



## Make The Most Of Your Conference Experience! Check out the Workshops and Descriptions below to plan your time.

*The following workshops will be held at the Reno—Sparks Convention Center.*

### **Sunday, April 22, 2012**

#### **Principles and Dynamics of Direct Supervision 1–4 (3 hours)**

- **8:15 a.m.–11:15 a.m.**
- **Room F3**

The principles of Direct Supervision were first established as a more effective inmate management tool. Thirty years later, more than 350 jail systems helped refine these management principles. In this two-part workshop panel, participants learn how the original nine principles became the “guiding light” of organizational succession. But are these principles still “robust,” or is it time to consider a change? The morning session encompasses Principles 1–4; the afternoon is dedicated to Principles 5–9.

**Moderator/Speaker:** Peter E. Perroncello, MS, CJM, CCHP, CCT, Superintendent of Jail Operations, Norfolk County Sheriff's Office, Dedham, Massachusetts, pperroncello@msn.com

**Speakers:** Bret Cortright, Major, Johnson County Sheriff's Office, Olathe, Kansas, bret.cortright@jocogov.org

Heidi Howe, CJM, Lieutenant, Washoe County Sheriff's Office, Reno, Nevada, hhowe@washoecounty.us

Darren Long, Jail Administrator, Travis County Sheriff's Office, Austin, Texas, Darren.long@co.travis.tx.us

Kimberly Moule, CJM, Custody Division Captain, San Joaquin County Sheriff's, French Camp, California, kmoule@sjgov.org

Darren Sieger, CJM, MS, Classification Manager, Broward Sheriff's Office, Fort Lauderdale, Florida, Darren\_sieger@sheriff.org

Marsha Travis, CJM, Jail Administrator, Davidson County Sheriff's Office, Nashville, Tennessee, mtravis@dco.nashville.org

#### **Can Your Jail Survive a Natural Disaster? (2 hours)**

- **9:15 a.m.–11:15 a.m.**
- **Room F1**

Most agencies have an emergency response plan in place, but what happens when a natural disaster actually occurs? Is your jail prepared to respond if struck by a tornado, hurricane, flood, or other natural

disaster? Workshop presenters offer their experiences when confronting a catastrophic event and its impact on jail operations, staff, and inmates. Lessons learned provide attendees with a unique understanding of what steps can be taken to develop or improve their critical/mass evacuation plans.

**Moderator:** Robert Schlegel, BSM, CIT, Lieutenant, Broward Sheriff's Office, Pompano Beach, Florida, Robert\_Schlegel@sheriff.org

**Speakers:** Shane Dotson, Jail Administrator, Joplin Police Department, Joplin, Missouri, sdotson@joplinmo.org

### **Cost-Savings During Difficult Budget Years** (2 hours)

- 9:15 a.m.–11:15 a.m.
- Room F10

This workshop examines three innovative techniques to keep budgets under control. Money Making Ideas for Jails discusses developing collaborative relationships that both save and make money for the jail. Controlling your Worker's Compensation/Risk Management Costs demonstrates how working with medical providers can help injured employees and save money. The third technique, Surviving Unfunded Mandates, provides information on how to survive unfunded mandates and keep the city council/county commission satisfied. Participants learn how to conduct staff layoffs to ensure this difficult process is accomplished in a smooth, least painful, and respectful manner for all concerned.

**Moderator:** Michael Sisneros, CJM, Safety Specialist, Bernalillo County Metropolitan Detention Center, Albuquerque, New Mexico, msisneros@bernco.gov

**Speakers:** Karen Daniels, Assistant Director, Oregon Youth Authority, Salem, Oregon, karen.daniels@oya.state.or.us

Bobbi Luna, CJM, Lieutenant, Multnomah County Sheriff's Office, Portland, Oregon, bobbi.luna@mcsso.us

Greg Williamson, Lieutenant, San Joaquin County Sheriff's, French Camp, California, gwilliamson@sjgov.org

### **Taking Your Jail "Outside the Box"** (2 hours)

- 9:15 a.m.–11:15 a.m.
- Room F2

Do you know the saying, "If you keep doing what you've always done, you'll keep on getting what you always got?" Join in this "out-of-the-box," open dialogue workshop which looks at ideas and concepts that confront conventional notions of offender management. Through this different type of workshop, you will be challenged to assess their current ways of doing business. Bring your ideas, your comments, and your security blanket, because you will be urged to defy your traditional values of jail management.

**Moderator:** Panda J. Adkins, MSP, CJM, Work Release Manager, Davidson County Sheriff's Office, Nashville, Tennessee, padkins@dcsso.nashville.org

**Speakers:** Donald L. Leach, II, Consultant, Donald L. Leach & Associates, Ltd., Lexington, Kentucky, Donald.leach@me.com

**John Donahue**, Jail Administrator, Las Vegas Metropolitan Police Dept., Las Vegas, Nevada, j3203d@lvmpd.com

**Principles and Dynamics of Direct Supervision 5–9 (2 hours)**

- 2 p.m.–4 p.m.
- Room F3

*(Please refer to workshop description and speakers on page XX.)*

**Restorative Justice in the Eagle County Jail (2 hours)**

- 2 p.m.–4 p.m.
- Room F1

Colorado's Eagle County has developed an offender-based, victim-focused program designed to reduce recidivism, heal relationships, and encourage change. A 3-year review of the program shows a less than 3% repeat offender rate as compared to the national average of 67% or more. This workshop discusses the agency's creative solutions to historic challenges. With this program, Eagle County Jail is releasing safer and more successful individuals back into the community.

