collin County Sheriff's Office. He was congratulated by Sheriff **Terry Box** and was presented with a retirement plaque for his dedication and years of service.



Sheriff **Terry Box** presented Major **Michael Anderson** with his retirement plaque and congratulated him on his many years of dedicated service with the Collin County Sheriff's Office.

Sheriff **Terry Box** presented **Paul Kotasenski** with his retirement plaque and congratulated him on his many years of dedicated service with the Collin County Sheriff's Office.



### Promotions



Sheriff **Terry Box** congratulates **Michael Sepulvado** who was recently promoted from Lieutenant to Captain.

Sheriff **Terry Box** congratulates **Kevin Christian** who was recently promoted from Sergeant to Lieutenant.



### Service Anniversaries



Chief **Rick Allen** congratulated Captain **Jim Moody** on 30 years of dedicated service.

Sheriff **Terry Box** congratulated **Roger Kisloski** on 20 years of dedicated service.



Sheriff **Terry Box** congratulated Captain **Terry McCraw** on 20 years of dedicated service.

Sheriff **Terry Box** congratulated Sergeant **Mitch Selman** on 20 years of dedicated service.



### Employee of the Year

Sheriff **Terry Box** presented the Lieutenant **Michael Sepulvado** and Deputy **Stephen Diaz** with the 2015 Employee of the Year plaque and thanked them for their commitment and dedication to the Collin County Sheriff's Office.



### Awards

Sheriff **Terry Box** presented awards for Meritorious Service to six Sheriff's Office Investigators and one Texas Parks and Wildlife Game Warden for their actions during the aftermath of the tornadoes on December 26, 2015. Sheriff Box also presented a Medal of Valor to Investigator **Check Sibley** for his actions on the same date. While off-duty, Investigator Sibley became aware of the danger to Copeville shortly before the tornado passed through. He drove to several stores in the area to warn persons in the stores of the danger. Rather than seek shelter with them, Sibley drove through the storm until he reached Farmersville, and blocked traffic with his vehicle until the storm had passed. He then returned to the stores in Copeville to find that in one store the patrons had taken shelter in the cooler and though the store had been hit directly by the tornado, all three were alive and uninjured.



Sheriff **Box** presented Detention Officer **Charles Battles** with a community Service Award. Officer Battles started a local military veteran's advocacy group to raise awareness of veteran suicide. His group has raised awareness of veteran suicide. His group has raised over \$2000 and 6000 toys for the Marine Corps Reserve Toys for Tots, coordinated multi-agency donation drives for various charities and numerous other volunteer activities.



## ELLIS COUNTY

The Ellis County Sheriff's Office participated again this year in National Night Out, with Deputies, Explorers, Canine Units and Mascots attending the different community-wide events held across the county. The Sheriff's Office personnel were on



hand to share crime prevention information such as how to set up a neighborhood watch program and tips on preventing burglaries, to answer questions and to hear from members of the community

about any concerns they might have. The 2015 National Night Out community-wide events, which are sponsored by the local police departments, were held in Midlothian, Red Oak, Ovilla, Oak Leaf, Palmer, Italy and Milford.

The Ellis County Sheriff's Office participated in the city of Waxahachie's annual Boo on the Square trick-or-treating event on October 31, 2015. Shown are Sheriff **Johnny Brown**, Deputy **Rupert Hernandez**, Deputy **Hunter Barnes**, and mascots **McGruff the Crime Dog** and **Ready Fox** (who were handled by members of the Sheriff's Explorer Post).



Three members of the Ellis County Sheriff's Exploring Program competed in the annual Plano X Explorer Competition on October 24-25, bringing home a third place overall trophy. This competition is recognized as the most extreme Explorer competition in the nation. Only 10 teams nationwide are allowed



to compete and each may only send one three-person team. Representing the Ellis County Sheriff's Office's Post were (from left) Explorer **Matthew Aguilar**, Lt. **Gage Adams** and Sgt. **Ross McRee**. The event started at 6 p.m.

Saturday and ended Sunday at 7 a.m. This year's competing teams were from the U.S. Border Patrol, San Antonio PD, Irving PD, Richardson PD, The Colony PD, Grand Prairie PD, Trophy Club PD, Coppell PD, Keller PD and the Ellis County Sheriff's Office. Each team competed in 10 different scenarios during the overnight event. At the end of the competition, the top three teams were U.S. Border Patrol, first place overall team;

San Antonio PD, second place overall team; and Ellis County Sheriff's Office – third place overall team.

