

THE TEXAS JAIL ASSOCIATION KEY ISSUES

Vol XX, No.1

Winter 2016



Winter 2016 Edition

Message From The President



Howdy TJA Members!

As I began writing today, I realized that I am already half-way through my term as your President, and what a whirlwind it has been! Representing you and TJA thus far has been an absolute honor

and a privilege. Whether working to establish new organizational and professional relationships, or renew and maintain existing ones, I have had the opportunity to work with some of the best in our profession.

Two Thousand Fifteen has brought us a number of significant challenges as corrections professionals across the State of Texas. Some of these challenges have come in the form of new legislation, new requirements from the Texas Commission on Jail Standards, and as always, the stakeholders in our respective counties.

Working alongside the leadership in the Sheriff's Association of Texas, supporting our Chief Deputies, partnering with AJA, CMIT and TEEX, and continuing to find common ground with the Texas Association of Counties and other professional groups, I see your TJA Board and Past Presidents tirelessly representing your interests and working to bring you the best training and networking opportunities to be found in our industry.

TJA continues to evolve and grow to meet the needs of our members. This is evident in the line-up of outstanding speakers and topics 2nd VP Todd Allen and the Training Committee put together not only at JMI in Galveston this past August, but what you will see at the 30th Annual in May will be truly remarkable! I know that with AJA's conference held in Austin this May, and training dollars being scarce, it will be tough to decide which to attend if you cannot do both. However, please remember that if your focus is training, TJA's agenda is focused on you, your needs, and those of your Departments. We would love to see

you there, so just click and register here! <http://www.cmitonline.org/cal/?mode=view&item=822>

We also continue to bring you the benefit of on-line training through TEEX with an e-token whether you are renewing your membership or are a brand new member. **Kevin Stuart** and the Technology Committee have raised the bar once again with the TJA phone app that puts all our conference information and presentations at your fingertips all year long.

One of my goals and responsibilities, along with all of your Board members, is to keep TJA strong and growing in terms of membership. However, we cannot do this without you! Think about what your professional membership not only does for you, but what it can do for your colleagues and your organization as well. Please take the time to share your TJA experience with at least one person in the next three months invite them to join us. It's as simple as clicking on <http://texasjailassociation.com/mem/form.html>.

Aside from the benefits I have already mentioned, I think the biggest benefit is the opportunity to connect with your colleagues from around the State all year long through our listserve emails. You can tap into a wealth of experience and advice about virtually any issue you and your department may be facing. From questions about policies and procedures to equipment and services, there is a TJA member out there that can help. I have personally come to value the networking aspects of TJA above all else and I'm sure you will too!

Finally, if you are in a leadership role in your department, please consider incorporating TJA and all it brings into your mentoring and succession planning efforts. Introducing your future leaders to TJA and its training and networking opportunities will get them off to a great start!

Be safe, take care of each other, and thank you for what you do every day.

A handwritten signature in black ink that reads "Shane J. Poole". The signature is written in a cursive, flowing style.

Shane Poole
TJA President

Updates from the TJA Past Presidents

Greetings,

The Past Presidents are pleased to announce **Caitlyn Spiess** was awarded a \$500.00 scholarship on behalf of the Texas Jail Association. Caitlyn was born in Brenham, Texas, but grew up in College Station. She is currently attending the University of Houston and is a communications major. She is the step-daughter of Wayne Dicky, Jail Administrator for the Brazos County Sheriff's Office. Wayne is also a TJA Past President and the



incoming President of the American Jail Association. Sheriff **Chris Kirk**, Jail Administrator **Wayne Dicky**, TJA Director **Kevin Stuart** and TJA Director **Kit Wright** had the honor of presenting

Caitlyn with her scholarship check at the Brazos County Sheriff's Office.

Past President's Scholarship

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

The scholarship requirements are:

- Must be enrolled in a College or University in an academic course of study.

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KEY ISSUES DEADLINES

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

Send your articles on CD or via email to
 Sharese Hurst, Texas Jail Association
 Correctional Management Institute of Texas
 Sam Houston State University
 Huntsville, Texas 77341-2296; sharese@shsu.edu.



- Must be less than 25 years of age at time of application.
- Must have a cumulative grade point average of at least 2.5.
- Must have completed at least one semester of college.
- Must be enrolled as a full time student during semester the application is submitted. The general rule will be for 12 semester hours undergraduate, 9 semester hours for graduate students.
- Must not have been convicted of a crime, which would make an individual ineligible for employment in his/her field study.
- Must submit with application a brief biographical sketch and narrative, written in the applicant's own words, stating why the applicant believes he/she is deserving of a scholarship award. May include personal accomplishments, activities and experiences, and may not exceed two (2) typewritten, double-spaced pages in length.
- Must be a son, daughter, stepson, stepdaughter or grandchild of an Active Texas Jail Association member serving the State of Texas, pursuing a degree.

****Active Texas Jail Association Member:** Member in good standing for at least one full year and current on membership dues for year applying.

