



KEY ISSUES

THE NEWSLETTER OF THE
TEXAS JAIL ASSOCIATION

Vol. XIV, No. 4

Winter 2010

MESSAGE FROM THE PRESIDENT



The 2010 Jail Management Issues Conference, held in South Padre, Texas, August 23 – 26, 2010, was another success. We had 184 participants at the conference this year. We broke yet another record in regards to vendor support. We sold all 33 vendor booths

and still had more companies trying to get in. The vendors unable to get booths were still very supportive of the Association and sponsored several events at the conference.

We are extremely appreciative of our members, vendors, and supporters of the Association. As always, the Texas Jail Association will continue to provide its members with training and technical assistance throughout the year. We strive to uphold our mission and will go above and beyond to provide the necessary resources to our membership. TJA will be holding our Fall Regional “Basics” class in collaboration with the Texas Commission on Jail Standards. Also, beginning in February, we will be holding our Spring Regional trainings in collaboration with the Texas Association of Counties.

I want to take this time to stress our fourth goal, mentioned in the summer publication of *Key Issues*. TJA

is here to advance the interests, needs, and concerns of the membership. TJA plays an integral role in providing its membership with the most updated national, state, and local corrections information (to include State Legislative updates) and other developments in the correctional industry. TJA wants our members’ input so that we may provide the necessary training to our membership throughout the state. Any member or agency that has a specific need or interest should contact me or any of the officers appointed to the TJA Training Committee.

As your current TJA President, I will make every effort to continue moving TJA forward. I promise that the TJA Board of Directors will listen to our membership’s needs and will strive to provide for those needs. I fully understand the necessity of all officers in the corrections field to be professional. As a result, I will remain committed to providing leadership skills, management philosophies, and advanced training opportunities to our members. I am not only committed to the Texas Jail Association, I am committed to the corrections profession, and therefore, I will assist any agency or officer with their needs.

Thank you for your continued support.

David Dresche

KEY ISSUES DEADLINES

December 1, 2010 for January 2011 Publication
March 1, 2011 for April 2011 Publication
June 1, 2011 for July 2011 Publication
September 1, 2011 for October 2011 Publication



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

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2010 TJA JAIL MANAGEMENT ISSUES



By Carmella Jones



Those of you, who did not get to South Padre Island for TJA Jail Management Issues Conference missed another great conference. If we could say the weather was horrible, the classes were boring, the attendees were rude, ugly, and the food was terrible, then of course that would be a lie. The fact is it was another extraordinary conference. Attendance was good with 184 participants.

The JMI classes get better every year. Nancy Baird and Mark Warren are always phenomenal and they cover incredible leadership topics that everyone can use back at the office. Other instructor topics covered a broad range of subjects from the “Evolution of Gangs” to “Human Trafficking”. Ask anyone who was there and they will tell you that it just gets better every year.

While professional development and networking are top priorities at any TJA conference, attendees are always given the opportunity to relax and have fun. This year, the Association hosted a Hawaiian Luau featuring Polynesian dancers as the entertainment. The TJA volunteer dancers were brave and talented! Who knew that jailers could hula? It was another one of those “shoulda-been-there” moments. If you missed it, maybe next year?



TEXAS JAIL ASSOCIATION JAIL MANAGEMENT ISSUES CONFERENCE 2010 DOOR PRIZE WINNERS



We had numerous prizes to give away at our TJA Jail Management Issues Conference. Our prizes were donated by exhibitors, members, and TJA.

Century Link donated twelve polo shirts that were won by **Angela Jones** of Hood County; **Johnny Brown** of Ellis County; **Amber Ayers** of Chambers County; **Ken Johnson** of Midland County; **Tommy Nichols** of Navarro County; **Ameca Gipson** of Freestone County; **Sandra Salas** of Jim Wells County; **David Traylor** of Rains County; **Kate Clark** and **Karen Hill** of Caldwell County; **Michele Velasquez** of Calhoun County; and, **Lee Bailey** of Wilson County.

South Padre Island Convention and Visitors Bureau donated seven separate door prizes. The winner of the beach towel was **Tommy Williams** of Atascosa County; the winner of the parasail coupon was **Mary Ewing** from Castro County; **Tim Trawick** from Taylor County won the dolphin watch trip; **Donna Frontz** of Victoria County won the Schlitterbahn tickets; the winners of the driving certificates were **Kathy Halfmann** from Tom

Green County and **Carla Stone** from Kaufman County; and, **Kirby Brumby** from Goliad County won a coffee mug.

Miller Distributor donated two t-shirts awarded to **Jessie Compton** from Kaufman County and **Jennifer Matejcek** from Grimes County. NAPA Auto Parts Mineral Wells awarded **Jo Bettis-Thomas** from Grimes County with a tool set. GT Distributors donated a flashlight won by **David Hayes** from Wood County. **Tracie Yount** from Wood County won a sword donated by Montgomery Technology Inc.

Linda Ward donated three separate prizes. Two gift baskets won by **Dalia Bazan** from Brooks County and **Kirby Brumby** from Goliad County; and, a tackle box



won by **Naomi LaQuz**. **Rachelle Arrington** awarded **Elena Hollis** from Tom Green County with Monkey House shoes. **David Drosche** donated a boot bag won by **Hilda Castro** of Wilson County; and **Mike Starkey** donated a George Strait Vest won by **Brent Phillips** of Polk County.

TJA donated five door prizes at this year's conference. **Ray Ramon** of Jim Wells County won a TJA cap; **Sandra Salas** from Jim Wells County won a TJA bag, as well as **Bobbie Bean** from Polk County; **Elizabeth Ramos** from Atascosa County won the \$25 Wal-Mart gift card; and, **Kenneth Martinez** from Atascosa County won the beach towel.

Thank you again to all of the exhibitors and TJA members who donated great prizes for our participants. We appreciate your support.



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MEMBERSHIP REPORT

by
Steve Fisher, 3rd Vice President

Greetings to all my friends and law enforcement family! Again, it is an honor and privilege to be a part of such a great organization. Our current TJA membership stands at 1,438.

We had another great week of training and relaxation at South Padre Island. A total of 184 participants attended the TJA Jail Management Issues Conference and we could not have been blessed with better weather.

The previous 3rd Vice Presidents and Board members, along with the Past Presidents, have done an outstanding job of advertising for and sharing ideas on increasing the membership of the Texas Jail Association. We are always working hard and finding new ways to continue the growth of TJA, an organization vastly important to the law enforcement/corrections family as a means of ensuring the networking, support, and training opportunities needed to better our profession.

As chair of the Membership Committee, I ask for your help in encouraging as many people as possible to join our Association, the best law enforcement association not just in this state, but in the nation.

We are currently holding a contest to help our membership grow to even greater heights and your participation is greatly appreciated. Information regarding this contest is as follows:

Contest Requirements:

New Memberships:

- Agencies that sign up 20 or more new members get a free registration for the 25th Annual TJA Conference in Austin, TX.
- Individuals who sign up 20 or more new memberships will receive a lifetime Membership from the association (a \$300 value).
- A cash prize will also be given at the Annual Awards Banquet in May to the individual who recruits the most new members.

Renewals:

- Individuals who get 10 members to renew their membership will receive a cash prize at this year's Annual Awards Banquet in May.

All new membership and renewal applications must have your name on it to show you are the referring person.