**Moderator:** Jeffery L. Newton, CJM, Superintendent, Riverside Regional Jail, Hopewell, Virginia, jnewton@rrjva.org

**Speakers:** Deb Baldwin, Executive Director/Co-Founder, Survive, Eagle, Colorado, survive.deb@gmail.com

Cleo Castillo, Program Coordinator, Survive, Eagle, Colorado, survive.cleo@gmail.com

Bill Kaufman, CJM, Captain/ Jail Administrator, Eagle County Sheriff's Office, Eagle, Colorado, bill@sheriff.eagle.co.us

Robert Lopez, Volunteer, Survive, Eagle, Colorado, survive.robert@gmail.com

**Risk Management, Social Media, and Applicants (2 hours)**

- 2 p.m.–4 p.m.
- Room F10

As the use of social media continues to expand, law enforcement agencies may see these online resources as a hidden treasure of information about their applicants. The online profiles may display someone other than the neatly dressed, young professional just interviewed. This workshop examines the appropriate use and possible pit-falls of using online social media (cyber-vetting) in employment decisions. The workshop also focuses on the risks of making, or not making, a job offer based on social media research.

**Moderator:** Wayne Dicky, CJM, Jail Administrator, Brazos County Sheriff's Office, Bryan, Texas, wdicky@co.brazos.tx.us

**Speaker:** Lane A. Hurst, Senior Police Officer, Huntsville Police Department, Huntsville, Texas, lhurst@huntsvilletx.gov

**Surviving a Hostage Situation** (2 hours)

- 2 p.m.–4 p.m.
- Room F2

This workshop will provide a presentation describing a hostage/escape attempt that occurred in 2010. Presenters will provide insight from the hostage as to how they survived the incident. Presenters will also discuss the issues faced by the organization during the inmate's trial.

**Moderator:** Jim Hart, CJM CCE, Jail Management Consultant, University of Tennessee Institute for Public Service, County Technical Assistance Service, Chattanooga, Tennessee, jim.hart@tennessee.edu

**Speakers:** Brenda Maynard, Custody Sergeant, Santa Barbara County Sheriff's Office, Santa Barbara California, blm2633@sbsheriff.org

Jenny M. Sams, Custody Commander, Santa Barbara County Sheriff's Office, Santa Barbara, California, jms1414@sbsheriff.org

## Monday, April 23, 2012

**Better Deals Through "Vendor Speak"** (2 hours)

- 8 a.m.–10 a.m.
- Room F3

Understand how to "walk the walk" and "talk the talk" of vendors. Learn the information you need to know and the questions to ask to develop positive relationships with vendors. Asking the right questions may assist your agency in effecting economical, appropriate, and successful operations.

Composed of correctional and marketing experts, this interactive workshop offers a roadmap to effective communication and best practices between you and the private marketplace. An open discussion is held on how your agencies may work with vendors through service/product creation or changes as well as key points on how to get the service or product you need and expect.

**Moderator:** Su Cunningham, Vice President/National Director Corrections/Criminal Justice Program, Heery International, Round Rock, Texas, scunning@heery.com

**Speakers:** Karen Daniels, Assistant Director, Oregon Youth Authority, Salem, Oregon, karen.daniels@oya.state.or.us

Dennis Lawler, Director of Business Development, Heery International, Portland, Oregon,  
dlawler@heery.com

Timothy P. Ryan, CJM, Director of Corrections & Rehabilitation, Miami-Dade County Department of  
Corrections and Rehabilitation, Miami, Florida, timryan@miamidade.gov

Pamela Whitmill, VP Business Development, Bob Barker Company, Fuquay Varina, North Carolina,  
pamwhitmill@bobbarker.com

**Crisis Intervention Teams: Front-Line Response—Part I—*National Institute of Corrections (Co-sponsored)* (2 hours)**

- **8 a.m.–10 a.m.**
- **Room F10**

The number of inmates suffering from a mental illness continues to be a serious management and safety problem. Crisis Intervention Teams (CITs), however, can provide front-line staff with needed skills and competencies. Through a demonstration of crisis de-escalation techniques, this workshop introduces participants to tools, strategies, and techniques for implementing a CIT program that reduces crisis situations, improves safety, and promotes better outcomes.

**Moderator/Speaker:** Anita Pollard, CDR USPHS, Corrections Health Manager, National Institute of Corrections, Washington, District of Columbia, Apollard@bop.gov

**Speakers:** Shayne Grannum, Sergeant, Denver Sheriff's Department Crisis Intervention Team, Denver, Colorado, shayne.grannum@ci.denver.co.us

Jeffrey Santelli, Sergeant, Douglas County Sheriff Office, Castle Rock, Colorado, jsponygt95@q.com

Michele Saunders, LCSW, Site Director, Accurate Clinical Trials, Orlando, Florida,  
msaunders@accuratect.com

**Managing Bisexual, Gay, Lesbian, Transgender, and Intersex Inmates (2 hours)**

- **8 a.m.–10 a.m.**
- **Room D3**

This workshop defines the issues surrounding the management of GLBI and transgender offenders in the correctional setting and explores current case law and future issues. Participants discuss classification challenges, the newest definitions of gender identity disorders, and management and operational issues surrounding these specialized populations. They also learn how to develop action plans and policies and procedures to handle these individuals as well as how to reduce liability without risking safety and security.