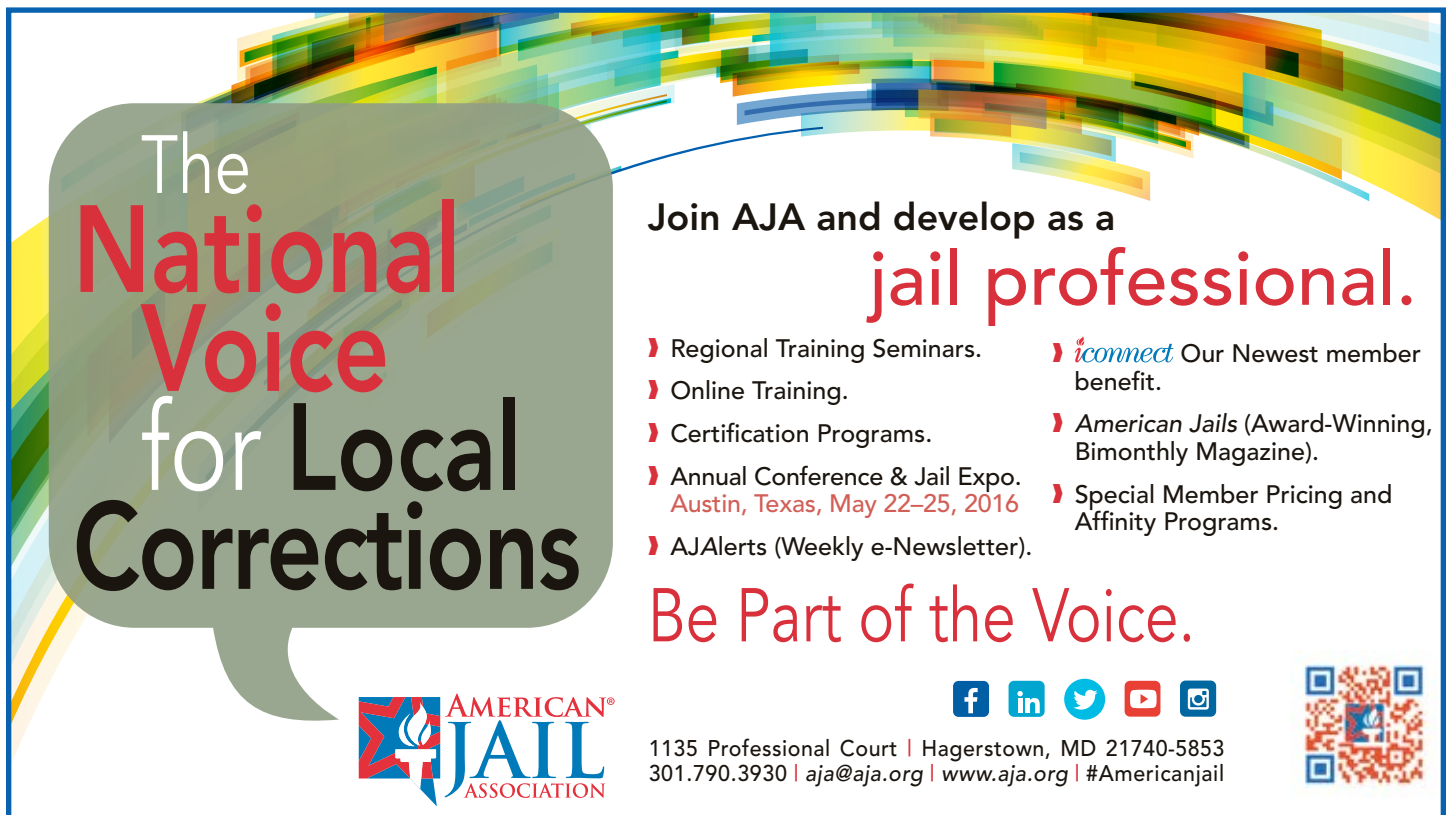
The Association encourages education, not only of its membership, but of those surrounding us and our profession. So if you have child or grandchild get their application submitted for the upcoming semester. Every dollar helps offset the rising cost of a quality education.

All my best,



Kim Howell

TJA Past President, 2014-2015





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 for Local
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Join AJA and develop as a
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- › Regional Training Seminars.
- › Online Training.
- › Certification Programs.
- › Annual Conference & Jail Expo. Austin, Texas, May 22–25, 2016
- › AJAlerts (Weekly e-Newsletter).
- › *iconnect* Our Newest member benefit.
- › *American Jails* (Award-Winning, Bimonthly Magazine).
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The Foundation of Transformation

By: Dr. Joe Serio

In the Summer 2015 issue of *Key Issues*, TJA President **Shane Poole** talked about the key question that arose every time he found himself in a new situation: “Why am I here?”

It’s a great question that’s attached to so many other critical questions. The only problem is, many of us never ask ourselves the critical questions and, when we do, we rarely answer them in a way that’s useful or productive.

Let’s add three more questions that can transform your life. Now, you may be tempted to think that these questions have little to do with corrections. As you’ll see, they lie at the core of your job performance.

The three questions are:

- Who am I?
- What do I want?
- How am I going to get it?

On the face of it, these questions may seem like clichés that don’t really work. That’s because so many people never unlock the power contained within these questions.

Most people who answer the questions typically give responses like, “I wish my supervisor wasn’t a jerk.” “I want to lose weight.” “I want to be wealthy.” “I want to be happy.”

Unfortunately, these kinds of answers don’t really mean much. They’re wishes, dreams, hopes that your brain can’t comprehend.

The key to answering these questions is to be as specific as possible. Armed with detailed answers to those questions, you’ll be able to face some of the most challenging situations of your life and get outcomes you never thought possible.

The Questions

Who am I?

A question like “Who am I?” will push you into questions like: What are my beliefs and values? What is the role of religion or spirituality in my life? Am I living my beliefs? What is the story I invented about myself when I was five, six, or eight years old in order to feel worthy, accepted, and loved? If I didn’t

feel worthy, accepted, and loved as a child, how is the absence of those feelings now expressing itself in the adult version of me? Am I controlling, manipulative, and gossipy? Do I sabotage relationships? Do I get defensive when anyone criticizes me?

What do I want?

This question will push you to define the details of your life, to translate the vision in your mind into specifics, frequently driven by numbers. What do I want my blood pressure to be? How many pounds do I want to weigh? How many dollars do I want to have in the bank? Do I want to live in an apartment or a house? What kind of car do I want to drive? You get the idea.

Your brain is loving this now. It can make sense of the answers you give to these questions because they’re specific, concrete, and real; they’re no longer abstract and nebulous. Keep going and ask yourself as many specific questions about as many different aspects of your life as possible.

How am I going to get it?

This question becomes much easier to answer now that you’ve contemplated the answers to the questions “Who am I?” and “What do I want?” You may not even realize it but, by answering the first two questions, you have now defined your beliefs, values, and priorities. It is only with those in place that you can create meaningful goals.

When you have meaningful goals based on priorities, it becomes much easier to say “no” to people. So many people are burdened by feelings of guilt and obligation that they say “yes” to every request that comes their way. And then they wonder why they don’t get the most important things in their work lives and home lives done.

