

# JAIL RESOURCES

September 16, 2022



# WHAT IS YOUR ROLE?

What is your role in advocating and managing resources?



## Mission Guided



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Mission Guided

**Data Driven and Research  
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Data Driven and Research Based

**Outcome Focused**



# WHAT DATA CAN YOU USE TO HELP YOU?

Minimum Jail Standard 1400-1-.07(20):

*Facilities shall have sufficient staff, including a designated supervisor, to provide, at all times, the performance of functions relating to the security, custody, and supervision of inmates as needed to operate the facility in conformance with the standards.*

# County Corrections Partnership



# Partnering Agencies:

**CTAS**

**MTAS**

**TSA**

**TN County Services  
Association**

**Association of County Mayors**

**Association of Chiefs of Police**



# Mission

**Groups are tasked with formulating a plan to address current, past and present issues dealing with upgrading of Tennessee Jails and State Jail Standards.**



# Goals

**Develop a program or venue to work with every local jail facility to assist in working toward and/or continuing TCI certification.**

**Work in unison with a good faith effort, while documenting immediate and future needs, instead of ignoring present status.**



## Inspect

- Inspection determines POA development
- D.F.S. Contacts CCP Coordinator

## Establish need

- Upon completion of inspection need will establish a POA to correct fixed deficiency ratios.
- D.F.S. and CCP coordinator will work closely with facility to prepare POA

## Initiate

- CCP meeting held, and committee formed
- CCP committee planning strategy sessions held



# ACCREDITATION REQUIREMENT

CCP or Criminal Justice (CJ) Coordinating Committee was created by resolution and made up of the following:

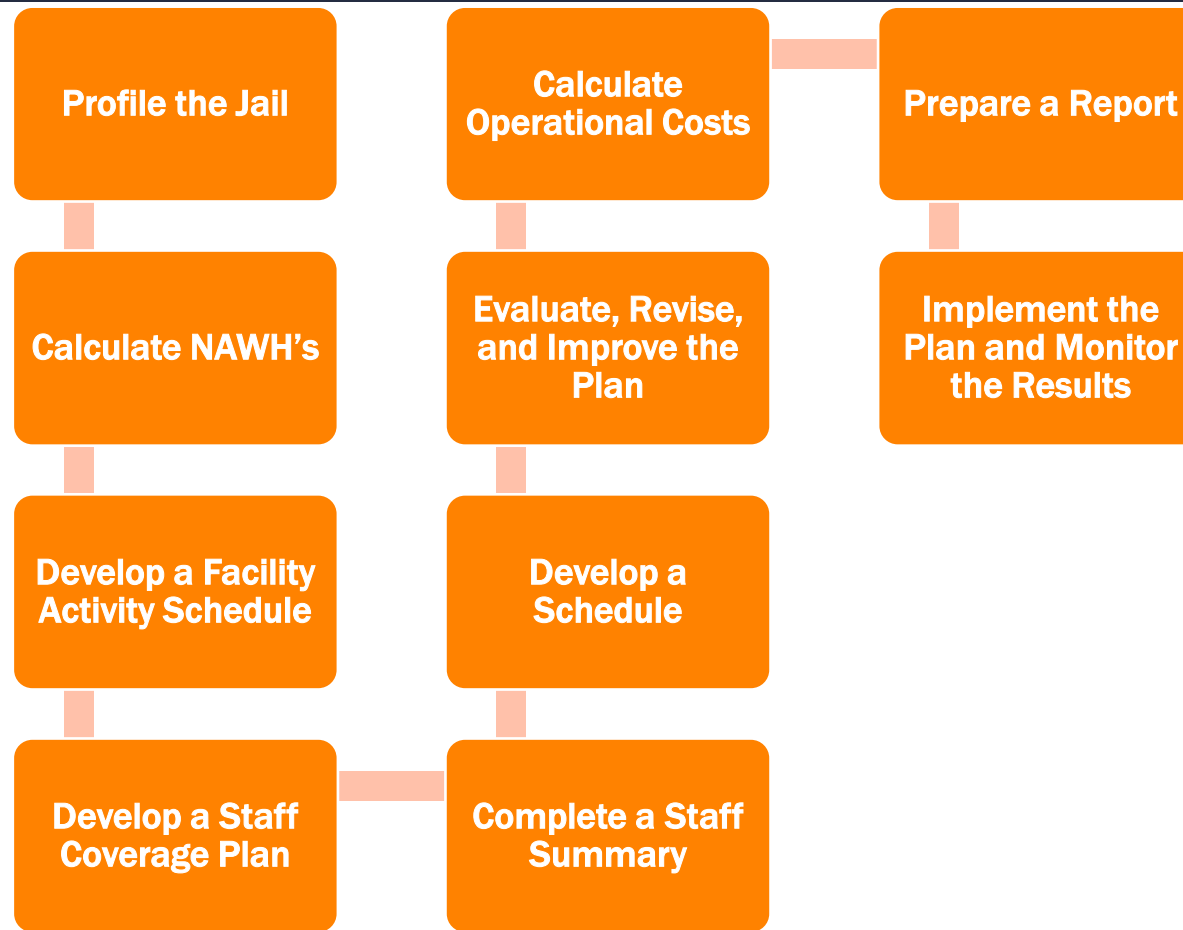
CJ System Stakeholders

Local elected/appointed officials

Community representatives with topic expertise



# STAFFING ANALYSIS



# WHAT ARE YOU DOING TO COMPETE IN TODAY'S LABOR MARKET?

What used to be important – may not be now.

The Great Resignation, The Big Quit, or the Great Reshuffle

Exit interviews?

Staying interviews? Love the job – or trapped?

Flexibility in scheduling? What can you do?

Continuing education, opportunity to shine, autonomy in decision-making...





# WHAT ARE YOU DOING TO COMPETE IN TODAY'S LABOR MARKET?

Needs – mental, social, family, career, training... How can you meet them?

What does employee health care costs look like in your county?

Salary surveys? What do they say? Who is doing them?



# WHAT ARE YOU DOING TO LISTEN TO EMPLOYEES?

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Perception of unfairness in county pay raises.

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New hire surveys.

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Employee climate reviews.

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“What’s wrong”? “Nothing, I’m fine”! Really???

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Leadership development. Formal versus informal? Does it really exist?

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Agency newsletter? Things like congratulating all your parents of high school and college graduates each year.

# WHAT ARE YOU DOING TO LISTEN TO EMPLOYEES?

Where are the cross-training opportunities in your agency?

Measure what you say you are doing!

CO today... sheriff, mayor, state representative tomorrow...

Who are the mentors and/or FTO's in your agency? Are they persons of influence? Good/bad? Do you know? Why are they in that position?

Surveys. Are they effective? What do they say?

# WHAT ELSE?

Retaining top performers.

How are key personnel rewarded? Assign more work?

Survivorship employee health care plan

Who has recognized certifications? Who is in the pipeline? What can be done to assist them in that goal?

Vacancies = overtime. Is there a perception of fairness in how it is handled? What can be done to minimize overtime?

Recruitment, hiring processes and timelines, work schedules, daily activity schedules, training programs, pay, bonuses... So much, what's working?

# TRANSITION PLANNING

*What is transition meant to do?*

Develop & implement an operational plan.

Teach staff how to operate the new facility.

Anticipate and resolve building problems before occupancy.

*Transition implies change!*



# WHY IS TRANSITION ESSENTIAL?

Where is it at? How does it work?

Some things just don't work like they should.

Rumor control.

New employees.

Minimize future liability.



# NEEDS ASSESSMENT

Information gathering and analysis

Defining mission and values

Identify options

Evaluate facilities, operations and programs

# ONLINE RESOURCES

**American Correctional Association**

**American Jail Association**

**Bureau of Justice Assistance**

**Bureau of Justice Statistics**

**County Technical Assistance Service “e-Li”**

**Community Resource Services – Correction.org**

**Corrections One.com**

**Discover Corrections**

**Leading Jails**

**National Criminal Justice Reference Service**

**National Institute of Corrections**

**National Jail Leadership Command Academy**

**National Sheriff’s Association – Institute for Jail Operations**

**Prison Rape Elimination Act Resource Center**

**Suicide Prevention Resources for Adult Corrections**

**Tennessee Corrections Institute**



# NATIONAL PREA RESOURCE CENTER



Designed to offer assistance to state and local agencies working to address sexual abuse in their confinement facilities.

One of the primary purposes is to help with implementation of the standards. They also have a broader mission to help address the issue of prison rape by providing a forum for exchanging ideas and sharing examples of innovation and emerging best practices.

Offers a full library with research and tools to help agencies learn about the issue and to learn about strategies for preventing, detecting, and responding to sexual abuse in confinement.

[www.prearesourcecenter.org](http://www.prearesourcecenter.org)





# CONTRACTING TO HOUSE STATE INMATES?

If a local facility has a contract to house state inmates, certification is not required until such time that a contract revision or renewal occurs. For a county deciding to contract now (new contract) – must agree to come into full compliance and undergo certification with the standards.

# TENNESSEE CORRECTIONS INSTITUTE

[WWW.TN.GOV/TCI](http://www.tn.gov/tci)

## Mission

- (1)** Under the authority of T.C.A. 41-4-140, the Tennessee Corrections Institute (TCI) is required to establish minimum standards for adult local jails, lock-ups, workhouses and detention facilities in the state. The agency's Board of Control establishes the standards to inspect and certify local correctional facilities. Inspections and re-inspections are conducted within the mandated timeframe to ensure compliance of all standards for the purpose of certification.
- (2)** The Tennessee Corrections Institute is responsible for educating local correctional staff while providing and monitoring basic certification and annual in-service training for personnel within local adult correctional detention facilities.
- (3)** The Tennessee Corrections Institute provides technical assistance and conducts research in relation to requests from local correctional detention facilities, the TN legislature and other state agencies.