**Moderator:** Debi Campbell, Detention Operations Manager, Washoe County Sheriff's Office, Reno, Nevada, dcampbell@washoecounty.us

**Speaker:** Donald L. Leach, II, Consultant, Donald L. Leach & Associates, Ltd., Lexington, Kentucky,  
Donald.leach@me.com

### **SHARE Tolerance Program (2 hours)**

- **8 a.m.–10 a.m.**
- **Room F7**

The SHARE (Stop Hate and Respect Everyone) Tolerance Program teaches youth about hate and intolerance. Outfitted with state-of-the-art A/V equipment, a specially equipped truck and trailer serve as a mobile theater showing a specially produced video that promotes introspection and critical thinking regarding intolerance and hatred. Incorporated into a jail setting, inmates participate in the program as part of an education-based incarceration initiative. Since inception in 2008, participating counties have experienced a 28% reduction in hate crimes.

**Moderator:** Paul Statuto, CJO, Sergeant, Passaic County Sheriff's Office, Wayne, New Jersey, pstatuto@pcsheriff.org

**Speakers:** Mike Bornman, Lieutenant, MCJ Special Projects/Los Angeles County Sheriff's Department, Los Angeles, California, mlbornma@lasd.org

Karen S. Dalton, CJM, Director, Los Angeles County Sheriff's Department, Los Angeles, California, ksdalton@lasd.org

Juan D. Martinez, Deputy, MCJ Special Projects/Los Angeles County Sheriff's Department, Los Angeles, California, j1martin@lasd.org

Paul J. Vargas, Deputy, MCJ Special Projects/Los Angeles County Sheriff's Department, Los Angeles, California, pjvargas@lasd.org

### **The Assessment and Treatment of Self-Induced Harmful Behaviors in Jail (2 hours)**

- **8 a.m.–10 a.m.**
- **Room F2**

Multiple situations exist in jails that may result in inmates intentionally harming themselves. Suicide attempts immediately come to mind but are only one method of inflicting self-harm. Others include self-cutting and food refusal—frustrating and difficult behaviors to manage. This workshop examines self-harming behaviors in jail settings and identifies what types of inmates are at highest risk for these behaviors. Mental health and correctional evidence-based strategies to manage and treat these behaviors are presented.

**Moderator:** Don Kern, MD, MPH, Chief Medical Officer, NaphCare, Inc., Birmingham, Alabama, don.kern@naphcare.com

**Speaker:** Keith Courtney, DO, Psychiatrist, Las Vegas, Nevada, kwcourtney56@gmail.com

### **Veteran's Issues (2 hours)**

- **8 a.m.–10 a.m.**
- **Room F4**

Over the last 10-plus years, the men and women of our armed forces have repeatedly served in “harm’s way.” Unfortunately for some, the return to “civilian life” is not easy. Physical/emotional trauma and the transition to “normalcy” after combat are challenges jails now must contend with in this increasing population. This workshop offers participants various resources and ideas, such as the evolving Veterans Court movement, to assist military veterans who now find themselves in our criminal justice system.

**Moderator:** Jim Hart, CJM CCE, Jail Management Consultant, University of Tennessee Institute for Public Service County Technical Assistance Service, Chattanooga, Tennessee, jim.hart@tennessee.edu

**Speakers:** Cynthia Borges-O'Dell LMFT, Chief Mental Health Clinician, San Joaquin County /Correctional Health Care, French Camp, California, cborges@sjgov.org

Sheila Leslie, Nevada State Senator/Specialty Courts Manager, 2nd Judicial District Court, Reno, Nevada, Sheila.leslie@washocourts.us

**Certification: It’s Time To Take the Challenge! (2 hours)**

- 2 p.m.–4 p.m.
- Room F4

Thinking about becoming a Certified Jail Officer (CJO) or Certified Jail Manager (CJM)? This workshop helps you begin that process. Members of the Jail Manager Certification Commission guide you through the entire process and discuss any updates to the programs. The Commission also discusses the benefits of certification and delivers valuable and practical information to assist participants in preparing for certification. Information on the new Certified Correctional Trainer (CCT) designation is also made available.

**Moderator/Speaker:** Janet Fischer, CJM, Interim JMCC Commission Vice Chair, Lieutenant, Santa Clara County Sheriff’s Office, San Jose, California, janet.fischer@sheriff.sccgov.org

**Speakers:** Kimberly Moule, CJM, JMCC Member, Custody Division Captain, San Joaquin County Sheriff, French Camp, California, kmoule@sjgov.org

Peter E. Perroncello, MS, CJM, CCHP, CCT, Superintendent of Jail Operations, Norfolk County Sheriff’s Office, Dedham, Massachusetts, pperroncello@msn.com

Rhonda Smith, CJM, JMCC Member, Chief Deputy, New Hanover County Sheriff’s Office, Castle Hayne, North Carolina, rsmith@nhcgov.com

Michael Tolerico, CJM, JMCC Member, Warden/Jail Administrator, Passaic County Sheriff’s Office, Paterson, New Jersey, mtolerico@pcsheriff.org

**Challenges of Human Trafficking and Smuggling (2 hours)**

- 2 p.m.–4 p.m.
- Room F3

County jails are often the destination for the victims and perpetrators of these crimes. How does your jail respond to the needs of the inmate victim? Is criminal activity occurring within your institution? This workshop helps facility staff identify the characteristics of both victims and perpetrators. Unique issues

that may arise during their incarceration and in-custody and post-release reentry services for victims are discussed. Covered also are criminal investigations and intelligence gathering in partnership with law enforcement.