Knowing who you are and what you want means you can now design a plan for how to get the things you want.

The Equation

When you start answering the three critical questions discussed above, you can start integrating a simple

equation into everything you do that will change your life, if you let it.

The equation is: $E + R = O$.

E is an event—any event—that occurs. R is your response to that event. O is the outcomes you get in life, whether at work or at home.

So often people fool themselves that events determine their responses. But events are value free—they just “are.” You choose how you will respond to every event that happens in your life.

Instead of focusing on the event, it’s more powerful to focus on your responses. That is the way to get the outcomes you want in life.

Application to Corrections

The powerful combination of these three questions and the equation will guide you in your decisions and your actions. They will inform how you interact with a difficult supervisor and how you treat inmates. They

will act as a road map to help you decide what’s worth arguing over and what’s not.

Rolling your eyes at a supervisor, gossiping about people around you, mistreating people you work with all tell you that your responses are insufficient.

The three questions and the equation have a simple built-in evaluation mechanism. If you aren’t getting the outcomes you want in your work life, something isn’t working. You have to change your responses. That is always the first place to look.

When things aren’t working well, revisit your answers to the three questions and then review the responses you’re giving to the events around you. Your ability to do this effectively will change your performance at work and, in all likelihood, your life.

Dr. **Joe Serio** is helping criminal justice practitioners across Texas transform their lives. He is a popular trainer and author of the Get the Nerve series of books, including *Overcoming Fear: 50 Lessons on Being Bold and Living the Dream* as well as *Time Management: 50 Lessons on Finding Time for What’s Important*.



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2016 Training Opportunities

Date	Workshop Title	Location
January 19-22, 2016	CMIT Gangs Conference ⁴	Galveston, Texas
February 7-12, 2016	Mid-Management Leadership Program ¹	Huntsville, Texas
March 6-11, 2016	Jail Administration: Management & Operations ³	Huntsville, Texas
March 13-18, 2016	Senior Level Corrections Leadership Program ⁴	Huntsville, Texas
March 29-April 1, 2016	Women in Criminal Justice Conference ²	Montgomery, Texas
April 24-26, 2016	National Jail Leadership Command Academy ²	Huntsville, Texas
May 9-13, 2016	30th Annual Texas Jail Association Conference ²	Austin, Texas
June 5-10, 2016	Mid-Management Leadership Program ¹	Huntsville, Texas
June 6-9, 2016	Leadership for Support Staff ⁵	Montgomery, Texas
July 25-28, 2016	Drug Impact Conference ¹	San Antonio, Texas
August 22-25, 2016	TJA Jail Management Issues Conference ²	Galveston, Texas

¹ Contact Tiaya Ellis at 936-294-3073 or tiaya@shsu.edu or visit www.cmitonline.org.

² Contact Sharese Hurst at 936-294-1687 or sharese@shsu.edu, or visit www.cmitonline.org.

³ Contact Carmella Jones at 936-294-1668 or carmella@shsu.edu, or visit www.cmitonline.org.

⁴ Contact Ashley Koonce at 936-294-1706 or koonce@shsu.edu or visit www.cmitonline.org.

⁵ Contact Amanda Bilnoski at 936-294-1227 or bilnoski@shsu.edu or visit www.cmitonline.org.

For additional training opportunities visit www.texasjailassociation.com.

Technology Committee

By: Kevin Stuart

The TJA Technology Committee hopes you had a great holiday season! We hope to make this year even better than the last. Thanks to all of your great ideas and input we will surely be able to do so. Please keep those ideas coming so we can continue to grow and improve. We will be hard at work for you bringing technology to our future events in order to keep you better informed and enhance your learning experience.

Remember that past events can still be accessed so you can share information with your agency. Please follow the instructions below to download your TJA Mobile App.

Type <https://crowd.cc/s/8pGc> from your browser or Apple and Android users can also search Texas Jail Association in the Apple App store or Google Play store.

The Event Code for the 29th Annual Conference is **tja15**

The Event Code for the 2015 JMI Conference is **jmi15**

TJA Technology Committee

Kevin Stuart, William Phariss, Edwardo Jackson, Daniel Quam

Have questions? We are here to help!

kstuart@brazoscountytexas.gov





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Here is a summary of the FCC mandated rates and fees set to go into effect in early 2016:

0-349 Inmates.....	\$0.22 per minute
350-999 Inmates.....	\$0.16 per minute
1000+ Inmates.....	\$0.14 per minute
State & Federal Prisons	\$0.11 per minute

Funding fees will be capped:

- \$3.00 for Automated IVR or Web Payments
- \$5.95 for Live Agent Transactions



P.O. Box 551 • Longview, TX 75606
903-757-4455 • Info@NCIC.com

Jail Administration Management and Operations (JAMO) Class Seventeen

By: Carmella Jones

From class number one in September 2006 to class number seventeen in September 2015, attendees go home on the last day with a whole new awareness. For some, it is life changing and others it is career transforming. The week is completely devoted to jail management and the responsibilities of administrating a jail. Attendees come from all over the state with jail size varying from five beds to five thousand beds. After a week together, the participants realize that no matter what the jail volume, the issues, problems and accountabilities remain the same.

The session began on Sunday, September 20, 2015 with opening remarks from the individuals involved with the development and formation of the initial program. Limestone County Sheriff **Dennis Wilson**, Gregg County Sheriff **Maxey Cerliano**, Former Trinity County Sheriff and current Jail Administrator in Polk County **Brent Phillips**, presented the history and welcome to the applicants. Sheriff Wilson provided an overview of the legislative session and the future of mental health issues in the jails. Bosque County Jail Administrator **Mary Farley** began the session with a presentation on wellness, fit for duty and stress, introducing the daily voluntary walks around the Sam Houston State University Campus during the week of training.

