



To all Georgia Jail Association Members & Supporters:

Officers

President-

Robert Glaze

Fayette County SO

Immediate Past Pres. -

Wanda Williams

Chatham County SO

President Elect -

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Chatham County SO

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Nealie McCormick

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Beth Shafer

Houston County SO

Third Vice President-

Chris Collett

Cherokee County SO

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Linda Reed

Chatham County SO

Greetings, everyone!

It looks as though everything is falling into place for our next annual training conference. GJA Board members have been working tirelessly to plan for this event to ensure you have the training you requested.

Also at this time the awards committee is sifting through all of the nominations for the various awards given out at the banquet so that our members, vendors, volunteers and co-workers are recognized for their various achievements. As you can imagine this is no easy task but the awards committee is proud to serve and they take this responsibility seriously.

As of this writing we currently have thirty-three vendors signed up for our vendor show and to assist in sponsoring events. There is still time for additional vendors to register and be a part of this training conference. If you are aware of a vendor who wishes to participate please have them contact Lt. Steve Coker at (770) 716-4718, and he will be glad to assist them.

Towns County Sheriff Chris Clinton and Captain Pat Williams, Jail Administrator, have offered their assistance during our conference. We certainly appreciate their pledge to make this an enjoyable experience in the mountains of North Georgia.

Spread the word, register and attend the conference. I guarantee you will be given the opportunity to learn, network with other jail professionals and have a good time doing it.

I look forward to seeing you in Young Harris, June 29th-July 3rd!

Robert Glaze

President

2007-2008 Board of Directors

President	Robert Glaze	Fayette County SO
President Elect	Bret Parker	Chatham County SO
First Vice President	Nealie McCormick	Pelham PD
Second Vice President	Beth Shafer	Houston County SO
Third Vice President	Chris Collett	Cherokee County SO
Immediate Past President	Wanda Williams	Chatham County SO
Region I Representatives:		
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	Gary Dover	Bartow County SO
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	Sheila Craton	Paulding County SO
	Frank Sosebee	Dawson County SO
Appointed Staff:		
Chaplain	Junior Grumbein	Kennesaw PD
Historian	Herb Harley	Chatham County SO
Parliamentarian	Gary Lancaster	Retired, Gwinnett County SO
Secretary	Liz Hallsworth	Gwinnett County SO
Sergeant-At-Arms	Steve Coker	Fayette County SO
Treasure	Linda Reed	Chatham County SO
Webmaster & Editor	Melinda Allen	Gwinnett County SO

Recent Promotions:

Chatham County

Captain
Herbert Harley

Sergeant
Edwin Meeks
David Ager

Corporal
Vivian Gray
Wendy Smoot-Lee
Johnny Webb
Shelton Crowder

Bartow County

Sergeant
Mike Walters
Matthew Huskey

Lieutenant
Cheryl Newberry

Dekalb County

Lieutenant
Charlton Bivins

Houston County

Lieutenant
Beth Shafer

Congratulations to *Private Jessie Bellamy, Private Johnnie Moore and Private Rudolph Walton* on their recent retirements from Chatham County Sheriff's Department.

Congratulations to *Lieutenant Frank Sosebee* of Dawson County Sheriff's Department on the birth of his first grandchild on March 18, 2008.

Congratulations to *Capt. Herb Harley, Lt. Rusty Smith, Lt. Pam Green-Scott, Lt. Nancy Wheless, Lt. Lawrence Wright, Mrs. Stephanie King and Mrs. Cassandra Barnswell* on completing the eight month course on "Local Government Management" through the University of Georgia Carl Vinson Institute of Government.



Has your agency promoted anyone lately? Do you have a funny story to share?

Send me your good news!

To submit an article or information email Melinda Allen @ melinda.allen@gwinnettcountry.com or call (770) 822-3111.

Recruiting and Retaining Jailers

By Melinda Allen

It is difficult to lure good people to work in the county jail. Consider the official job duties of most detention officers, according to a job posting by Williamson County, Texas:

- Maintain security of the jail. *Possibly get butt kicked.*
- Receive and secure prisoners until their release. *Babysit felons.*
- Transport and move prisoners. *Driving felons.*
- Oversee and maintain cleanliness of the cell block. *Possibly something to do with poo or urine.*
- Handout departmental and inmate forms as requested. Receive and deliver inmate mail. Assist departmental medical personnel with medications. Under supervision of shift lieutenant, receive and approve bail bonds, cash bail, and fines. *Crapload of paperwork.*
- Supervise visitations by approved visitors, attorneys, religious volunteers, etc. *Eavesdropping. Okay, now we're talking.* (Editor's note: It is illegal to eavesdrop on inmates' private conversations with visitors. There goes that benefit).
- Assist the Literacy Council in maintaining society. *Huh?*
- Perform searches of inmates. Patting down felons? *Strip searching felons?*
- Post, maintain and enforce inmate regulations. *Yelling at felons.*
- Maintain uniforms and equipment and meet departmental standards at all times. *Get yelled at.*

And then there are the environmental factors: "Continual contact with persons accused or convicted of crimes. Contact with inmates who might be infected with contagious diseases. May receive verbal abuse from inmates."