Your Membership Committee this year is:

Steve Fisher/Walker County SO
Email: sfisher@co.walker.tx.us

Beth Mull-Holland/Tom Green County SO
Email: bethh@tomgreencountytx.gov

Kim Howell/Lubbock County SO
Email: khowell@co.lubbock.tx.us

Byron Shelton/Bell County SO
Email: byron.shelton@co.bell.tx.us

If you have any ideas or concerns regarding the membership of the Texas Jail Association, please do not hesitate to contact me or any of the above membership committee members.

Again let us join forces and help continue the growth of the Texas Jail Association. I challenge you individually, and as an agency, to obtain as many new memberships and renewals as possible.

Thanks for what you do, be safe, and may God Bless!

BY-LAWS COMMITTEE REPORT

by
Mike Starkey, 1st Vice President



I am happy to report that our By-Laws Committee is working diligently towards fulfilling its goals for this upcoming year.

The By-Laws Committee met August 2, 2010, in Huntsville. Those present were Past Presidents **Billy Bryan**, **Jim Eiselstein**, and **Carla Stone**; our current President, **David Drosche**; as well as myself, **Randy Clark**, **Sharese Hurst**, **Jason Schwarz**, and **Jeana Cleaver**. We sat down that morning with several great ideas about amending the current by-laws and went through the document line by line. The ideas/changes that we discussed are currently posted on the TJA website for your review. The Board has reviewed the recommendations of the Committee and approved them to be placed on the ballot at the 25th Annual Conference. You, as a member, will be able to vote on these proposed changes at the conference.

We would like to get the message out that this is not just a committee decision. We, as always, invite input from all association members. Please go to our website, www.texasjailassociation.com, review the proposed by-laws, and direct any questions and/or concerns to one of your By-Laws Committee members:

Mike Starkey/Henderson County SO
Email: mstarkey@co.henderson.tx.us

Billy Bryan/Past President
Email: wjb@vvm.com

Randy Clark/Collin County Sheriff's Office
Email: rclark@co.collin.tx.us

NOMINATIONS COMMITTEE SET FOR 2011

by
Mike Starkey, 1st Vice President

The members of the 2010-2011 Nominations Committee have been selected. We are looking forward to January, when we will present the call for nominations. We encourage anyone in the membership that wants to run for the Board to please do so. You may contact current Board members, as well as Past Presidents, regarding any questions you may have about becoming a board member.

Contact information for the current Board members is distributed quarterly in *Key Issues*. Past Presidents are listed on the TJA website along with their contact information.

Members of the Nomination Committee are:

Mike Starkey/Henderson County SO
Email: mstarkey@co.henderson.tx.us

Scott Simonton/Palo Pinto County SO
Email: deputysimonton@yahoo.com

Kenneth Green/Coryell County SO
Email: kgreen@sheriff.co.coryell.tx.us

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GREAT SUPPORT FROM OUR EXHIBITORS AGAIN IN PADRE

by
Todd Murphy & Ryan Bartula



Another conference is behind us and we would like to take the opportunity to thank everyone who made the TJA Jail Management Issues Conference in South Padre Island a success. Not only did we have great weather this year, we had 184 attendees and 33 vendors. Thank you to all of the vendors who took the time to fill out the vendor evaluation form. This is the true voice of TJA vendors that allows the Board to make decisions on how to best plan future conferences to benefit all. If you have any additional input that you have not had the opportunity to submit, please feel free to e-mail Ryan or Todd with your remarks. We value your input!

Now is the time to start planning for the 25th Annual Texas Jail Association Conference scheduled for May 9 - 13, 2011, at the Renaissance Hotel in Austin, Texas. There are various opportunities to exhibit and sponsor events during this conference that will give your company the exposure that you are looking for. We had a record breaking attendance at this 2010 Conference with 559 attendees and 107 vendors. Let us make this 25th Anniversary event a huge success.

At each conference, you should have received a pricing sheet to advertise in the *Key Issues*. This is our quarterly newsletter that reaches all members of our association and is now full-color. If your business chooses to sponsor conferences at specific levels, you will receive advertising space in this newsletter as part of a package. We encourage you to look into this great opportunity.

Please contact Ryan or Todd if there is any further input on how to improve your company exposure to this growing industry. After all, we are vendors and sponsors as well, so we are here to be your voice to the board.

We look forward to seeing you in May 2011 in Austin.

Thank you, Todd Murphy & Ryan Bartula

Contact Us

Todd Murphy
todd@jailcare.com
(214) 563-8224

Ryan Bartula
rbartula@earthlink.net
(214) 356-7747





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TEXAS COMMISSION ON JAIL STANDARDS

by

**Adan Munoz, Jr.
EXECUTIVE DIRECTOR**

Two inmate care issues have recently drawn the attention of the Texas Commission on Jail Standards and will require action by county jail officials. Two issues, mental health identification and the shackling of pregnant inmates, will require the Commission to issue a directive to county jails and one may require a change to standards.

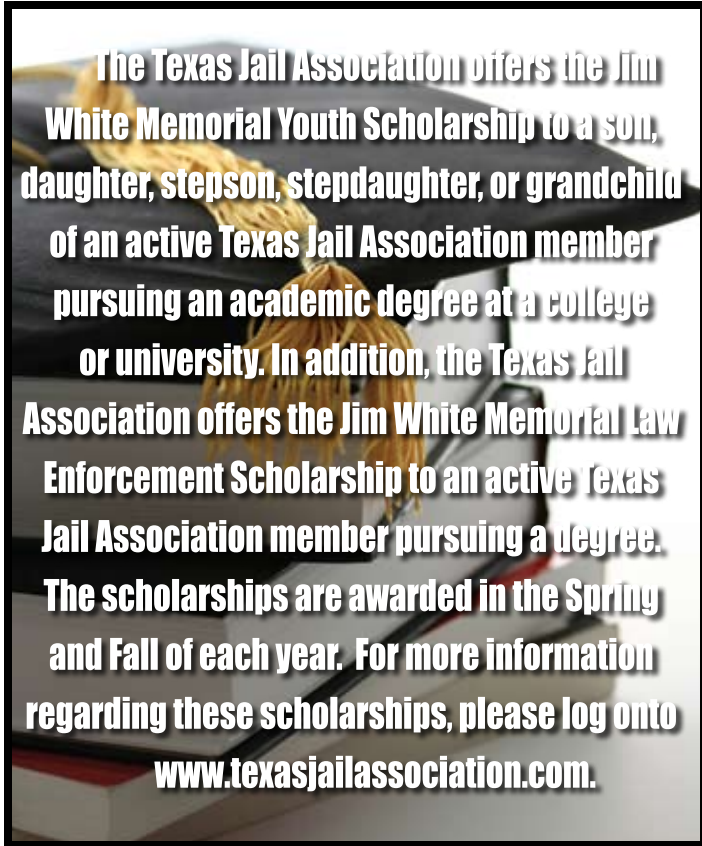
With the passage of SB 839 in the 80th Legislature, the Department of State Health Services (DSHS) and the Department of Public Safety (DPS) created the Continuity of Care Query (CCQ). The CCQ provides real-time identification of individuals who are arrested and have also received state mental health services. The CCQ will replace the Client Assignment and Registration System known as the CARE check system. The Texas Commission on Jail Standards was recently notified by DSHS that it will discontinue the CARE check system, and has instructed Local Mental Health Authorities (LMHA) to discontinue the cross-reference checks for jails on December 31, 2010. As a consequence, the Commission is issuing a directive to all jails to implement the CCQ through TLETS exclusively by December 31, 2010, or risk being found non-compliant.