Those attending this session were **Ricky Armstrong**, Jail Administrator, McLennan County Sheriff's Office; **James Barrera**, Jail Administrator, Stephens County Sheriff's Office; **Robert Blackmon**, Assistant Jail Administrator, Upshur County Sheriff's Office; **Travis Burrer**, Assistant Jail Administrator, Gillespie County Sheriff's Office; **Tim Cannon**, Chief Deputy, Harris County Sheriff's Office; **Brenda Cantu**, Director of Programs & Accreditations, Lubbock County Sheriff's Office; **Frank Cantu**, Sergeant, San Patricio County Sheriff's Office; **Ralph Caraway**, Assistant Jail Administrator, Smith County Sheriff's Office; **Alarico Carrizales**, Jail Administrator, Maverick County Sheriff's

Office; **Daniel Caswell**, Jail Administrator, Grimes County Sheriff's Office; **Brianna Chapa**, Sergeant, Jim Hogg County Sheriff's Office; **Patrick Charlton**, Jail Administrator, Dewitt County Sheriff's Office; **Mike Davenport**, Jail Administrator, Hays County Sheriff's Office; **B. D. Dawson**, Assistant Jail Administrator, Cass County Sheriff's Office; **Kenneth Fields**, Sergeant, Galveston County Sheriff's Office; **Justin Gonzalez**, Jail Lieutenant, Live Oak County Sheriff's Office; **Ana Granado**, Jail Administrator, Reeves County Sheriff's Office; **Jeremy Howard**, Sergeant, Jack County Sheriff's Office; **Mark Hudson**, Jail Administrator, Grayson County Sheriff's Office; **Martha Jackson**, Lieutenant, Houston County Sheriff's Office; **Tabitha Martinez**, Assistant Jail Administrator, Panola County Sheriff's Office; **Abby Miller**, Sergeant, Brazos County Sheriff's Office; **Todd R. Montefusco**, Assistant Chief Deputy, Harris County Sheriff's Office; **Andre Moore**, Shift Commander, Taylor County Adult Detention; **Irma Perez-Sowell**, Jail Administrator, Lamb County Sheriff's Office; **Chris Pina**, Jail Administrator, Andrews County Sheriff's Office; **Dorothy Ramirez**, Jail Administrator, LaSalle County Sheriff's Office; **Glenn Richardson**, Jail Administrator, Swisher County Sheriff's Office; **Jerry Ruether**, Lieutenant, Bastrop County Sheriff's Office; **Ricky Seward**, Sergeant, Polk County Sheriff's Office; **Byron Shelton**, Assistant Jail Administrator, Bell County Sheriff's Office; **Shalla Smart**, Jail Administrator, McCulloch County Sheriff's Office; **Jerry Dale Stevens**, Jail Administrator, Hunt County Sheriff's Office; **Donald Trester**, Assistant Jail Administrator, Bosque County Sheriff's Office; **Louis Valdez**, Captain, Bexar County Sheriff's Office; and **Ernie Willeford**, Assistant Jail Administrator, Matagorda County Sheriff's Office.

Instructors for this weekly session included **Mark Warren**, **Wayne Dicky**, **Shannon Herklotz**, **Robert Davis**, **Gary Pinkerton**, **Thomas Keress**, **Elizabeth Sutherland**, **Carla Stone**, **Randy Garner** and **Carmella**

Jones. The administrators observed presentations on Supervisory Skills, Managing Generations, Behavior Styles, Staff Training, Fiscal Issues, Con Games, Legal Issues, Human Resource Concerns, The Responsibilities of a Jail Administrator, Professionalism and Ethical Decisions, The Leadership Toolbox and Legacy Leadership.

On the final night, it has become a recent tradition to recognize several outstanding attendees. Those recognized in the 17th JAMO Class for Leadership were **Tim Cannon** from Harris County and **Mike Davenport** from Hays County. Those chosen by the class for Inspiration were **Louis Valdez** of Bexar County and **Tim Cannon** of Harris County.

Jerry Dale Stevens and **Rick Armstrong** were awarded “Super Walkers” awards by **Mary Farley** for walking every day, sometimes twice a day during the week of training. All others participating in the walks were given golden batons.

If you are interested in attending the next Jail Administration Management and Operations training program scheduled for March 6 – 11, 2016 contact **Carmella Jones** at 936-294-1668 or carmella@shsu.edu. You can obtain application information thru the Correctional Management Institute of Texas website www.cmitonline.org on the training event calendar.



Nominating Committee Report

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

Greetings to All!

A New Year is upon us but take a minute to reflect on the past year. We should be thankful for the many Blessings that have been bestowed upon each and every one of us. Our profession becomes more challenging each day and I'm sure it will continue to do so.

Professional organizations, such as ours, do not just happen on their own. TJA exists because of YOU and your participation. It takes support of the entire membership and the service of dedicated individuals willing to give of their time, energy and experience as a member of the Board of Directors. We have been truly blessed with outstanding individuals stepping up to the plate to serve on the Board.

If you have ever given thought to serving on the TJA Board, or would like to nominate an eligible member, now is the time to start getting your nomination packet in order. Please look to the page titled "Call for Nominations" and it will give you the guidelines to follow for the nominations process.

As I stated in the last issue of *Key Issues*, nominations are open for the upcoming year 2016-2017. We will elect a Third Vice-President and two members of the Board of Directors.



Vital to your nomination and service is the support and approval of your Sheriff, so start that conversation now. The elections will take place at the 30th Annual Conference in Austin, so be prepared to campaign. Along those lines, if you have never run for the Board before, I strongly encourage you to contact one of the Directors or Officers on the Board who have been through a TJA election. Their insight will be invaluable to you as you go through the process, and they will be able to give you first-hand information as to what being a Board member entails. I can tell you that my personal experience as a Board member, working for you with some of the finest people I've ever met, has been one of the most rewarding opportunities of my career. If you have additional questions about the process, please feel free to contact a member of the Nominations Committee.