All this for \$31,666 a year—roughly \$15 an hour.
So, any takers?

Recruiting and retaining jailers is a dilemma reflecting a national trend that law enforcement agencies face: retaining and recruiting officers in jobs that don't pay well but require long hours and regularly expose employees to danger.

We want to get the people as fast as we can, but we want to hire the quality people and the right people for us. Finding those people can be a challenge. One dilemma is that it takes a special breed of person to do what we do. You get to see the worst sides of human nature, and a lot of people don't have the stomach for that.

Not alone

Neighboring Counties are short jailers too.

Going Fishing for Staff: Recruiting Tactics

Sheriffs and jail administrators must deal with several challenges in order to increase recruitment successes. The first challenge is gaining the attention of the qualified applicant. According to the National Institute of Corrections, sheriff's and jail recruitment officers should look for ways to target "priority applicants" such as bilingual minorities who may be better able to communicate with inmates, as well as criminal justice students and discharged soldiers.

Criminal justice students generally are interested in law enforcement careers; sheriff's are reaching these students

by talking (and even teaching) at local community colleges, working with career counselors at school and hosting booths at job fairs.

Discharged soldiers are likely to possess useful skills and personal characteristics beneficial to the job. Military personnel normally begin looking for jobs back home about six months to a year before leaving the service, so agencies can either post jobs on the Internet or tap into the regionally administered Transition Assistance Programs that are available for soldiers and agencies to use.

Size and location do play a factor in which recruiting methods are best. Agencies in larger areas can be more successful with targeting recruiting and more likely to view job fairs as an effective tool whereas smaller agencies are more likely to have success recruiting in the classified section of the local newspaper, according to the National Institute of Corrections. Osceola County, Florida turns toward their community when recruiting, seeking candidates with strong ties to their community. Recruits from further away have no community ties or involvement and little interest in becoming involved. (Osceola, 2007) Osceola County also follows the fundamentals of *Defining what they are looking for* by being realistic in what kind of recruit they want, *Looking within* by promoting civilian clerks and technicians and by *Keeping in touch with candidates*, even if no position exists.

Small and large agencies, can also use their own staff to recruit jailers. Word-of-mouth can be a convincing advertisement. Some agencies have formal incentive programs where a jailer may earn a small bonus for recruiting a new hire, but others just remind staff that working conditions are better if people are recruited.

Increasing salaries and benefits are also an obvious recruiting tool. Some agencies have created recruiting DVDs that they provide to all applicants. Departments are also running radio advertisements and posting fliers at movie theaters and even in public restrooms.

There are many factors that sheriffs and jail administrators can focus on when it comes to retaining those who applied just because they needed a job. Having a positive working environment, keeping the jail clean and maintained, expressing pride for law enforcement and the importance of jailers within the agency, conducting public outreach programs and working with the media to improve a jail's reputation can all lead to a more satisfied staff.

A jail's reputation and that of the agency is as good a lure as anything else.

References

http://www.texasjailassociation.com/documents/newsletter/Key_Issues_Spring_2008.pdf

<http://nicic.org/Downloads/PDF/Library/period314.pdf>

<http://www.nicic.org/pubs/2004/020030.pdf>

2008 Training Conference

June 29-July 3, 2008



This 5-day training conference will address current issues facing Georgia's Jails.

Training topics and times will be listed on the GJA website.

www.gajonline.com

All instructors are law enforcement, legal, and medical professionals. They are from Georgia and around the nation. They will present informative and timely training vital to the Jails in Georgia.

Officers will receive P.O.S.T. credit for classes attended.

- Training 1 PM—5 PM
- Cookout 6 PM
- Monday, June 30**
- Vendor Show 8 AM
- Golf Tournament 1 PM
- Tuesday, July 1**
- Prayer Breakfast 7 :30 AM
- Training 9 AM— 5 PM
- Business Lunch 12:00 PM
- Wednesday, July 2**
- Training 8 AM-5 PM
- *Banquet 6:30 PM
- Thursday, July 3**
- Training 9 AM - 2 PM
- * Banquet attire is Dressy Casual

Brasstown Valley Resort

Georgia Jail Association

**6321 U S Highway 76
Young Harris, GA 30582
1-800-201-3205**

**www.brasstownvalley.com
Room Rate \$129.00**

Please contact the Brasstown Valley directly for room reservation.