The Ellis County Sheriff's Office honored 11-year-old **Camryn Samuel** of Mansfield for her work in securing ballistic vests for its two K9 units during the November 24, 2015, meeting of the Ellis County Commissioners Court, where Sheriff **Johnny Brown**

presented her with a plaque in recognition of her efforts. To date, Camryn has raised more than \$8,000 and supplied ballistic vests to all seven K9 members of



the area K9 training group – which includes the Ellis County Sheriff's Office, Cedar Hill Police Department, Mansfield Police Department and Waxahachie Police Department. She plans to continue raising funds and outfitting additional department K9s with vests. Shown from left are County Commissioner **Lane Grayson**, Deputy **Klinton Valley**, **Camryn Samuel**, Sheriff **Johnny Brown**, Cpl. **Michael McCorkle**, County Judge **Carol Bush**, County Commissioner **Kyle Butler** and County Commissioner **Paul Perry**.



Navarro College held a dedication ceremony December 2, 2015, for the Westmoreland Classroom in Room 303, Bain Center, Corsicana campus. The classroom was dedicated to the memory of **Jason Westmoreland**, an Ellis County Sheriff's lieutenant, and director of the Navarro College Police Academy at the time of his passing.

The Ellis County Sheriff's Office Explorers were recognized with the first place trophy in the Ennis Chamber of Commerce's Parade of Lights on December 3. This year, the Explorers' float



theme was "Star Wars." Many hours were put into the float and costumes, with the Explorers participating in four holiday season parades around the county: Ennis, Midlothian, Red Oak and Waxahachie.





After 14 years of service with the Ellis County Sheriff's Office, Investigator **Glen Smith** has joined the Lampasas County Sheriff's Office.

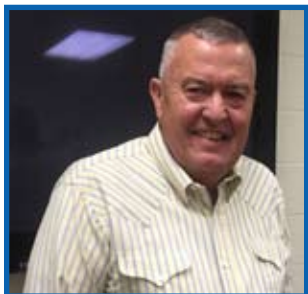
A going away party was held in December at the ECSO main station, with many of his Ellis County colleagues dropping by to visit and swap stories – and wish him well on this next step of his career in law enforcement.

About 100 children were served by the sixth annual Ellis County Toy Drive, which started as a county employee-driven effort organized by the Sheriff's Office. It has since grown to include multiple county offices and elected offices, along with law enforcement agencies, including the Sheriff's Office, Department of Public Safety and the Waxahachie Police Department, that are all working together



to benefit children in the care of the Presbyterian Children's Home and the Texas Baptist Home for Children. Each child received his or her wish list items, along with several additional items due to the generosity of the participants, which includes donations from the community at large. All were treated to a pizza party and had the opportunity to visit with Santa Claus, his Lead Elf and many of the law enforcement personnel on hand. "Everything" about the toy drive is what makes it worthwhile, Sheriff **Johnny Brown** said. "Helping these kids out is what it's all about. We're showing them encouragement from law enforcement. A lot of these kids have only seen the negative side of law enforcement. We want them to know they can come to us anytime."

Deputy **Peter Steuer** was recognized during a reception in December for his years of service with the Ellis County Sheriff's Office. Steuer served with the Sheriff's Office from 2003 to 2015. Prior to joining the Sheriff's Office, he served with the Texas Department of Public Safety, where he started in law enforcement career in 1979 and will continue to work as a Special Ranger.



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## JEFFERSON COUNTY

On July 9, 2015, Sheriff **Mitch Woods** of the Jefferson County Sheriff's Department promoted **Rod Carroll** to Assistant Chief of Corrections. Chief Carroll has over 25 years of law enforcement experience.



*Pictured with Sheriff Woods and Chief Carroll are his wife Kate, daughter Brooke and son Matthew*

Sheriff Mitch Woods of the Jefferson County Sheriff's Office promoted Officer **Liz Albert** to the rank of Sergeant in the Correctional Facility. Sergeant Albert has been employed with the Sheriff's Department since February 7, 2006.



*Assistant Chief Rod Carroll recognizes Officer Liz Albert*



On November 4, 2015, Jefferson County Sheriff Mitch Woods promoted **Auntayvia Stafford** to the rank of Sergeant in the Correctional Facility. Sergeant Stafford has been employed with the Sheriff's Department since August 21, 2008.

# TEXAS JAIL ASSOCIATION

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