Your Nominations Committee members are:

Brent Phillips, 1st Vice-President
dbrentphillips@hotmail.com

Gregg Doyle, Member at Large
gregg.doyle@co.palo-pinto.tx.us

Todd Allen, 2nd Vice-President
toddallen@tomgreencounty.gov

LIFE SAFETY	Join us at the 30th Annual TJA Conference for	HEALTH SERVICES
200	JAILPARDY	200
	 Presented by the Texas Commission of Jail Standards 	
400	Wednesday, May 11th, 2016	400
600	&	600
800	Thursday, May 12th, 2016	800
1000	For more information, contact Shannon Herklotz shannon.herklotz@tcjs.state.tx.us or (512) 463-7943	1000



CALL FOR NOMINATIONS

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

THIRD VICE PRESIDENT

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

BOARD OF DIRECTORS – Two Positions Available

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

NOMINATION PROCESS

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

Guidelines for nominations

1. Individuals must be **professional** members in good standing as specified in the by-laws at the time of nomination.
2. Nominating Committee members shall not be considered for office.
3. Only hard copies of nominations will be considered. Self-nominations are acceptable.

4. Office being sought shall be identified in the nomination.
5. Endorsement of the affected agency head must accompany the nomination. Nominations lacking the agency head’s endorsement will not be considered for office.
6. Elections shall be conducted in accordance with the provisions of Article VI of the by-laws.

Nominations must be received by **March 10, 2016.** All nominations shall contain the following for consideration: **Full Name, Current Occupation, Official Title, Business Address and Phone Number, a brief biographical sketch (not to exceed 50 words), letter of endorsement from the agency head, and a picture to be included on the ballot.** Nominations received after the deadline cannot be considered.

Nomination Committee

Chair:

D. Brent Phillips

1st Vice President, TJA

Polk County

1733 North Washington

Livingston, Texas 77351

(936) 327-6822

dbrentphillips@hotmail.com

Committee Members:

Todd Allen

2nd Vice President, TJA

Tom Green County

122 W. Harris

San Angelo, Texas 76903

(325) 659-6597

todd.allen@tomgreencountytx.gov

Gregg Doyle

Member-at-Large

Palo Pinto County

P.O. Box 279

Palo Pinto, Texas 76484

(940) 659-2085

gregg.doyle@co.palo-pinto.tx.us

TJA AWARD NOMINATIONS

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

The nomination process is simple. Please complete the nomination form and submit to the Awards Committee by **March 10, 2016**. A person does not have to be a member of TJA; however they must be eligible for membership. These awards will be presented at the 30th Annual TJA Conference, May 9-13, 2016, in Austin, Texas. Recipients will receive complimentary conference registration and hotel accommodations at the Annual Training Conference. The recipients will also be presented with a commemorative plaque and will be recognized in the TJA newsletter. Any nomination must have the written endorsement of the agency head.

Nominations will be accepted for the following awards:

- A. Professional Service
- B. Valor
- C. Hall of Fame
- D. Jerry Baggs Leadership

Please complete and return the nomination form below to the Awards Committee by **March 10, 2016**. Please describe in specific detail how this nominee meets the criteria for the award. Attach additional pages if needed. Also attach supporting documentation such as offense reports, sworn statements, newspaper accounts, and letters of recommendation.

CRITERIA FOR NOMINATION

- A. **Detention Officer of the Year - Professional Service** – This award is given to an individual working in county corrections who has demonstrated a commitment to professional service at his/her agency by making outstanding contributions to county corrections that exceed basic ability and expected performance.
- B. **Detention Officer of the Year - Valor** – This award is given to an individual working in county corrections who demonstrated courage or valor in the face of danger while in the performance of his/her official duties.
- C. **Hall of Fame Award** – This award is a tribute to the service of an individual career of outstanding contributions to county corrections and the criminal justice system. The recipient of this award has demonstrated a dedication to the advancement of the field of county corrections.
- D. **Jerry Baggs Leadership Award** – This award is presented to an individual employed in the field of county corrections who has demonstrated outstanding leadership in and appreciation of the field of county corrections. He or she has exhibited a sincere commitment to the professional advancement of county corrections personnel.

Person Nominated: _____

Department/Agency: _____

Position or Title: _____

Address: _____

Phone Numbers: _____

Nominated by: _____

Position or Title: _____

Endorsement by Agency Head: _____

*Return this form and any supporting documents by **March 10, 2016**:*

TEXAS JAIL ASSOCIATION

ATTN: Awards Committee

Correctional Management Institute of Texas

George J. Beto Criminal Justice Center

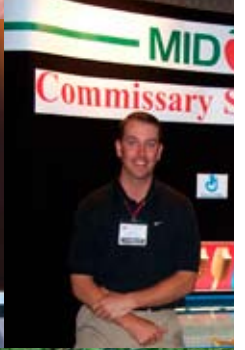
Sam Houston State University

Huntsville, Texas 77341-2296



Conference - 10 Years Ago!





By-laws Committee Reports

By: D. Brent Phillips, 1st Vice President

The By-Laws Committee submitted proposed changes to the Texas Jail Association Board of Directors. We feel these changes will benefit our membership. The Board of Directors voted to submit the changes to the general membership to be voted on at our Annual Conference in May of 2016.

The proposed changes affect:

Article II-Members

Voting

This amendment will allow each eligible member of the Association to vote for the Board of Directors or any by-law changes regardless of attendance at the annual conference. Voting will be conducted either in person, by mail, or electronically.

Article VI-Election of Officers and Directors

Eligibility

This amendment limits the number of voting Board members, from the same county, that may serve on the Board of Directors simultaneously to two members.

Biography

This amendment will give candidates running for the Board the opportunity to submit a biography in several different formats. This flexibility will provide benefits as technology advances.

Article X-Amendments

This amendment will allow submissions of proposed changes to the Texas Jail Association By-Laws to work efficiently should Article II amendments (above) pass. Changes will still require a two-thirds majority vote to approve changes of the By-Laws

A copy of the proposed changes have been included in this issue of “Key Issues.” The By-Laws Committee will continue to work for you, the membership, to address any and all concerns regarding our Association. A special thanks goes out to our Parliamentarian, **Bill Bryan**, for his guidance in drafting the changes to our by-laws. Feel free to contact any of the members of the By-Laws Committee if you have questions or concerns regarding the by-laws:

Brent Phillips, 1st Vice-President
dbrentphillips@hotmail.com

Todd Allen, 2nd Vice-President
todd.allen@tomgreencountytx.gov

Larry Don Cook, Board Member
lcook@co.chambers.tx.us

Eric Hensley, Member-at-Large
Eric.Hensley@mctx.org

Praying each of you had a Merry Christmas and wishing you a Happy and Prosperous New Year.