**Moderator: TBD**

**Speakers:** Stephen Adaway, Unit Chief, Department of Homeland Security, Immigration and Customs Enforcement, Washington, District of Columbia, Stephen.adaway@dhs.gov

James Kimble, Deputy Chief, Pinal County Sheriff's Office, Florence, Arizona, james.kimble@pinalcountyz.gov

**Crisis Intervention Teams: Front-Line Response—Part II—*National Institute of Corrections (Co-sponsored)* (2 hours)**

- 2 p.m.–4 p.m.
- Room F10

*(Please refer to workshop description on page XX.)*

**Correctional Health Care: Law and Ethics Update (2 hours)**

- 2 p.m.–4 p.m.
- Room F7

Jails have unique legal and ethical concerns for the provision of health care. Facility staff needs to understand principles of health law and ethics as they apply to correctional environments, as well as special interactions between criminal justice and health. An experienced attorney and a correctional physician discuss law and ethics pertaining to correctional health, including access to care, informed consent, deliberate indifference, HIPAA law, grievances, and the forcing of medication. Workshop includes Q&A session.

**Moderator/Speaker:** Don Kern, MD, MPH, Chief Medical Officer, NaphCare, Inc. Birmingham, Alabama, don.kern@naphcare.com

**Speaker:** Carrie Hill, Esq., Consultant, Criminal Justice Consulting LLC., Maple Grove, Minnesota, clsh@comcast.net

**Moving from Dark to Light: Addressing Jail Reform (2 hours)**

- Monday, April 23
- 2 p.m.–4 p.m.
- Room D3

Back by popular demand, this workshop examines how two jails achieved reform and are working to achieve change—from serious operational challenges to becoming a “Constitutional” jail. The workshop reviews those strategies that were effective in developing sustainable changes, gaining support of the public and elected officials, and creating a safe environment for staff and inmates. Participants receive information on identifying problematic areas and instituting change for the betterment of their facility.

**Moderator:** Jon D. Hess, CJM, Undersheriff, Kent County Sheriff's Department, Grand Rapids, Michigan, undersheriff@kentcountymi.gov

**Speakers:** James Coleman, Director, Shelby County Division of Corrections, Memphis, Tennessee, James.Coleman@Shelbycountyttn.gov

Randy Smith, CJM, Major/Assistant Director, North Operations, Broward Sheriff's Office, Pompano Beach, Florida, Randy\_Smith@sheriff.org

**PREA Today and PREA Tomorrow** (2 hours)

- 2 p.m.–4 p.m.
- Room F2

With its standards formulated and reformulated, jails have been riding the PREA rollercoaster since 2005. This workshop provides a comprehensive review of PREA legislation today and how it will look at full implementation. Participants learn how to set up an investigation protocol and what to expect in audits. Initiating MOUs with mental health and advocacy agencies and developing associated policies and procedures are covered also. Participants work from a checklist developed for ease of applying/following standards.

**Moderator/Speaker:** Timothy P. Ryan, CJM, Director of Corrections & Rehabilitation, Miami-Dade County Department of Corrections and Rehabilitation, Miami, Florida, timryan@miamidade.gov

**Speakers:** Michela Bowman, Co-Directors, PREA Resource Center from the National Council on Crime and Delinquency, Oakland, California, mbowman@sf.nccd-crc.org

Gary Christensen, Ph.D., President, Corrections Partners, Inc., Clinton Corners, New York, gchristensen@correctionspartners.com

Andie Moss, President, The Moss Group, Inc., Washington, District of Columbia, amoss@mossgroup.us

**Reentry for Women and Children** (2 hours)

- 2 p.m.–4 p.m.
- Room F1

This workshop provides technical support to participants and their agencies for developing a reentry strategy for women and children. This reentry strategy includes promoting healthy parenting, reducing recidivism for incarcerated mothers, and reuniting families through case managers who are assigned to assist mothers who are transitioning from a custodial setting to the community. The workshop also explores the housing opportunities available for women who have successfully completed the program.

**Moderator:** Mark Flores, Lieutenant/Inmate Services Manager, Alameda County Sheriff's Office, Dublin, California, mflores@acgov.org

**Speakers:** Beth Belzer M.S., M.ED, Retired, Alameda County Sheriff's Office, Dublin, California, bethbelzer@yahoo.com

Joan Johnson, Lieutenant, Alameda County Sheriff's Office, Dublin, California, [jjohnson@acgov.org](mailto:jjohnson@acgov.org)

**Legislation and Advocacy Update** (1 hour)

- 4 p.m.–5 p.m.
- Rooms F5-6

Over the past few years, AJA has become a recognized name on Capitol Hill. Join AJA as details of our association's efforts to educate the Nation's legislators on the challenges affecting jail operations as well as our cooperative efforts with other national and State associations, focus groups, and advisory panels on such issues as offender reentry, PREA, offenders with mental illness, and military veteran offenders. This session will make you proud to be an AJA member.

**Moderator/Speaker:** Mitch Lucas, CJM, Chief Deputy, Sheriff Al Cannon Detention Center/Charleston County Sheriff's Office, Charleston, South Carolina, [mlucas@charlestoncounty.org](mailto:mlucas@charlestoncounty.org)

## Tuesday, April 24, 2012

**Community Courts—One Stop Shop** (2 hours)

- 8 a.m.–10 a.m.
- Room F1

Collaborative or “problem-solving” courts have proven to increase public safety and save money by stopping the revolving door of incarceration and re-arrest for many offenders. These life-changing programs involve active judicial monitoring and a team approach to decision making. This workshop details the collaborative efforts required to create a comprehensive court environment. California's Orange County model is used as a demonstration of a successful model.