In a directive from DSHS, jails that have not begun using, or who are not exclusively using the CCQ through TLETS, must request access to the CCQ online training module from the Department of Public Safety. Access must be requested for every employee of the jail who will conduct mental history checks of inmates upon booking. The online training module must be completed satisfactorily to be authorized for full use (i.e., certified) of the CCQ. Once training is completed, and full use of the CCQ is granted by the DPS, the jail must exclusively use the CCQ.

A training access request must be sent in writing to tcic.training@txdps.state.tx.us or tlets@txdps.state.tx.us and must include the employee's OMNIXX User ID. If the employee does not have an OMNIXX user ID, the following information is to be submitted:

- 1) First and last name;
- 2) Social Security Number;
- 3) Date of birth;
- 4) TCLEOSE Personal Identification Number (PID), if the individual has one; and,
- 5) The mnemonic address of the terminal(s) the authorized person will utilize to access the CCQ (if multiple terminals are used by the individual, then submit each mnemonic address).

Standards have been proposed regarding the recent passage of HB 3653, which prohibited the shackling of pregnant inmates during all phases of labor. At the August meeting of the Commission, two inmate advocacy groups proposed four new standards for the care of pregnant inmates. One of proposed standards would have the Commission adopt the language of Local Government 361.082 which prohibits the shackling of pregnant inmates in active labor unless the sheriff deems the restraints necessary to protect the safety of the inmate, corrections staff, medical personnel, or the public. Senator Wendy Davis, one of sponsors of HB 3653, has recently urged the Commission to adopt the proposed standard. The other proposed standards would first require jails to have pregnant inmates be examined and treated by medical personnel trained in obstetrics. Secondly, it would instruct jails to identify inmates who are deemed to be at high risk and refer the inmate to medical personnel trained in high-risk obstetrics. Finally, jails would be instructed to identify pregnant inmates on a prescribed methadone treatment and to continue such treatment. The Commission is currently reviewing the proposed standards, which may be presented at the November Commission meeting.



The Texas Jail Association offers the Jim White Memorial Youth Scholarship to a son, daughter, stepson, stepdaughter, or grandchild of an active Texas Jail Association member pursuing an academic degree at a college or university. In addition, the Texas Jail Association offers the Jim White Memorial Law Enforcement Scholarship to an active Texas Jail Association member pursuing a degree. The scholarships are awarded in the Spring and Fall of each year. For more information regarding these scholarships, please log onto www.texasjailassociation.com.

THE ELEPHANT IN THE ROOM: CHRONIC STRESS

by
Carrie Windham

After an objective self-evaluation, most officers can begin to see psychological and emotional differences in themselves and their behavior, and changes in their perspective, that have occurred since hire and are in stark contrast to what was prevalent prior to coming into corrections/laws enforcement. This field is a sub-culture all to its own with distinct identifying characteristics; close-knit camaraderie on and off duty, the ability to laugh at things that would shock most people, and the absolute concrete realization that when an officer is on the witness stand, there will not be one person in that jury box who will understand our world. For far too long these qualities we share have been viewed as endearing identifiers among us. We do not view them as abnormalities, but instead, as characteristics that make us who we are. On the surface these identifiers do not seem too detrimental, until one begins to examine why most of us can relate so closely. These are not just commonalities we acquire from co-workers throughout our career. These characteristics are effects of the Chronic Stress that we all suffer.

Chronic Stress is rarely addressed, or mentioned, and is generally treated as a non-issue. All departments have procedures in place for dealing with and managing stressors from critical incidences, i.e. the “biggies.” But the ongoing and unending stressors that occur daily are often left unchecked to chip away at the officer’s emotional and psychological state. This can be equated to removing a large brain tumor, and leaving fifteen smaller ones intact and untreated.

All individuals deal with stress. What is unique to our profession is all the different types of stressors prevalent in just one job...the fact that we face these day in and day out without relief, and more importantly, that we rarely recognize the stressors for what they are, but simply label them as being “part of the job.” As they then become inherent and camouflaged in our job description, their psychological effects on us and our staff are not dealt with accordingly.

One of the easiest recognizable effects of Chronic Stress is psychological and/or emotional isolation. Isolation can be seen by looking at the majority of officer relationships and who our friends are, other officers. For the most part, for various reasons, many officers will be drawn to our own kind, other officers for friendships and social gatherings. There is usually distinct camaraderie, brotherhood, and/or familial ties to others in Law Enforcement which is strengthened by a sense that the same stressors are suffered

among us, and that no one outside of Law Enforcement could understand things that are endured as part of the job. Isolation widens the gap between Law Enforcement and “everyone else.” This can be recognized when attempting to socialize outside of the Law Enforcement family, where one feels out of place, and finds it difficult or uninteresting to converse about everyday topics that are outside of the Law Enforcement realm. The distinct separation and classification of types of human beings builds emotional, psychological, and communication barriers. It helps reinforce feelings of an inability to relate to them and that they cannot relate to us. This us and them mentality factors into many problems in both our professional and personal lives. Its influence is present in issues such as “The Wall of Silence,” the high divorce rates and other relationship issues experienced in Law Enforcement, and most likely many of the atrocities that “other” human beings are subjected to in some of our facilities.

This skewed perspective derived from isolation and its tunnel vision view of the world, can also lead to feelings of arrogance, elitism, and superiority in dealing with those who are not like us. We are constantly prepared for the propensity for evil and things that we witness, experience, and are involved in, that are commonplace in our facilities, and are often unheard of or unimaginable to the average everyday citizen. We are enveloped by the worst of society every day, so society does not have to be. This can culminate a feeling of preeminence towards those who are not; those who can live in peace, because they don’t know the true evils that exist. Other people and even other professionals can be viewed with condescension, beneath us, and labeled naïve or ignorant of the real world, like soccer moms, secretaries, CPA’s, or librarians.

Another effect of Chronic Stress is regression, a “relapse to a less perfect or developed state; a reversion to an earlier or less mature pattern of feeling or behavior” (Dictionary.com). Psychological growth actually reverses when one is subjected to unabated and unrelenting chronic stress or discomfort. Younger, more childish emotions such as self-centeredness, selfishness, and irritability (brattish) are brought to the forefront, while the more “mature” emotions that should be predominant at later stages in our development like sympathy, empathy, or compassion for other human beings are diminished or dwarfed.

A highly recognizable effect of Chronic Stress is desensitization. There are numerous duties of our job that are emotionally difficult and upsetting to carry out. We

witness heartache, often time injustice and cruelty daily. There is a limit to how much pain, suffering, and sadness one can internalize before a type of self-preservation numbness occurs. All too often, we inadvertently add to our own stress. For example, every officer throughout his/her career is preached to, prodded at, and demanded to view as, deal with, and react to the various unkindly aspects of our job as "professional, not personal." We unintentionally help create a new norm for ourselves. Even if justified out of necessity, suppressing normal human emotions that we experience every day such as anger, sympathy, empathy, sadness, and pain/hurt is not normal or healthy, and is extremely debilitating. While we suppress our feelings, we can become desensitized, or numb, in order to carry out our duties. As we become numb or less sensitive to our own feelings, we become numb to the feelings of others as well, or at least to a degree that could be considered normal by any other standards. We become indifferent to their tragedies. A regular day for us is filled with people who are going through some sort of tragedy or another, and tragedy, therefore, becomes very routine for us. This abnormality of desensitization or callousness that can be required, produced, and nurtured in our profession is often seen as our norm.