By-law 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.

Membership Update

By: Martin Gonzales

Happy New Year! I hope that Christmas found everyone surrounded by family, friends and loved ones and if you're lucky, a little indulgence.

The current TJA Membership is:

- 1,037- Active, professional members
- 10- Affiliate members
- 7- Business members

I feel as if 2015 gave us everything we expected and a little more. You will not hear any complaints from me and I hope all of you feel exactly the same. With 2015 in the rear view mirror, 2016 brings new beginnings. Time for resolutions and a "clean slate" for all. Whether your resolutions are personal, professional or private, I wish you success. If your resolutions are professional, please allow TJA to be a tool for your success.

With all of the benefits listed, pass the word to supervisors, subordinates, peers, badge brothers & sisters about the benefits of TJA Membership.

The membership dues are \$30.00 annually.

They will receive a quarterly *Key Issues* magazine (the TJA Newsletter) via e-mail, and one annual printed edition.

Access to the TJA listserv, loaded with years of experience and advice.

Access to some top notch training (most of it being free)

TEEX has offered 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 3rd Vice President

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West Texas Tangos Overview

Tango is defined as “Hometown clique.” In 1990, the Tango Blast prison gang formed in the Clemens state prison in Brazoria, Texas. When talking about Tango Blast you will often hear a reference to the Four Horsemen. The original four tango cliques were Houston, Dallas, Fort Worth and Austin. Since then cliques have splintered and all major regions have their faction of the Tangos.

The West Texas Tangos are the biggest threat to the community and county jails in Lubbock, Amarillo, Abilene and surrounding West Texas counties. Like other parts of the state the tangos continue to grow and commit crimes at alarming rates. While the number of documented members in the TxGang database is 721, this statistic is on the low side due to lack of reporting and identification of members. The reason reporting number are low is agencies lack the personnel needed to monitor and confirm gang members. Gang members will attempt to hide their affiliations to prevent detection by law enforcement. That is why tattoo recognition is important.

Cartel Ties

West Texas Tangos have been in business with the Sinaloa Cartel in Lubbock. They make connections every day in federal prisons and county jails. The Cartels benefit tremendously by making connections with local gang members. This allows the Cartels to learn our cities and communities. The Cartels favor setting up outside larger cities in smaller surrounding towns because of the lack of narcotics and gang units.

Tattoos and Identification

The West Texas Tangos like any other tango use city landmarks, area codes, sports teams and numbers coordinating with the alphabet to signify “WT” I.E “2320” W is the 23rd letter of the alphabet and T is the 20th letter. In Spanish the word “huesos” means bones. Members refer to each other and “Wesso’s.” Due to similar pronunciation bones are commonly used in tattoos to identify members. West Texas Tangos also use the Texas Tech Double T symbol and we are beginning to see members using the “Jump man” symbol, otherwise

known as the Michael Jordan brand symbol. Michael Jordan’s jersey number was 23. This again signifies the W in the alphabet for the West Texas Tangos. Area codes used by this group are 806, 325 and 432.



Summary

I hope this will inspire other gang units throughout the state to submit an overview of their largest gangs. As we know gangs are constantly evolving and so must we. I would like to have knowledge should any of your homegrown gangsters take a trip to Lubbock County! Thank you all for what you do! Stay safe and please feel free to contact me.

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Thank You

I am very happy and appreciative to learn that I was selected as the recipient of your scholarship. By granting this money, you will lessen the financial burden of my educational expenses. This will allow me to focus more on school. Your generosity is greatly appreciated by me and my family.

Sincerely,
Caitlyn Spiess



Thin Blue Line

By Wade Goolsby

In this world of utter chaos
So much suffering and despair
Few have chosen to willingly answer
A call to Stand and Bear!

A charge to succor the masses
A statement of "I'll be there!"
A life of Duty to reign sovereign
A Shield solemnly chosen to wear!

A sense of purpose and of peace
Rests in the profession we've chosen to be;
Thus we don our uniforms daily
A Servant to the Public so in need!

A jaded public scorns our actions
Exaggerates our slightest mistakes,
Day to day we remain tested
Steadfast in the Oath we so did take!

Split second decisions seem commonplace
Every action taken affects us all,
Errors made in the line of duty
Can shake the sturdiest of walls!

Tunnel vision... a hammer... a pin... KABOOM!
Lives never intended to be taken
Our souls are not to be forsaken
Our Duty does not spell our doom!

Our motto states "To Protect and Serve!"
This Thin Blue Line we form
Until our End of Watch does come
Reverently we shall stand as one!

In Memory



**In Memory
of
Walt Maziere, Jr.**

In Memory of our longtime friend and Texas Jail Association supporter, Walt Maziere, Jr., owner of Golden Eagle Law Enforcement systems. Walt was an avid aviator and crashed his plane on July 1, 2015. We will miss him and are blessed to have known him.

WHAT'S HAPPENING AROUND THE STATE

BEXAR COUNTY

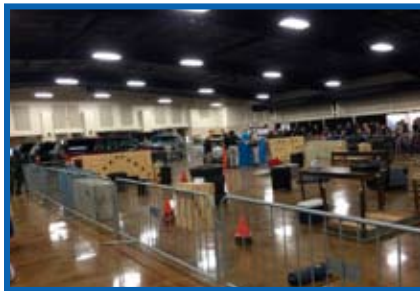
Bexar County Jail's K-9 Places 5th out of 50 Teams in New Competition

By Rosanne Hughes, BCSO Communications Office

The Bexar County Sheriff's Office (BCSO) has an award-winning employee who is making a name for herself. **Moka**, the K-9 partner of BCSO Deputy **Esequiel Romero**, has just made news at a new competition in Texas. Moka and Romero were the only detention team to participate in the First Annual South Texas K-9 Competition in Pharr, Texas – and they placed 5th out of 50 teams.



"Here at the Bexar County Adult Detention Center, we strive to provide public safety for the community, staff, visitors and inmates," said BCSO Jail Administrator **Raul S. Banasco**. "Training and competition exercises are key elements in ensuring both Deputy Romero and K-9 Moka are ready to perform their daily duties."