**Moderator:** Kimberly Moule, CJM, Captain, San Joaquin County Sheriff, French Camp, California, [kmoule@sjgov.org](mailto:kmoule@sjgov.org)

**Speakers:** Cynthia Borges -O'Dell, LMFT, Chief Mental Health Clinician, San Joaquin County BHS/CHC, French Camp, California, [cborges@sjgov.org](mailto:cborges@sjgov.org)

Honorable Richard A. Vlavianos, Judge, San Joaquin County Superior Court, Stockton, California, [richard.vlavianos@courts.san-joaquin.ca.us](mailto:richard.vlavianos@courts.san-joaquin.ca.us)

**Empowering Tomorrow's Jail Executives—National Jail Leadership Command Academy** (2 hours)

- 8 a.m.–10 a.m.
- Room F2

The legacy of good leadership is developing quality people who can step in and keep the jail moving forward. Unfortunately, many jails simply do not develop their next generation of leaders. By using the core competencies for jail executives, however, the National Jail Leadership Command Academy (NJLCA) empowers tomorrow's leaders. This workshop helps participants do the same by exploring the practical realities of establishing a leadership program, based on the NJLCA model.

**Moderator/Speaker:** Susan W McCampbell, President, Center for Innovative Public Policies, Inc., Naples, Florida, susanmccampbell@cipp.org

**Speaker:** Connie Lacy, Professional Development and Certification Director, American Jail Association, Hagerstown, Maryland, conniel@aja.org

**So You Want to be a Direct Supervision Jail Administrator? (2 hours)**

- 8 a.m.–10 a.m.
- Room F3

Do you really want to be the administrator of a Direct Supervision jail facility? Is there a difference between managing a large or small Direct Supervision jail? Does the size of the facility have an impact on inmates, staff, budget, and other resources? Join our workshop panel as they respond to a series of open-ended questions that guide you through the journey of managing and administering a Direct Supervision facility.

**Moderator/Speaker:** Peter E. Perroncello, MS, CJM, CCHP, CCT, Superintendent of Jail Operations, Norfolk County Sheriff's Office, Dedham, Massachusetts, pperroncello@msn.com

**Speakers:** Don Bird, CJM, Jail Administrator, Pitkin County Sheriff's Office, Aspen, Colorado, don.bird@pitkinsheriff.com

Brian Gillen, Superintendent, Plymouth County Sheriff's Department, Plymouth, Massachusetts, bgillen@pcsdma.org

Mitch Lucas, CJM, Chief Deputy/Jail Administrator, Charleston County Sheriff's Office, Charleston Heights, South Carolina, mlucas@charlestoncounty.org

Michael Vitiello, CJM, Superintendent, York County Jail, Alfred, Maine, mbvitiello@co.york.me.us

Vince Wasilewski, CJM, Assistant Chief Deputy, Onondaga County Sheriff's Office, Syracuse, New York, vwasilewski@ongov.net

**Taking Control of Your Jail Project (An Agency Perspective) (2 hours)**

- 8 a.m.–10 a.m.
- Room F7

Often, one individual fulfills the role of project manager for a jail project. This workshop examines the difficult tasks associated with managing a jail project from the agency's perspective. These include such responsibilities as securing resources, crafting RFPs, developing and informing stakeholders, managing consultants, creating a project team, developing action plans and needs assessments, and speaking to the public and media.

**Moderator/Speaker:** Michael Sparber, Lieutenant/Program Manager, Spokane County Sheriff's Office, Spokane, Washington, MSparber@spokanesherriff.org

**Speakers:** Penny Bartley, CJM, Director, South Correctional Entity – SCORE, Des Moines, Washington, penny@SCOREjail.org

Deborah J. Bazan, Lieutenant/Jail Planning Unit, San Mateo County Sheriff's Office, Redwood City, California, dbazan@smcgov.org.

Dennis Liebert, Consultant, Liebert & Associates, Boulder, Colorado, drliebert@aol.com

Kelly Rowe, Sheriff, Lubbock County Sheriff's Office, Lubbock, Texas, krowe@co.lubbock.tx.us

Daniel L. Springer, Lieutenant/Detention Administrator, Gallatin County Sheriff's Office, Bozeman, Montana, Dan.Springer@gallatin.mt.gov

**The Jail's Critical Role in Evidence-Based Criminal Justice Decision Making—Part I—*National Institute of Corrections (Co-sponsored) (2 hours)***

- **8 a.m.–10 a.m.**
- **Room F10**

This workshop explores lessons learned from an initiative sponsored by the National Institute of Corrections to equip local criminal justice policymakers, including jail administrators, with evidence-based tools and processes that reduce pre- and post-trial misconduct and recidivism. Of note are the experiences, challenges, and progress made by seven "seed sites" as they prepare to implement the Framework for Evidence-Based Decision Making, focusing on the jail as part of the decision-making process.

**Moderator/Speaker:** Lori Eville, Correctional Program Specialist, National Institute of Corrections, Washington, District of Columbia, leville@bop.gov

**Speakers:** Stan Hilkey, Sheriff, Mesa County Sheriff's Department, Grand Junction, Colorado, Stan.Hilkey@mesacounty.us

Ronald Matthews, Superintendent, Albemarle-Charlottesville Regional Jail, Charlottesville, Virginia, matthewsr@acrj.org

**The Jail is on FIRE! Open the Emergency Operations Center! (2 hours)**

- **8 a.m.–10 a.m.**
- **Rooms F5-6**

Fire in a jail environment is an enormous problem. Inmates, staff, and even visitors are confined by the building's security processes, which also restrains firefighters from a rapid response. This workshop exposes participants not only to the threats fires pose, but also methods for achieving improved fire safety prevention, including fire suppression training for both jail staff and community firefighters. The importance of unified command and establishment of an Emergency Operations Center are also discussed in detail.