# JAIL INTERNAL CONTROLS RESPONSIBILITIES

Purchasing

Store cards

Credit cards

Contracts

Emergency Purchases

Payroll

Fuel Reconciliation

Cash Bonds

Revenues and Expenditures

Prisoner Funds

Unclaimed Property

Commissary

Payroll

Medical Costs

Food

Utilities

**Correctional officers are the backbone of jail operations.**

**Correctional staff, as well as medical and mental health personnel, cannot detect, make an assessment, nor prevent a suicide for which they have no training.**

# SUGGESTED SUICIDE PREVENTION TRAINING TOPICS

## Initial Training:

- Discussion on the research
- Guiding principles to suicide prevention
- Why facility (jail) environments are conducive to suicidal behavior
- Staff attitudes about suicide
- Potential predisposing factors to suicide
- Warning signs and symptoms
- Identification of suicide risk despite the denial of risk
- High risk periods
- Components of the facility's suicide prevention policy
- Instruction regarding the proper role of staff in responding to a suicide attempt
- Critical incident stress debriefing
- Liability issues



# SUGGESTED SUICIDE PREVENTION TRAINING TOPICS

## Annual Training:

- Summary of the previous topics
- Discussion of any recent suicides and/or serious suicide attempts within the facility over the past year
- Review of any changes to the suicide prevention policy during the past year

# OVERCOMING OBSTACLES TO PREVENTION- LOCAL

“If someone really wants to kill themselves, there’s generally nothing you can do about.”

“There’s no way you can prevent suicides unless you have someone sitting and watching the prisoner all the time, and no one can afford to be a babysitter.”

“We didn’t consider him suicidal, he was simply being manipulative and I guess it just went too far.”

“A jail nurse once asked an inmate if he felt suicidal. When the inmate answered “Yes,” the nurse replied: If you tell me your suicidal, we’re going to have to strip you of all your clothes and house you in a bare cell.” The inmate quickly replied, “Okay, then I’m not.”

“Our concern is more if we suspect foul play... we always go back and review our policies and procedures to see if there’s anything we could do to prevent it... I have no idea why they do it. If I ever did, I could probably do a better job of preventing it.”

“Suicide prevention is a medical problem...it’s a mental health problem...it’s not our problem.”



# POSSIBLE RISK FACTORS OF INMATE SUICIDE

Risk factors often categorized into the following groups:

- 1. Characteristics that make correctional environments conducive to suicidal behavior.*
- 2. Pre-disposing factors of suicidal behavior.*
- 3. High-risk suicide periods.*
- 4. Signs and symptoms of suicidal behavior.*
- 5. Common signs and symptoms of depression.*
- 6. Situational risk factors of suicidal behavior.*
- 7. Possible precipitating factors (“stressors”).*





# SAFE HOUSING

- ▶ Avoid isolation to every extent possible.
- ▶ Housing assignments should be based on the ability to maximize staff interaction



- ▶ Suicide resistant
- ▶ Unless indicated by mental health staff, continue to receive regular privileges

# CONTROVERSIAL ISSUES IN SUICIDE PREVENTION

No suicide contracts.

Stripping a potentially suicidal inmate naked/issuance of smock or different colored uniform.

Using CCTV and inmate companions as alternatives to staff observation.

Policy of “never entering a cell without backup”.

When no vital signs exist, don't presume that death has occurred.

Protecting the Scene of the Crime.

Rating Scales

# GUIDING PRINCIPLES TO SUICIDE PREVENTION

The assessment of suicide risk should not be viewed as a single event, but as an ongoing process.

Screening for suicide risk during the initial booking and intake process should be viewed as something similar to taking one's temperature – it can identify a current fever, but not a future cold.

Prior risk of suicide is strongly related to future risk.

# GUIDING PRINCIPLES TO SUICIDE PREVENTION

One size does not fit all...

By far the most important decision in the area of suicide prevention is the determination to remove an inmate from suicide precautions.

Avoid creating barriers that discourage an inmate from self-reporting suicidal ideation and/or accessing mental health services.

Few issues challenge us more than that of inmates we perceive to be manipulative.

# GUIDING PRINCIPLES TO SUICIDE PREVENTION

- ▶ A lack of inmates on suicide precautions???
- ▶ Avoid using the terms “Watch Closely” or “Keep an Eye On Him/Her”...
- ▶ Avoid obstacles to prevention.
- ▶ Create and maintain one comprehensive suicide prevention program...