Corrections/Law Enforcement lacks a sense of balance. There are rarely, if any, positives to outweigh all the negatives. Some experts have equated or compared

the psychological stressors to those suffered of soldiers in prolonged combat. Is it any wonder when one stops to list the dangers coming from all sides; physical, psychological, emotional, financial, and legal? We not only face just the inmates, but also their families, county citizens, county commissioners, governing agencies, and court systems. We face these, every action or omission as an officer.

Awareness of the psychological effects of Chronic Stress in ourselves and our officers is the key to overcoming its tenacious hold over us as professionals and as peoples. No longer should callousness and cold-heartedness or social, emotional, and psychological isolation be comical or brazenly bragged about as who we are, and should instead be forebodingly viewed as what we have become.

Solid efforts to restoring balance during off-duty times to counter-act the psychological effects of Chronic Stress are necessary. Making and keeping non-Law Enforcement relationships and friendships through organizations, clubs, charity work, religious activities, sports affiliations, and other community activities are all successful ways of re-connecting with the rest of society. Any enriching and meaningful activities that focus on the individual as a person, rather than as an officer are essential to remain grounded. And most important is the need to maintain well-being, discerning that though we may hold this profession in high esteem, it is not who we are, but is only what we do!

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A COMMON CORRECTIONAL FORUM DESPITE DIFFERENCES

by
Gene Atherton

It is not uncommon for the shift operations staff to be at odds with the medical staff in the prison infirmary. Often the medical staff feels security is too aggressive with inmates and cannot see the reason for using force on them.

Meanwhile, security staff are frustrated in trying to accommodate medication lines and medical requests for security staff to support their operational needs. Very often they see medical staff as being at odds with needs of the rest of the prison. They both seem to think their purposes are different and more important than the other.

Truly seasoned staff see both views and find ways to work together. Others find advantage in the differences and find value in promoting conflict with the organization. It is my belief that in corrections the more conflict and division between departments and among staff, the less successful the organization. Low performing organization can lead to typical outcomes of injuries, escapes, and damaging lawsuits.

For these reasons it is the ongoing task and responsibility of correctional leaders at all levels to bring "groups together — changing in positive ways how members of different correctional groups think and feel about each other and therefore how they treat each other — is a central task of leadership."¹ It is not acceptable to throw up your hands and say, "well, that's the way people are."

In addition to a host of interpersonal skills that can shape more effective relationships among staff, there are organizational strategies that can minimize differences among groups in a

correctional facility. Three of the strategies are to respect differences among groups, to provide a forum where different staff can work together, and encourage staff to unite under a common theme.

Corrections in the 1980s and 90s saw many changes, including what many perceived as an increased level of threat to safety in the prisons. Some corrections agencies formed safety committees at each institution. Typically, the membership would represent departments from all across the prisons (maintenance, clerical, security, programs, administration, clinical services, etc.). They were tasked with accomplishing objectives surrounding the general topic of security and safety. In many cases it was an immediate success. I remember one prison where an enormous scrapbook of project photos was on display to edify the accomplishments by their safety committee.

All staff "buy into" the common theme that safety is in everyone's interest regardless of memberships in other groups. Properly led, these people will put aside individual differences and join together to improve their work environment.

Leadership in corrections is too often swept aside in the midst and in the whirlwind of important and immediate task requirements. It is important for everyone to take the time to develop bridges among disparate groups and use those experiences to model how productive staff relationships can be across lines that normally represent division.

¹CROSSING THE DIVIDE Intergroup Leadership in a World of Difference

**Reprinted with permission. This article first appeared on CorrectionsOne.com, September 2010*



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WHAT'S HAPPENING AROUND THE STATE

DALLAS COUNTY

National Geographic Filming Inside the Dallas County Jail



A crew from National Geographic just completed filming a documentary inside the Dallas County jail. A crew of four, a producer, associate producer, photographer and sound man, spent three weeks interviewing several

female jailers. The documentary, to be aired later this year, will highlight a "day in the life of" several women as they tackle the tough job of a jailer along with balancing their lives as wives and mothers away from the job.

Sheriff **Lupe Valdez** will also be featured in the documentary as one of the few female sheriffs in the country. The documentary will not only show how Sheriff Valdez runs the 7th largest jail in the country, but also how she has managed to make positive changes to the jail to help bring it into the 21st century.



Having the film crew in the Dallas County jail has been a great opportunity for the entire department and will help to showcase the outstanding work all of our employees perform on a daily basis.



Lieutenant Shelley Knight and Deborah Marlow

Dallas County Employees Continuing Their Education

Lieutenant **Shelley Knight** is currently working toward her Masters in Criminal Justice Leadership and Management at Sam Houston State University. Lieutenant Knight works in the Communications/Radio room and received her Bachelor of Science degree in Criminal Justice and Administration.

Deborah Marlow, Extradition Specialist/Trainer, received her Bachelor of Science degree in Criminal Justice and Administration and is currently working toward her Masters of Science in Counseling.

Sergeant **Jerry Glenn Rand Jr.** works in Central Intake. He recently

received his Master of Business Administration degree.

Ann Robinson, Classification Coordinator, graduated with her Master of Business Administration degree. CONGRATULATIONS to you all!



Sgt. Jerry Glenn Rand Jr. and Ann Robinson



CONGRATULATIONS BCOC! CLASS 271

LIMESTONE COUNTY

On Friday, September 24, 2010, Limestone County Correction Sergeant **Wally Amason** was honored for his 20 Years of Service as a Limestone County Employee. Sergeant Amason began his employment with the Limestone County Sheriff's Office on September 24, 1990, as a Correctional Officer. He was promoted to Corporal on January 1, 1992 and his next promotion came on October 24, 1995 to the rank of Sergeant. Sergeant Amason was presented with a plaque honoring him for his service to Limestone County. Sheriff **Dennis Wilson** made the following commits concerning Sergeant Amason and his employment at the Limestone County Sheriff's Office, "Sergeant Amason has been a very dedicated and loyal employee while serving the citizens of Limestone County. He has been and remains a great asset to the Limestone County Sheriff's Office. His professionalism, attitude and work ethic are examples for all of us who work with him daily. Sergeant Amason has tremendous leadership skills and has always been a team player."

Our sincere congratulations and thanks are extended to Sergeant Amason for his 20 years of service. He has hinted that retirement may be just around the corner. We wish him only the best.



Left to Right, Lieutenant. Gene Rhodes, Chief RT Beck, Sergeant Wally Amason, Sheriff Dennis Wilson and Captain Steve Morton

LUBBOCK COUNTY



Left to Right, Sheriff Kelly S. Rowe, Sgt. Jeff Parker

On June 16, 2010, Sergeant **Jeff Parker** was appointed to the Sergeant position over the Office of Professional and Ethical Standards where he oversees hiring, background checks, training, and Internal Affairs for the LSO. Sergeant Parker has served on the Transition Team and Tactical Team as a Crisis Negotiator for seven years. Congratulations Sergeant Parker!