**Moderator/Speaker:** Bill Lowe, Ph.D., Fugitive Investigator/Fire Battalion Chief (Retired), Clayton County Sheriff's Office, Jonesboro, Georgia, bill.lowe@co.clayton.ga.us

**Speakers:** Kemuel "Kem" Kimbrough, Sr., Sheriff, Clayton County Sheriff's Office, Jonesboro, Georgia, kem.kimbrough@co.clayton.ga.us

Robert Sowell, CJM, CCE, Major/Jail Administrator, Clayton County Sheriff's Office, Jonesboro, Georgia, robert.sowell@co.clayton.ga.us

**15 Years and Counting: A Successful Peer-Driven Reentry Model (2 hours)**

- 2 p.m.–4 p.m.
- Room D7

This workshop focuses on an inmate reentry model that involves renewed and recovered peers in a pre-release/post-release, wrap-around service delivery. Peer case managers both inside and outside the jail, with the use of a two-year follow-up model, establish the grounding for successful reentry and recovery. Staff involved in the wrap-around service delivery from its inception have instituted policy/procedure changes from the moment of booking. Long-term data collection reflects the outcome of a successful 7% recidivism rate.

**Moderator/Speaker:** Carmen Warner-Robbins, MSN, RN, M.Div., FAAN, CEO/Founder, Welcome Home Ministries, Oceanside, California, jhnhrrbns@sbcglobal.net

**Speaker:** Earl H. Goldstein, MD, Medical Director, San Diego Sheriff's Department-Medical Services Division, San Diego, California, earl.goldstein@sdsheriff.org

**Are You A Pretender? (2 hours)**

- 2 p.m.–4 p.m.
- Room F1

Corrections is full of both pretenders and contenders, but under the Direct Supervision model the principles and dynamics of management clearly differentiate the two. Contenders help define our reality. They make history and create our visions. Contenders are always striving to be better and to stay on the cutting edge. The bottom line is the safety of your staff and inmates under the Direct Supervision model. Learn how to measure successes and build upon them. Become a contender.

**Moderator/Speaker:** Peter E. Perroncello, MS, CJM, CCHP, CCT, Superintendent of Jail Operations, Norfolk County Sheriff's Office, Dedham, Massachusetts, pperroncello@msn.com

**Speakers:** Michael Barkhurst, Deputy Warden, Athens-Clarke County Correctional Institution, Athens, Georgia, Michael.barkhurst@athensclarkecounty.com

Vincent Callier, Lieutenant/Commander Management Task Force, Los Angeles County Sheriff's Department, Monterey Park, California, vecallie@lasd.org

James Coleman, Director, Shelby County Division of Corrections, Memphis, Tennessee, James.Coleman@Shelbycountyttn.gov

Nancy DeFerrari, CJM, Deputy Chief, Osceola County Corrections Department, Kissimmee, Florida, nancy.deferrari@osceola.org

Ron Freeman, Major/Chief Deputy, Ada County Sheriff's Office, Boise, Idaho, rfreeman@adaweb.net

Frank Hecht, Corrections Administrator, Tohono O'odham Nations Corrections Facility, Sells, Arizona, frank.hecht@tonation-nsn.gov

**Diagnosis and Treatment of Alcohol Withdrawal & Other Illicit Drugs (2 hours)**

- 2 p.m.–4 p.m.
- Rooms F5-6

This workshop teaches participants about CAGE, an acronym to provide facility staff with an easy way to remember the definition of alcohol dependence, and uses case examples to demonstrate the serious consequences of missing its signs and symptoms. The workshop also provides a detailed description of the withdrawal syndrome, withdrawal risk factors, and withdrawal symptom assessment. Opiate withdrawal signs and symptoms are also reviewed and treatment protocols discussed.

**Moderator:** TBD

**Speaker:** Kaveh Ofogh, M.D., Physician, Mediko, Glen Allen, Virginia, Kofogh@medikopc.com

**Legislative Hot Topics from the West Coast (2 hours)**

- 2 p.m.–4 p.m.
- Room F7

This workshop specifically discusses the California Assembly Bill 109 regarding State-level inmates sentenced to county jails rather than State prisons. Although the proposed legislation is currently an issue in California only, it will not be too long before other States follow suit. What impact could similar laws have on your facility? Attend this workshop to hear perspectives of a judicial professional, as well as facility administration, on the far-reaching implications of this legislation.

**Moderator:** John Mineau, Undersheriff, Lassen County Sheriff's Office, Susanville, California, jmineau@frontiernet.net

**Speakers:** J. Richard Couzens, Superior Court Judge (Retired), Placer County Superior Court, California, jrcouzens@msn.com

**Special Population Management: Caution, Jail Predators! (2 hours)**

- 2 p.m.–4 p.m.
- Room F2

Do you want a safe and secure jail? Do you want to reduce liability? How does your facility identify, house, and manage the violent predatory inmate? How does your classification system protect potential victims and victims of physical /sexual assault? This workshop analyzes case studies that illustrate the unique challenges facing facility operations which house jail predators. The workshop also provides a comprehensive review of the industry best practices when overseeing these high-risk inmate populations.

**Moderator/Speaker:** Darren Sieger, CJM, MS, Classification Manager, Broward Sheriff's Office, Fort Lauderdale, Florida, Darren\_sieger@sheriff.org

**Speaker:** Robert Schlegel, BSM, CIT, Lieutenant, Broward Sheriff's Office, Pompano Beach, Florida, Robert\_Schlegel@sheriff.org

**The Jail's Critical Role in Evidence-Based Criminal Justice Decision Making—Part II—*National Institute of Corrections (Co-sponsored) (2 hours)***

- 2 p.m.–4 p.m.
- Room F10

This workshop explores lessons learned from an initiative sponsored by the National Institute of Corrections to equip local criminal justice policymakers, including jail administrators, with evidence-based tools and processes that reduce pre- and post-trial misconduct and recidivism. Of note are the experiences, challenges, and progress made by seven “seed sites” as they prepare to implement the Framework for Evidence-Based Decision Making, focusing on the jail as part of the decision-making process.