Conference Fees

Members \$110.00 Non-Members \$125.00
After May 30, 2007

Members \$125.00 Non-Members \$140.00

Meals included with registration fee: 1 breakfast, 1 lunch, and 2 dinners

Schedule

Sunday, June 29
Check-In 8 AM— 4 PM

Registration Form

In order to receive a guest pass for the events you must complete the event registration form. Please let us know if you plan to attend, the number of guest (s) you are bringing, their names and the amount enclosed.

Name: _____ Title: _____

Agency: _____

Address: _____

City: _____ State _____ Zip _____

Phone: _____ Fax: _____

E-mail address: _____

**Mail to:
GJA
P O BOX 1168
Grayson, GA 30017**

GJA CONFERENCE FEES	AMOUNT Enclosed
GJA Member Before May 30, 2008 \$110.00	
GJA Non-Member Before May 30, 2008 \$125.00	
GJA Member After May 30, 2008 \$125.00	
GJA Non- Member After May 30, 2008 \$140.00	
Guest Meal Tickets Allows admittance to everything except the Business Luncheon \$50.00 (Per Person)	Name of Guest (s): _____ _____
Total Enclosed	

Summer Conference Training Schedule 2008



Sunday, June 29, 2008

0800-1600	Check In		
1300-1700	Ethics and Professionalism	Captain Middleton	Chatham County SO
1300-1700	Inmate Transport	Bill Hallsworth	Georgia Sheriff's Assoc.
1300-1700	Intro to Dealing with the Mentally Ill	Sgt. Stoudt	Cherokee County SO
1800-2000	Family Cookout		

Monday, June 30, 2008

0800-1130	Vendor Show		
1300-1700	Golf		

Tuesday, July 1, 2008

0800-0900	Prayer Breakfast		
0900-1200	Round Table Discussion	Gary Lancaster	Ret. Gwinnett County SO
0900-1200	Sexual Harassment	Cpl. Vincent Dyer	Dekalb County SO
0900-1200	Transition to Command	Maj. Chris Collett	Cherokee County SO
1200-1300	Business Lunch		
1300-1700	Preparing for Retirement	Capt. Melinda Allen	Gwinnett County SO
1300-1700	Leadership 101	Lt. Charlton Bivins	Dekalb County SO
1300-1700	Jail Mental Health Programs	William Kissell	

Wednesday, July 2, 2008

0800-1200	FLSA	Sheriff Scott Berry	Oconee County SO
0800-1200	In-Custody Death	Chuck Johnson	Oconee County SO
0800-1700	Weapons of Mass Destruction	Department of Homeland Security	
1300-1700	Courtroom Security	Capt. Lee Harris	Bulloch County SO
1830-	Banquet / Awards Presentation		

Thursday, July 3, 2008

0900-1400	FISH	Sgt. Beth Shafer	Houston County SO
0900-1300	Weapons of Mass Destruction (Cont)		DHS
0900-1100	Identity Theft	Nanette & Maria	Pre-Paid Legal
0900-1200	Checkout/Certificates		

Georgia Jail Association

Check us out on the web
WWW.GJAONLINE.COM



**2008 Summer Conference
Brasstown Valley Resort
Young Harris, GA**

REGIONAL REPRESENTATIVES

Region 1 Representatives:

<i>*Gary Dover</i>	<i>Bartow County SO</i>	<i>678-721-3051</i>
<i>Emmit Tate</i>	<i>Whitfield County SO</i>	<i>706-694-4111</i>

Region 2 representatives:

<i>*Tom Wilson</i>	<i>Forsyth County SO</i>	<i>770-751-2134</i>
<i>Chuck Johnson</i>	<i>Oconee County SO</i>	<i>706-769-3930</i>

Region 3 representatives:

<i>Dwight Peete</i>	<i>Lowndes County SO</i>	<i>229-671-3030</i>
<i>Leroy Mills</i>	<i>Muscogee County SO</i>	<i>706-653-4258</i>

Region 4 representatives:

<i>Audrey Stokes</i>	<i>Washington County SO</i>	<i>478-552-6510 Ext 211</i>
<i>Lee Harris</i>	<i>Bullock County SO</i>	<i>912-764-1770</i>

Region 5 representatives:

<i>*Charlton Bivins</i>	<i>DeKalb County SO</i>	<i>404-298-8180</i>
<i>Don Pinkard</i>	<i>Gwinnett County SO</i>	<i>770-619-6670</i>

At-Large Representatives:

<i>*Shelia Craton</i>	<i>Paulding County SO</i>	<i>770-443-3021</i>
<i>Frank Sosebee</i>	<i>Dawson County SO</i>	<i>706-344-3535 Ext. 10241</i>

*** Term expires at end of 2008 conference.**