On June 16, 2010, **Shane Derryberry** was promoted to Sergeant. Sergeant Derryberry resides as the Assistant Commander of the Detention Response Team. He displays motivation, integrity, and great attitude, Sergeant Derryberry is one of LCDC's finest.



Left to Right, Sheriff Kelly S. Rowe, Sgt. Shane Derryberry

On June 16, 2010, **Chris Garza** was assigned to the Office of Professional and Ethical Standards office. Officer Garza



Left to Right, Sheriff Kelley S. Rowe, Officer Chris Garza

is currently the LCDC Gang Intelligence Officer. Officer Garza maintains the gang database and identifies known gang members, leaders, and trends. Officer Garza has done an excellent job dealing with gang incidents occurring in detention and dispensing any gang information that needs to be disseminated. Officer Garza does an outstanding job!

On June 25, 2010, Lubbock County announces the graduates from the Basic County Correctional Officer Course. These individuals demonstrated perseverance and reflected the character required for a Lubbock County Detention Officer.



Back Row, Left to Right, Sheriff Kelly S. Rowe, Martin Milstead, James Swanner, Russell Scarborough, Tommy Lamkin, Willie Mackey, Roy Handlin, Peter Steppe, Chief Danny Downes, Front Row, Chris Vigil, Charles Petty Jr., Christopher Tinsley, Freida Bell, Bridgette Davila, Hannah Dunaway, Micheal Sales

On July 1, 2010, the Lubbock County Detention Center passed occupancy inspection from the Texas Jail Commission. During the presentation of the certification, the inspectors gave praise on passing the inspection with minimal problems. This day was flooded with emotions, the hard work paid off, and we passed the first go round!



Left to Right, Back Row, James Short, Sheriff Kelly S. Rowe, Chief Danny Downes, Brandon Wood, Jimmy Barton, Front Row, Asst. Chief Kim Howell, Fred St. Amant



Back Row, Left to Right, Commissioner Bill McCay, Commissioner Mark Heinrich, County Judge Tom Head, Commissioner Gilbert Flores, Commissioner Patti Jones, Front Row, Left to Right, Chief Danny Downes, Lt. Ron Jenkins

On July 7, 2010, Lieutenant **Ron Jenkins** attended the National Jail Leadership Command Academy Class #4 at Sam Houston State University in Huntsville, Texas. Lieutenant Jenkins stated all the instructors were very knowledgeable and enjoyable to listen to and learn from. Ron said it was an exhilarating learning experience. He wanted to say thank you to **Sharese Hurst** and all the instructors, mentors, and staff from the Sam Houston State University. "Everyone left with a very positive opinion about our state and your higher education facility because of you!"

On July 9, 2010, the Detention Response Team completed

the Basic Detention Response Team School. The school consisted of two weeks of intense physical and mental training. Participants performed team building competitions with hands on training pushing each other to succeed. Membership requires dedication and a huge commitment to the team. Big kudos to everyone on the Detention Response Team, GREAT JOB!



Left to Right, 1st Row, Officer K. Ames, Sgt. S. Benetiz, Cpl. E. Moya, Cpl. S. Lopez, Officer P. Holbert, Officer H. Arroyos, Commander M. Chambliss, 2nd Row, Sgt. S. Derryberry, Cpl. D. Flores, Officer P. Perez, Officer A. Duran, Sgt. J. Smith, Officer M. Sanchez, Sgt. C. Johnson, 3rd Row, Officer R. Garcia, Officer R. Romero, Officer R. Frantz, Officer M. Ferguson, Officer O. Rivera, Officer E. Gonzales, Officer J. Morrison, 4th Row, Officer R. Cavazos, Officer L. Bartholomew, Officer W. Thetford, Officer J. Edwards, Officer A. Cavazos, Officer W. Reeb, Officer F. Eubank, Officer S. Garner



On July 14, 2010, the Lubbock County proudly celebrated the Ribbon Cutting for the Lubbock County Detention Center and it was a huge success. We had a turnout of just under 500 guests from all over the state. We appreciate our keynote speakers **Adan Munoz** with the Texas Commission on



Jail Standards and **Gwyn Smith-Ingley** with the American Jail Association. **Sheriff Kelly Rowe** is continuously anticipating the future needs of our community

and planning accordingly to stay one step ahead. July 19, 2010, the first inmate was officially moved in.



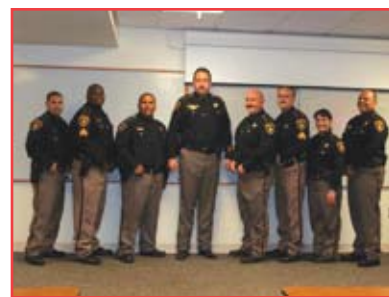
I would like to send a special thanks to **Sheriff Terry Box** of Collin County and **Sheriff Joel Richardson** of Randall County. Lubbock County would not be the facility it is today, without those who came before us leading the way. These two counties allowed us to train our staff in their direct supervision facilities. They were a great role model and the LCDC doors are always open to you. A special thank you goes out to you and your staff.



On July 17, 2010, Sergeant **Malcolm Chambliss** was promoted to Captain. Captain Chambliss recently gained his Peace Officer Certification, was a member of the Transition Team and is currently Commander of the Detention Response Team. Captain Chambliss displays great leadership skills and has the knowledge to lead the way in direct supervision.



Left to right, Captain Malcolm Chambliss, Sheriff Kelly S. Rowe



On August 9, 2010, Sheriff **Kelly S. Rowe** deputized officers that displayed dedication, perseverance and the character to be some of Lubbock County Sheriff's Office finest. Sheriff **Kelly S. Rowe**

deputized the following Officers: Left to Right, Deputy **Hector Arroyos**, Deputy **Chamayne Johnson**, Deputy **Kaleb Salas**, Deputy **Donny Hargrave**, Deputy **Malcolm Chambliss**, Deputy **Gabriela Dibala**, and Deputy **Juan Quintana**.

On August 19, 2010, **Elasar Andrade** was promoted to Corporal. Corporal Andrade sets high standards for himself



and will train new officers how to lead in a direct supervision facility. Congrats!

Left to Right, Cpl. Elasar Andrade, Chief Danny Downes

On August 19, 2010, Corporal **Irma Perez** was promoted to Sergeant. Sergeant Perez displays great leadership and training skills. Sergeant Perez is a team player takes on extra projects when approached, without hesitation. You make us proud!



Left to Right, Sgt. Irma Perez, Sheriff Kelly S. Rowe



On August 29, 2010, the Sheriff and **Nola Rowe** hosted an employee appreciation cookout for the LSO. It was an afternoon packed with swimming, volleyball,

hot dogs, and plenty of desserts. The comradery made for an enjoyable afternoon of relaxation and friendship.



On September 1, 2010, contractors with the Immigration Customs Enforcement (ICE), conducted less than 72 hour facility inspection. Passing this inspection allows ICE detainees to be housed at the Lubbock County Detention Center. The ICE inspectors were extremely pleased and gave a positive review.

TRAVIS COUNTY

P.R.I.D.E. Spotlight

The United States female prison population has grown by 832 percent since 1977*. Taking this into consideration, the Travis County Sheriff's Office realizes the importance of responding to this sobering trend at the time of arrest. With gender specific prevention and reentry planning, the Travis County Sheriff's Office in Austin, Texas, has created a new program based on national research and adapted it for the county level.