**Moderator/Speaker:** Timothy Murray, Executive Director, Pretrial Justice Institute, Washington, District of Columbia, Tim@pretrial.org

**Speaker:** Lori Eville, Correctional Program Specialist, National Institute of Corrections, Washington, District of Columbia, leville@bop.gov

**Understanding the Native American Offender (2 hours)**

- 2 p.m.–4 p.m.
- Room F4

The factors involved in Native American incarceration may not seem different from any other race or ethnicity, but there are differences. Although Native American culture is spiritually based, most Native American offenders are exposed to abusive and chaotic environments. This leads to a high instance of alcohol/drug abuse, suicide, domestic violence, and other abuses, and in turn a high rate of juvenile and adult incarceration. This workshop gives participants a clearer understanding into working with Native Americans.

**Moderator:** Frank Hecht, Corrections Administrator, Tohono O'odham Nations Corrections Facility, Sells, Arizona, frank.hecht@tonation-nsn.gov

**Speaker:** Deirdre Wilson, Supervisory Correctional Specialist, BIA Office of Justice Services, Washington, District of Columbia, Deirdre.Wilson@bia.gov

## **Wednesday, April 25, 2012**

**Media, Public Relations, and Your Jail (2 hours)**

- **8 a.m.–10 a.m.**
- **Room F7**

Jails can no longer afford to be “out of sight, out of mind.” Relationships developed with the community and its leaders can have a positive impact on the perception of your agency and, ultimately, on funding resources. This workshop provides strategies to educate the community about your jail and shows you how to put a public face on the staff and facility. Participants are given examples of how increased community awareness can benefit their agencies.

**Moderator:** Oscar Aviles, CJM, Director, Hudson County Department of Corrections, Kearny, New Jersey, oaviles@hcnj.us

**Speakers:** Panda J. Adkins, MSP, CJM, Work Release Manager, Davidson County Sheriff’s Office, Nashville, Tennessee, padkins@dcso.nashville.org

Shannon T. Clark, Sergeant/287(g) Program Coordinator, Tulsa County Sheriff’s Office, Tulsa, Oklahoma, sclark@tcsso.org

**Native American Jails (2 hours)**

- **8 a.m.–10 a.m.**
- **Room F4**

This workshop educates attendees about issues unique to Indian Country jails. Participants explore the external and internal factors that will significantly influence Indian Country corrections over the next 5 to 10 years including pending legislation, regionalization, and interagency partnerships.

**Moderator/Speaker:** Darwin Long, Facility Administrator, Oglala Sioux Tribe - Department of Public Safety, Pine Ridge, South Dakota, dlong@ostdps.org

**Speakers:** Frank Hecht, Corrections Administrator, Tohono O’odham Nations Corrections Facility, Sells, Arizona, frank.hecht@tonation-nsn.gov

Melinda Reddest, Facility Program Coordinator, Oglala Sioux Tribe - Department of Public Safety, Pine Ridge, South Dakota, mreddest@ostdps.org

**Welcome to Jail—Jack Bauer Meets Intake Health Assessment (2 hours)**

- **8 a.m.–10 a.m.**
- **Room F1**

The first 24 hours in a jail are the most critical in terms of health care assessment and treatment planning. Issues to be addressed include decisions such as if the inmate should be cleared in an emergency room, start medications, assign suicide precautions, or be placed in special housing. An experienced correctional psychiatrist and experienced correctional internist give an interactive presentation covering best practices in initial assessment and decision making. Audience Q&A is encouraged.

**Moderator/Speaker:** Keith Courtney, DO, Psychiatrist, Las Vegas, Nevada, kwcourtney56@gmail.com

**Speaker:** Don Kern, MD, MPH, Chief Medical Officer, NaphCare, Inc., Birmingham, Alabama, don.kern@naphcare.com

**Inmate Behavior Management: It Really Does Work**—*National Institute of Corrections (Co-sponsored)*  
(4 hours)

- 8 a.m.–noon
- Room D3

The Inmate Behavior Management Strategy and its six elements were first piloted in 2004. Since then, the National Institute of Corrections (NIC) has provided training to more than 150 jails. In 2011, NIC completed a comprehensive implementation and outcome evaluation of five jails over a two-year period. This workshop presents a summary of the six elements and the implementation strategies used by each agency, along with the findings and results of the study.

**Moderator:** Fran Zandi, Correctional Program Specialist, National Institute of Corrections, Washington, District of Columbia, fzandi@bop.gov

**Speakers:** Jerry Barratt, Project Manager, Brazos County Sheriff's Office, Bryan, Texas, jbaratt@co.brazos.tx.us

Randy Demory, Captain, Kent County Sheriff's Office, Grand Rapids, Michigan, Randy.Demory@kentcountymi.gov

Scott Hoke, Associate Professor, Cedar Crest College, Allentown, Pennsylvania, sahoke@cedarcrest.edu

**Excited Delirium: Recognition, Prevention, and Management** (2 hours)

- 10:15 a.m.–12:15 p.m.
- Room F2

In this workshop, participants identify and discuss the causes of Excited Delirium and who is at risk. Participants examine associated behavioral clues in addition to best practices, intervention strategies, and the legal and risk management liability associated with this syndrome that can include bizarre and/or aggressive behavior, paranoia, panic, violence, unexpected physical strength, and hyperthermia.