The event, which was sponsored by the Hidalgo County Sheriff's Office on November 10, consisted of 50 dog teams from Hidalgo County, Williamson

County, Border Patrol, Customs Enforcement and Laredo Police, among others. Deputy Romero and K-9 Moka entered two events that involved locating hidden narcotics and included both article searches and vehicle searches. Each narcotic detection event required teams to locate as many hidden narcotic finds as possible in three minutes without any false alerts. The Bexar County team located six hidden narcotic finds without any false alerts.

Bexar County Sheriff's Office Promotes 41 Detention Officers in One Day

In one of the largest promotional ceremonies in its history, the Bexar County Sheriff's Office recently promoted 41 detention

officers in one day. The agency promoted five lieutenants, 13 sergeants and 23 corporals at the ceremony, which took place November 6 at the University of Texas at San Antonio's downtown campus auditorium.

"Having 41 detention officers promoted in one day speaks to the professional development and career opportunities available in corrections," said Bexar County Jail Administrator Deputy Chief Raul S. Banasco. "What set a lot of these individuals apart was that so many of them worked hard to earn their professional designations from the American Correctional Association. We have a total of 90 in our agency who have taken this step, and more will be doing so in the future."



PHOTO CREDIT: Robbin Cresswell, Bexar County Sheriff's Office



Sheriff's Office officials said the event was a sign of the agency's commitment to provide career advancement opportunities for its detention officers and to promote from within,

whenever possible. They added the promotion ceremony was a celebration of the advancement of the officers as they moved into positions of greater responsibility.

Bexar County Sheriff **Susan Pamerleau** speaks to guests as 41 detention officers are promoted in San Antonio on November 6. Bexar County Sheriff Susan Pamerleau leads newly promoted detention officers in the oath of office.



BRAZOS COUNTY

On November 16, 2015 Brazos County Sheriff **Chris Kirk** and Jail Administrator **Wayne Dicky** congratulate newly promoted Sergeant **Karl Brune** to Sergeant in the CIT Division on November 9, 2015. Brune is currently assigned to the Brazos County Detention Center in the Transport Division. Brune has been a Peace officer for approximately 22 years. He began working at The Brazos County Sheriff's Office in February 2012 as a Detention Deputy and transferred to the Transport Division as a Sergeant in June of 2012.



L to R: Sheriff Chris Kirk, Sgt. Karl Brune, and Jail Administrator Wayne Dicky

On November 25, 2015, Brazos County Sheriff **Chris Kirk** congratulates newly promoted Critical Incident Team (CIT)



Deputy **Jeremiah Schmidt**. Deputy Schmidt began his career with the Brazos County Sheriff's Office as Detention Officer in July of 2009. He attended the Austin Community College Law Enforcement Training Academy and was appointed as a Deputy Sheriff in August, 2010; and promoted to Transport Deputy in March of 2012 where he is currently assigned. Deputy Schmidt will transfer to the CIT Division in December. Deputy Schmidt is a member of the Detention Response Team (DRT) for the Detention Center.

Brazos County Sheriff **Chris Kirk**, Chief Deputy **Jim Stewart** and Jail Administrator **Wayne Dicky** congratulate newly appointed Deputies **Brittany Re** and **Nicholas Stubblefield**. The new deputies graduated on December 7, 2015 from the 157th session of the Central Texas Police Academy, conducted by the Texas A&M Engineering Extension Service (TEEX). The graduation ceremony was held at the Annenberg Presidential Conference Center at the George Bush Library, College Station, Texas.

Deputy Re began her career with the Sheriff's Office in October of 2013 as a Detention officer; she is currently assigned to the Brazos County Detention Center in the Intake and Release Division. She was recognized the Salutatorian for the class. Salutatorian is earned by achieving the second highest overall average in the academy.

Deputy Stubblefield began his career with the Sheriff's Office in August of 2012 as a Detention officer; he is currently assigned to the Brazos County Detention Center in the Intake and Release Division.



L to R: Chief Deputy Jim Stewart, Deputy Nicholas Stubblefield, Sheriff Chris Kirk, Deputy Brittany Re and Jail Administrator Wayne Dicky.

On Tuesday, December 8th, Deputies Re and Stubblefield reported for duty to begin their field training with the Patrol Division, working with Field Training Officers to learn the duties of being a Brazos County Deputy. Both deputies will return to the Intake and Release Division upon completion of their field training.

COLLIN COUNTY

Recent Retirements

Doug Turquette 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 **Rita Cook** with her retirement plaque and congratulated her on her many years of dedicated service with the Collin County Sheriff's Office.

Sheriff **Terry Box** presented Captain **David Hiserote** 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 Lieutenant **Eddie Dent** 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 **Shonda Norton** with her retirement plaque and congratulated her on her many years of dedicated service with the Collin County Sheriff's Office.



Promotions



Sheriff **Terry Box** congratulates **Diana Johnstone** who was recently promoted from Sergeant to Lieutenant.

Sheriff **Terry Box** congratulates **Harry Whitsitt** who was recently promoted from Transfer Officer to Courthouse Deputy.



Swearing in Ceremonies



Sheriff **Box** recently congratulated several employees on their completion of the Basic Peace Officer Course in an Oath of Office ceremony.

L to R: Ramiro Acosta, Sergeant Steven Pressnell, Carlos Quintana, Travis Monk and Henry Rodriguez.

ELLIS COUNTY



Explorers with the Ellis County Sheriff's Office Post participated in the first Advanced Explorer Academy hosted by the Sheriff's Office and the Colleyville, Coppell and Irving Police departments this summer. The five-day training saw 20 Explorers who completed the 2014 Basic Explorer Academy take part. Of these, 11 Explorers represented the Ellis County Sheriff's Office. Classroom training and hands-on activities were held, along with a 12-hour training scenario that allowed the Explorers to utilize their skills and knowledge. ECSO Explorer **Trevor Snodgrass** received the academy's Top Shot Award; ECSO Explorer Lt. **Gage Adams** won the 3-Gun Match Award.