In March of 2008, Sheriff **Greg Hamilton** spoke to the first graduating class of the newly formed female **People Recognizing the Inherent Dignity of Everyone** (PRIDE) program. He applauded the twenty women for their voluntary participation in a program that could begin a process of change in their lives.

With the intent of lessening intergenerational incarceration and recidivism, the mission of the PRIDE program is to assist incarcerated Travis County women in building stronger relationships with their children and families. This is accomplished by providing the women with information supporting their physical, emotional, and spiritual needs. To fulfill this mission, local community non-profits and volunteer partners conduct a majority of the classes.

Very similar to the gender specific program model in Cook County, Illinois, the Travis County program recognizes that the majority of women who join PRIDE have histories of sexual assault, domestic violence, mental illness, and substance addiction. Therefore, the immediate linkage to agencies that provide assistance in these areas is extremely important.

Twenty-four incarcerated females are enrolled and housed together in their own dorm while in the program. The women attend parenting, substance addiction, physical health, mental health, financial literacy, job readiness, anger management, domestic and sexual violence prevention, goal setting, art, literature, and theatre development classes Monday through Saturday. Currently, 408 women have entered the program. Thirty-six percent of those have completed the first four-week phase. The vast majority of the participants do not complete this first phase because they return back into the community. Upon release, the non-profit staff they

met while incarcerated will continue to offer services on the outside.

With one full-time position dedicated to the program, social services program coordinator, Jennifer Scott, has begun the process of evaluating the findings and needs of the PRIDE program. The average participant is 33 years-of-age with two children, and 46 percent are Hispanic, 40 percent are Caucasian, and 14 percent are African-American. Their charges vary, but the majority of the charges are direct drug charges (45 percent) or charges related to their stated substance abuse (such as fraud, forgery and theft – 19 percent). Only 13 percent are charged with assault. Also concerning their needs, 81 percent of all the participants have been the victim of domestic violence or sexual assault, 70 percent have a diagnosed mental health illness, 68 percent had no employment upon arrest, and 35 percent have not graduated from high school. Most striking is the fact that only 22 percent have ever attended any type of self-improvement program or treatment in the past.

While the program is continuously developing and particular findings are guiding changes. One of the most surprising findings is the fact that the women consistently have very high rates of violent trauma but have never considered that it might be a link to their current substance abuse and incarceration. Even if the women receive assistance with completing their GEDs or finding jobs, they are not able to keep those jobs due to the underlying trauma that continues to resurface and lead to subsequent arrests.

The women define trauma coping and parenting as the two most enlightening classes in PRIDE. To aid the women in practicing their new skills, the sheriff's office has included the PRIDE women in the new Parents and Children Together (PACT) program that is both for females and males.

Once a month, incarcerated males and the PRIDE women are separately given the opportunity for an enhanced visitation with their children if they are attending parenting classes. During the visit, they are allowed to hold their children, play on the floor, and read books. The children are frequently heard saying that they are glad that their moms are "in school." The ultimate goal of PRIDE is to promote the mission and keep these visiting children from growing up to become incarcerated themselves.

***National Prisoner Statistical Data Series conducted by the Bureau of Justice Statistics and West, Heather C. and William J. Sabol. Prisoners in 2007. Bureau of Justice Statistics: December 2008.**

For further information, contact, Coordinator, Jennifer Scott at (512) 854-4180 extension #35836 or Jennifer.Scott@co.travis.tx.us

Travis County Sheriff's Office Job Fair

by Hope Ellett

"Some of the barriers I'm working on....housing seems to be the big one....if you don't have a place to live, you can't stay employed, and if you can't stay employed, you don't have a place to live." -Jerome

In an effort to reduce recidivism, provide a safer community, and promote a successful transition of inmates back into our society, the Travis County Sheriff's Office hosts a bi-annual job and resource fair. The 2nd Chance Job and Resource Fair, held at the Travis County Correctional Complex, offered inmates the chance to establish relationships and support networks by interacting with employers who are willing to hire individuals with criminal histories, as well as resources that are available in the community. In Travis County, we collaborated with the Offender Workforce Development Program of the Travis County Criminal Justice Planning Department and a Workforce Solutions (Capital Area) team to host this event.

The Offender Workforce Development Program in Travis County is a nationwide initiative to help persons with criminal history to obtain long term sustainable employment. Through their many community connections, they were able to assist us in finding employers willing to come into the jail.

Workforce Solutions is a community based organization that assists with job placement, specifically with identified target groups such as: unemployed veterans, temporary assistance for needy families (TANF), ex-felons, residents of empowerment zones, keep communities of rural counties, SSI recipients, disconnected youth, and many others. Not only did they provide assistance with finding employers to enter into the jail, but they provided a community link for inmates to continue their job search after their release.

Multiple employers as well as community agencies are invited to attend. Often employers are motivated to take part in the job and resource fair because they recognize that in order to reduce recidivism and promote the individual's success upon returning to the community, they need to take the lead and hire individuals with criminal histories. Some employers genuinely believe in second chances and may have been down the same road as well. Another incentive for employers to participate is the Work Opportunity Tax Credit (WOTC) that is available to employers who hire a convicted felon. Community agencies such as non-profits, county agencies, and faith-based organizations are invited to attend. Inmates who make a connection prior to their release from jail are more likely to follow-up when they have made a face to face connection.

Prior to the day of the actual event, the resource agencies are contacted and briefed of the process and expectations of the job fair. On the day of the event each employer and agency is given a table on which to display information. Security staff plays a large role the day of the event in screening each visitor entering the facility and escorting them to the event. Inmates who have completed Job Readiness Training and the Offender Workforce Development seminar are invited to participate in the job fair. As a final reminder, inmates are shown how to navigate through the job fair and how to interact with possible employers. Inmates refresh their skills while waiting on the job fair by playing Job Jeopardy (this is a general reminder to use soft skills such as hand shakes, making eye contact, and having good hygiene) and answers inmates' questions. The Sheriff attends and presents each employer and community agency with a certificate of appreciation and speaks with groups of inmates encouraging them to take advantage of the available resources.

The Travis County Sheriff's Office, Workforce Solutions, Offender Workforce Development Program, the resource agencies, and employers all share the same goal, to connect an overlooked demographic with employers and community resources who believe in, support, and promote social advancement and improvement. The event gives a second chance to individuals who may not have attended a high school job fair, have poor job histories, or did not have job searching skills. For these people, employment equates to success, and creates a new sense of social integration.

Women in Partnership

by Lisa Brown and Leah Stubbs

In 2007 the Travis County Sheriff's Office started a unique organization to address issues specifically related to the needs of female staff. The main focus of Women in Partnership (WIP) is on training, mentoring, recruiting and retaining female staff. WIP will celebrate its third anniversary this year with over 200 members who come from all areas of the Sheriff's Office: Corrections, Law Enforcement, Administration, Dispatch, Medical, and Treatment departments.