**Moderator:** Daryl Spratley, Lieutenant, Washoe County Sheriff's Office, Reno, Nevada, dspratley@washoecounty.us.

**Speaker:** Adam E. Hopkins, Executive Lieutenant, Washoe County Sheriff's Office, Reno, Nevada, ahopkins@washoecounty.us

**Five Prescriptions for Managers** (2 hours)

- 10:15 a.m.–12:15 p.m.
- Room D7

In order to fully understand past and future challenges, managers/leaders must look at themselves and their facility's current work culture with a critical eye. This workshop provides five "prescriptions" that summarize the factors, skills, and abilities Managers/Leaders must follow to affect their agencies

positively. Managers/Leaders owe it to themselves and their colleagues to understand the dynamics of a healthy work environment. Participants provide feedback regarding their individual plans of action for success.

**Moderator:** Jamie Lynn Clayton, CJM, Captain, Imperial County Sheriff's Office, El Centro, California, jclayton@icso.org

**Speaker:** Karen E. Bowden, CJM, Undersheriff, Hampton Sheriff's Office, Hampton, Virginia, kbowden@hampton.gov

### **Correctional Kitchen Management; Care, Custody, and Cuisine (2 hours)**

- **1:30 p.m.–3:30 p.m.**
- **Room F7**

Feeding inmates is just a fraction of what administrators must consider when operating their facility's kitchens. The first priority is the safety and security of staff and inmates. Proper staffing, special diets, contraband control, prevention of improper relationships, and tool control are additional concerns. This workshop explores these important issues and provides an introduction to the prevention of food-borne illnesses, contamination, food allergens, food transportation, and monitoring time and temperature.

**Moderator:** Reginald Walker, Lieutenant, Brazos County Sheriff's Office, Bryan, Texas, rwalker@co.brazos.tx.us

**Speakers:** Jamie Lynn Clayton, CJM, Captain, Imperial County Sheriff's Office, El Centro, California, jclayton@icso.org

Euscady (Carlos) Torres II, Correctional Consultant, Retired Federal Bureau of Prisons Associate Warden, Mansfield, Texas, euscadyt@yahoo.com

### **Lead Me, Influence Me, But Don't Stress Me (2 hours)**

- **1:30 p.m.–3:30 p.m.**
- **Rooms F5-6**

How does leadership style affect employee stress? Does your leadership have a positive or negative impact? Are you responsible for your own difficulties? This workshop examines how stress can be caused by different management styles, personalities, and generational values. Workshop participants assess various leadership styles and examine how they create/exacerbate stress. They also assess their own work "style," and learn ways to reduce stress and overcome its effects. Post-traumatic stress syndrome is also reviewed.

**Moderator/Speaker:** Kimberly Moule, CJM, Custody Division Captain, San Joaquin County Office, French Camp, California, kmoule@sjgov.org

**Speakers:** Cynthia Borges -O'Dell, LMFT, Chief Mental Health Clinician, San Joaquin County Sheriff's Office, French Camp, California, cborges@sjgov.org

Kevin J. Ryan, CJM, CCM, Lieutenant, Lubbock County Sheriff's Office, Lubbock, Texas, kryan@co.lubbock.tx.us

**Legal Issues I—*National Institute of Corrections (Co-sponsored)* (4 hours)**

- 1:30 p.m.–5:30 p.m.
- Room F10

Join nationally known correctional law attorneys in this two-part, National Institute of Corrections (Jails Division)-sponsored workshop as they discuss recent Supreme Court activity and significant lower court decisions affecting the Nation's jails. Participants receive the latest information on the Prison Rape Elimination Act, strip searches, medical and mental health care, conditions of confinement, inmate communications, use of force, and more. Workshop sessions also include Q&A opportunities.

**Moderator:** Mike Jackson, Correction Program Specialist, National Institute of Corrections, Washington, District of Columbia, mpjackson@bop.gov

**Speakers:** Carrie Hill, Esq., Consultant, Criminal Justice Consulting LLC., Maple Grove, Minnesota, clsh@comcast.net

David A. Lanoie, CJM, Superintendent/Special Sheriff, Franklin County Sheriff's Office, Greenfield, Massachusetts, David.Lanoie@fcs.state.ma.us

Joseph W. Oxley, CJM, Attorney at Law, Scarinci Hollenbeck, LLC, Wall, New Jersey, joxley@scarincihollenbeck.com

***The following workshops will be held at the Peppermill Spa Resort.***

## **Thursday, April 26, 2012**

**Grants for Corrections—Identifying and Applying (2 hours)**

- 8 a.m.–10 a.m.
- Tuscany 11-12

With today's tight budgets, it is more important than ever to obtain funding for necessary equipment and training through outside sources such as grants. This workshop provides information on how to search for grants and then write compelling arguments as to why the grants should be awarded to your agency. In addition to information regarding grant sources and grant-writing suggestions, participants receive examples of grant applications.

**Moderator:** Shane Dotson, Jail Administrator, Joplin Police Department, Joplin, Missouri, SDotson@Joplinmo.org

**Speaker:** Janet Fischer, CJM, Assistant Division Commander, Santa Clara County Department of Corrections, San Jose, California, janet.fischer@doc.sccgov.org

**Legal Issues II—*National Institute of Corrections (Co-sponsored)* (4 hours)**

- 8 a.m.–noon
- Tuscany E-F

Join nationally known correctional law attorneys in this two-part, National Institute of Corrections (Jails Division)-sponsored workshop as they discuss recent Supreme Court activity and significant lower court decisions affecting the Nation's jails. Participants receive the latest information on the Prison Rape Elimination Act, strip searches, medical and mental health care, conditions of confinement, inmate communications, use of force, and more. Workshop sessions also include Q&A opportunities.