The Ellis County Sheriff's Office Explorers Post 106 took second place overall honors out of 96 teams entered at the 26th annual TLEEAA State Competition, held July 30-Aug. 2 at the University of Texas at Arlington. This is the third year in a row Post 106 has placed in the top three overall standings at the state competition. The final top five overall team placings were Dallas Police Department Post 3305, first place; Ellis County Sheriff's Office Post 106, second place; Plano Police Department Post 911, third place; Irving Police Department Post 252, fourth place; and Harris County Sheriff's Office Post 41, fifth place. ECSO Explorers **Colten Prater** and **Gage Adams** were awarded \$750 scholarships. Post 106 also took first place in the video competition.



Members of the Texas Chisholm Trail Crime Prevention Association met Aug. 13 at TaMolly's in Waxahachie. The lunch was hosted by the Ellis County Sheriff's Office, with Sheriff **Johnny Brown** addressing the group of law enforcement officials.



Special Olympians, members of the Ellis County Sheriff's Office and Duncanville Police Department participated in a "Tip A Cop" fundraiser that raised \$2,600 for Special Olympics of Texas at the Texas Roadhouse in Mansfield. Shown with several Special Olympians and other participants are ECSO Deputy **Ken Hatcher** (at left) and Duncanville Crime Prevention Officer **Doug Sisk** (at right). Photo courtesy of Law Enforcement Torch Run for Special Olympics Texas.



The Ellis County Sheriff's Office has established an Exchange Zone for personal, business and civil transactions in its parking lot southeast of the jail. The Exchange Zone is intended to provide a place where people

can feel more secure when meeting someone in-person. The two parking spots are marked with Exchange Zone signage and are within view of the parking lot's high definition cameras. "We're pleased to offer this service to the county's residents," Sheriff **Johnny Brown** said. "This was an idea someone brought to us after they saw where another law enforcement agency was doing it. We listened to the idea, we liked it, and now we've got it in place for everyone's use."



The Ellis County Sheriff Explorers sent three teams to Houston, Texas, for the second annual Harris County Explorer Competition hosted by the Harris County Sheriff's Office on Sept. 19. The event drew 30 Explorer teams from across Texas. Ellis County Sheriff Explorers Team 25 consisted of Lt. **Gage Adams**, Cpl. **Brandy Slusher**, Cpl. **Nadir Garcia** and **Cameron Sherrell**; Team 26 consisted of Sgt. **Ross McRee**, **Matthew Aguilar**, **Luis Martinez** and **Noel Campbell**; and Team 27 consisted of Sgt. **Shelby Snodgrass**, **Isiah Bias**, **Tristian McQueen** and **Remigio "Remi" Gomez**. The Explorers were led by Lt. **Bruce Stayments** and Deputy **Jeff Prater**, who serves as the lead Explorer advisor. The three Ellis County Sheriff Explorers teams each participated in four events, bringing home nine trophies overall (three firsts, two seconds and four thirds).



The 2015 drug take back effort saw more than 1,500 pounds of unused and expired prescription medications collected in Ellis County. The Sept. 26 drug take back collected 927 pounds of medications. Earlier in the year, the April drug take back collected 629 pounds. Participating law enforcement agencies involved with the September drug take back included the Ellis County Sheriff's Office, Ennis ISD Police Department, Ennis Police Department, Ferris Police Department, Italy Police Department, Midlothian Police Department, Palmer Police Department, Red Oak Police Department, Waxahachie Police Department, and Ellis County Constable Pct. 1; the organizations and businesses included Ellis County Drug-Free Coalition, Impact Communities, Reach Council Prevention Services, Waxahachie ISD, CVS Pharmacy and Walmart. This is the sixth year for the Sheriff's Office to participate in the collection initiative.

HOUSTON COUNTY



Houston County Sheriff **Darrel Bobbitt** congratulates Jail Sergeant **Martha Jackson** on her promotion to Lieutenant on October 1, 2015. Lieutenant Jackson started off as a dispatcher with Houston County Sheriff's Office in 2005. She later went to work in the jail and became a Sergeant in 2010. Before coming to work for the Sheriff's Office, Lieutenant Jackson retired from TDCJ with over 22 years of service, showing her dedication and commitment to her work.



Edward Gonzales was recognized for employee of the month for October.

Deputy **Cole Lidiak** was recognized for employee of the month for November.



KENDALL COUNTY

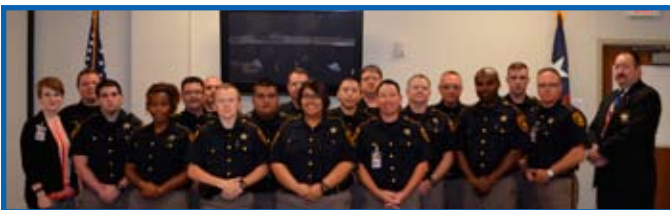
Sheriff **Al Auxier** promoting Detention Officer **Alex Invergo** to Detention Corporal.



Corporal **Nayda Santos** and Corporal **Robert Taylor** from the Lubbock County Detention Center Office of Professional and Ethical Standards welcomed instructors from Vista College who spoke to the inmates in designated pods on the various career choices offered at Vista College.

LUBBOCK COUNTY

Deputy **Gaylan Martin** retired after 23 years of service. We wish Gaylan well as he moves on to the next chapter in his life.



Sheriff **Kelly Rowe** welcomes the new officer recruit class to the Sheriff's Office family: **Pete Hernandez, Jimmy Terry, Brandon Sherman, Mark Gillham, John Penton, Mark Jasper, Dylan Poole, Shawn Holbert, Jonathan Ortiz, Christopher Rodriguez, Brad Finney, Carlos Rivera, Kenneth Jackson, Jordan Uptain, Tara Cotton, Ronnie Williams, and Tasha Nealy**



Corporal **Nayda Santos**, Corporal **Robert Taylor** and Deputy **Paul Perez** participated in the South Plains Job Fair and Expo, Congressman **Randy Neugebauer** attended the event to show his support for the Lubbock citizens.



TEXAS JAIL ASSOCIATION

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