To encourage team work throughout the department, WIP sponsors an annual event at the Central Texas Girl Scouts Ropes Course. Designed to encourage communication and cooperation between departments, no one is addressed by their job assignment or rank. The causal setting leads to better working relationships and an understanding between members. WIP has also held a large recruiting seminar for women interested in the criminal justice system. This event highlighted all opportunities within the Sheriff's Office, leading to 80 applications being submitted. Throughout the year, training blocks are offered on issues directly related to working women. A variety of guest speakers have discussed topics such as health and wellness and working in a male-dominated field. Career building sessions assist staff with career enhancement either by promotion, or transfer to a specialized assignment. Open to male and female staff, these sessions give tips on how to study for the promotional test and practice board scenarios. This year, five out of the 11 staff promoted to Sergeant or Lieutenant participated in the sessions.

While the focus of the organization is centered on the needs of the women of the department, the ultimate goal is to make the Sheriff's Office a better agency and better place to work for all employees, male and female alike.



From left to right: Senior Corrections Officer Teresa Pancamo, LVN Kathy Holubec, Admin Assistant Leah Stubbs, Captain Lisa Brown, and Security Coordinator Patricia Cannon

MILAM COUNTY

Milam County Jail has 100% membership in the Texas Jail Association.

POLK COUNTY

Alex Dominguez graduated from the National Jail Leadership Command Academy, Class #4 and got promoted to Sergeant, all in the same month!

RANDALL COUNTY

Texas Governor Rick Perry has appointed Debbie Unruh of Amarillo as the new Independent Ombudsman for the Texas Youth Commission (TYC). This appointment is effective November 1st.

Ms. Unruh is captain and jail administrator for the Randall County Sheriff's Office, a former instructor for Amarillo College, and a past director of the Amarillo Bail Bond Board. She is a member of the Texas Jail Association, Sheriff's Association of Texas, Texas Crime Victims Institute Advisory Council, and Region XVI Adult Education Advisory Board. She is director of the Prepare Inc. Prisoner Re-Entry Project, and a volunteer for Amarillo Family Support Services, Sharing Hope Ministries and Amarillo March of Dimes. She is also a licensed Master Peace Officer, Texas Commission on Law Enforcement Officer Standards and Education instructor, internal affairs investigator, K-9 handler and private investigator.

Ms. Unruh received a bachelor's degree in criminal justice from Wayland Baptist University, a bachelor's degree in human behavior from Newport Beach University, and received peace officers and corrections officers certifications from Amarillo College.

TITUS COUNTY



Sergeant **Michael Garcia** from Titus County was promoted to Lieutenant in the jail. Sergeant Garcia also received the Jerry Baggs Memorial Scholarship for the National Jail Leadership Command Academy. He will attend Class #5 in October 2010.



Sheriff Tim Ingram promoting and congratulating Lt. Garcia

WALKER COUNTY

The Walker County Sheriff's Office Jail Staff now has 100% membership.

WICHITA COUNTY

Sheriff David Duke wants to publically thank all the Law Enforcement Agencies that assisted Wichita County in tracking down and capturing the four inmates who escaped from the Annex Detention Facility on August 19, 2010. This was an intensive search that involved a lot of man hours. The cooperation and help that Wichita County received from fellow agencies was impressive. It seemed that no sooner that the alert went out that our surrounding neighbors were sending personnel and/or equipment to our aid. Three of the escapees were captured within a few hours and the fourth was captured within 39 hours of the escape. There were five other individuals who assisted the escapees that were arrested and charged with facilitating an escape.

This incident just re-enforced my belief that in a time of need, we all join together and worked as a team to get these individuals back in custody where they belong.

Thanks to all of the following agencies surrounding Wichita County:

Aircraft Division of TDPS
Archer County Sheriff's Office
Burkburnett Police Department
Clay County Sheriff's Office
Commercial Vehicle Enforcement of TDPS
Criminal Investigation Division of TDPS
James Allred Prison Dog Unit
Montague County Sheriff's Office
Roach Prison Dog Unit
Texas Department of Public Safety
Texas Parks & Wildlife Game Wardens
Texas Rangers
United States Marshal's Service
Wichita County Constable's Office
Wichita County District Attorney's Office
Wichita Falls Police Department

Recognitions

Lieutenant **David Whipple** recently retired from Wichita County Sheriff's Office. David started working for the Wichita County Sheriff's Office as a Jailer on November 12, 1991.

David rose through the ranks and was promoted to Jail Lieutenant July 10, 1998. David retired from the Wichita County Sheriff's Office July 20, 2010.

After retiring from the Burkburnett Police Department, **Thomas Reynolds** came to work for the Wichita County Sheriff's Office on June 6, 1999. He left Wichita County for a brief period of time and returned. Tom was assigned to the Transport Division and was promoted to the rank of Corporal. Tom retired from the Wichita County Sheriff's Office July 30, 2010.



Sergeant **Tim Elliott** was promoted to Lieutenant assigned to the Jail. Sergeant **Darrell Waddleton** was promoted to Lieutenant assigned to the Jail. Corporal **Monty Deford** was promoted to Sergeant assigned to Transport. Corporal **Wesley Desasier** promoted to Sergeant assigned to the Jail. Corporal **Justin Galliton** was promoted to Sergeant assigned to Classification. Detention Officer **Daniel Moorehouse** promoted to Corporal assigned to the Jail. Detention Officer **Jacob Papenthien** was promoted to Corporal assigned

to the Jail. Detention Officer **Mark Walker** was promoted to Corporal assigned to the Jail. Deputy **Eric Wisch** was promoted to Corporal assigned to Patrol. Collections Clerk **Leslee Gauthier** was promoted to Warrants Clerk.



Sheriff Duke swore in two new deputies, **Aiden Callahan** and **Todd Kinsey**.

Sheriff Duke swore in 13 new Chaplains for the Sheriff's Office new Chaplaincy program.

Certificates of Merit were given to the following officers for playing an intricate part of setting up the current Transport Division of the Sheriff's Office: Lieutenant **Darrell Waddleton**, Sergeant **Sandra Lane**, Corporal **Brad Haggerton**, Corporal **Lisa Johnson**, Corporal **Ian McMurtrie**, Corporal **Charles Mills**, and Corporal **Tom Reynolds**.

A Certificate of Merit was also given to Detention Officer **Gary Ormsby** for being instrumental in finding some marijuana inmates had been hiding on top of the cell.

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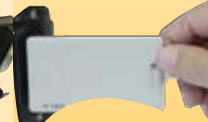
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NEW MEMBERS WELCOMED

The Texas Jail Association's Officers and Board of Directors would like to welcome the 62 new members who joined the Association between June 16, 2010 and September 15, 2010.

Richard Smith from Bandera County; **Louis Valdez** from Bexar County; **DeElla Williams** from Brazos County; **Corina Madrigal** and **Urbino B. Martinez** from Brooks County; **Jason Burt** and **Willie Clay** from Caldwell County; **Amber Ayers**, **Nick Rollings**, and **John Smith** from Chambers County; **Tim Pitts** from Collin County; **Leticia Vargas** from Dimmit County; **Robin Cleveland** from Fisher County; **Yolanda Elliott** from Fort Bend County; **Ralph Billinap**, **Rhiannon Bragg**, **Larry Jones**, **Retha Little**, **Bobby Noland**, and **Shelli Watson** from Freestone County; **Bryan Williamson** from Goliad County; **Frank "Charlie" Bless** from Gregg County; **Lucheryl Speed** from Hall County; **John Owens** from Harris County; **Ralph Nichols** from Jasper County; **Charles Malonson** from Jefferson County; **Brandon Torres** from Jim Wells County; **Gilbert San Miguel** from Kenedy County; **Marla Anderson** from Kerr County; **Edward Mata** from Kleberg County; **Rodney Cooper** and **Alfred Janicek, Jr.** from LaSalle Southwest Corrections; **Dora Martinez** from Matagorda County; **Margo Frasier** from MGT of America; **Blake Gibson**, **David Lopez**, **Hector Sotelo**, and **Dustin Wade** from Midland County; **Chris White** from Milam County; **Charles Young** from Montague County; **Kristie Williams** from Orange County; **James Durst** from Refugio County; **Susan Hightower** from San Augustine County; **Jaime L. Clayton** from San Joaquin County, CA; **Jessie Lopez** and **Juan Madrigal** from Starr County; **Tara Rasmussen** from Swisher County; **David C. Faison** and **Elena Hollis** from Tom Green County; **Steven Hoke** from Tyler County; **Dick Kiekbusch** from University of Texas of Permian Basin; **Matthew Mitton**, **Douglas E. Postert**, and **Fred Ratliff** from Uvalde County; **Carolyn Wright** from Victoria County; **Billy Ruemke** from Washington County; **Nancy Denson** and **Troy Green** from Wilson County; and, **Richard Croney**, **David Hayes**, **Shelley Judge**, and **Tracie Yount** from Wood County.

2010-2011 TRAINING OPPORTUNITIES AROUND THE STATE

<u>Date</u>	<u>Workshop Title</u>	<u>Location</u>
November 14-19, 2010	Jail Administration: Management & Operations ² (Formerly Basic Jail Administrator)	Huntsville, Texas
December 8, 2010	Cultural Diversity ¹	Lubbock, Texas
December 8, 2010	Strategic Communication ¹	Texas City, Texas
December 9, 2010	Cultural Diversity ¹	Lubbock, Texas
January 9-14, 2011	Mid-Management Leadership Program ⁵	Huntsville, Texas
February 1-3, 2011	Drugs Conference ¹	Austin, Texas
February 2, 2011	Realities of Law Enforcement ³	Athens, Texas
February 22, 2011	Realities of Law Enforcement ³	Odessa, Texas
February 22, 2011	Realities of Law Enforcement ³	Bryan, Texas
February 24, 2011	Realities of Law Enforcement ³	Kerrville, Texas
February 24, 2011	Realities of Law Enforcement ³	Waco, Texas
February 27-March 4, 2011	National Jail Leadership Command Academy ⁴	Huntsville, Texas
March 8, 2011	Realities of Law Enforcement ³	Corpus Christi, Texas
March 8, 2011	Realities of Law Enforcement ³	Graham, Texas
March 10, 2011	Realities of Law Enforcement ³	San Marcos, Texas
March 10, 2011	Realities of Law Enforcement ³	Abilene, Texas
March 22, 2011	Realities of Law Enforcement ³	Greenville, Texas
March 22, 2011	Realities of Law Enforcement ³	Borger, Texas
March 24, 2011	Realities of Law Enforcement ³	Tyler, Texas
March 24, 2011	Realities of Law Enforcement ³	Lubbock, Texas
April 4-8, 2011	Jail Management & Operations for Sheriffs & Chief Deputies ²	Huntsville, Texas
April 11-15, 2011	Wardens Peer Interaction Program ¹	Huntsville, Texas
May 9-13, 2011	25 th Annual Texas Jail Association Conference ⁶	Austin, Texas
June 20-24, 2011	Criminal Justice Leadership Program ¹	Bandera, Texas

1 For more information on these courses, please contact Joe Serio or Natalie Payne at 936-294-1705, 936-294-1706, or visit www.cmitonline.org.

2 This course is FREE, but you must be nominated and selected to attend. For more information on this course, please log onto www.cmitonline.org, or contact Jason Schwarz at 936-294-1668 or jschwarz@shsu.edu.

3 These trainings are FREE. For more information on this course, contact Haley Click or Ashley Albers in the Education Department of the Texas Association of Counties at (800) 456-5974.

4 For information regarding the academy, please contact Sharese Hurst at sharese@shsu.edu or 936-294-1687, or visit www.nationaljailacademy.org.

5 This course is FREE, but you must be nominated and selected to attend. For more information, please call Robin Dulock at 936-294-3073 or email her at Dulock@shsu.edu.

6 For information regarding this conference, please contact Sharese Hurst at sharese@shsu.edu or 936-294-1687, or visit www.texasjailassociation.com or www.cmitonline.com.

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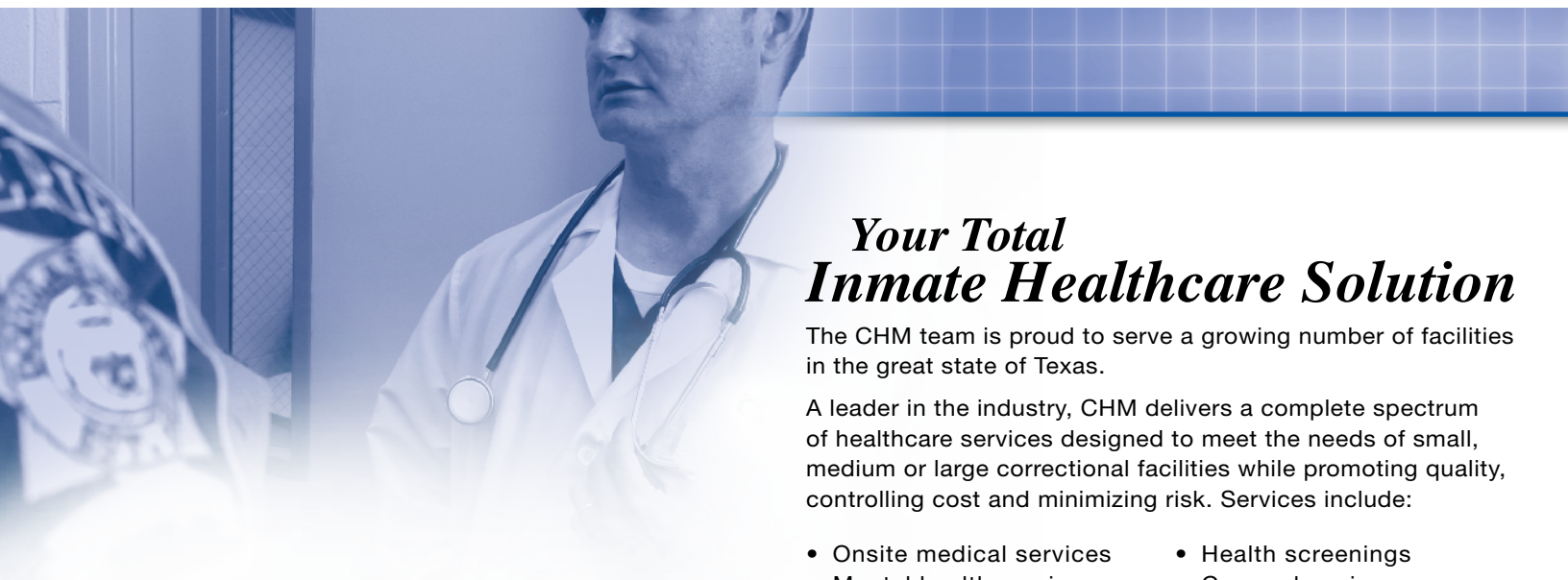
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