
Tips and Trends

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Date Wed 10/30/2024 9:59 PM

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October | 2024



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"We Are All in the Boat"

As I write this month's newsletter, I am overwhelmed by the photos, stories, and utter destruction and suffering of so many in Florida, Georgia, North Carolina and Tennessee. And Hurricane Milton followed with more damage to Florida.

Amidst all of these storms, we also face the murders and violence in so many communities, and the constant angst of the divisive issues in our country, it is easy for me to think "God please make this stop!"

As I have those thoughts, I am reminded of the story of Peter, who left the boat in faith, walked on the water for a step or two, then began sinking when he encountered raging winds and a stormy sea. He cried out "Lord save me".

Immediately Jesus reached out his hand and caught him. "You of little faith," he said, "why did you doubt?"

My faith is easy to experience and comprehend in good times, but when the wind and waves buffet my world, I often begin sinking as Jesus asks me to leave the boat and walk on the water. Fortunately, I know He is there for me and you, reaching His hand out to lift us up, no matter the situation.

And I believe that the challenges we face in our society are not going to be solved without us individually asking for God's guidance in all we do in our lives, and our communities.

We ask government, or community groups to come up with answers for youth violence, or corruption and fraud, or professional associations to guide our work, when our first call should be to our Lord and Savior.

Every day the Lord is asking you to come to Him, leave your boat, and confront the issues of the day by relying on and believing in Him.

Whether you're a prosecutor heading into a deadline that seems impossible to meet, a corrections officer dealing with prisoners overwhelmed with evil intentions, investigators seeking to find the truth or private sector professionals frustrated with bureaucracies, start each day with a prayer that He gives you the guidance to step out of the boat in faith, for no matter the challenge He will be there for you.

We need to be the face of Christ in our interactions, such that even the "lost" can see there is another way.

As an example, amidst all of the destruction of the hurricanes, there are the hands of God, people giving their time, talents and funds to help those in need.

Stopping the violence and lawlessness in our communities requires the message that faith in God is the foundation to a more civil society.

May God bless each of you,

Jim Rechel
ICJE Newsletter Editor
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Please feel free to email comments or suggestions anytime!

Thanks, Jim

Leadership

Leadership Challenges

While reading the article below, I was reminded of long car trips and the familiar chorus from my children, "Are we there yet?" **ICJE** is actively assisting in the process to prepare potential corrections officers as part of improving the corrections issues facing the Department of Corrections. Hopefully, the road leads to enhancements for all parties.

The greater challenge lies in establishing a society where the principles of "law and order" hold significant sway in the lives of individuals at the juncture of moral and legal decision-making, such that they make better decisions and never enter the prison system!

Joint Prison Committee meeting intensifies with Alabama prison system leaders - CBS42.com

MONTGOMERY, Ala. (WIAT) — The Joint Prison Committee held an emotional meeting today with leaders in Alabama's prison system.

John Hamm, Commissioner of the Department of Corrections, updated lawmakers on the state of Alabama's prisons. Leigh Gwathney, Chair of the Board of Pardons and Paroles, also stood before lawmakers.

"The parole board is not working," said Beth Smith, relative of a former inmate. "The parole system is not working. These prisons are becoming more and more populated."

Smith and many others listened in as lawmakers heard from both Hamm and Gwathney. Hamm said there's a solution to the problems, but it will take time to fix. "That's captain obvious. We know what's going on, we're trying to fix it," said Hamm. "But there's no silver bullet. It is going to take a massive effort for a long time, so, we're on that road."

According to Hamm, that road includes recruiting officers, with ninety nine people going through the academy right now. "We have some very good people now on hiring, recruiting, and trying to retain correction officers cause that's the crux of a lot of our stuff," said Hamm.

And Gwathney came under fire for Alabama's 20% parole grant rate. "For as many times that can be hand picked out that we don't conform with the guidelines and deny parole, there's times when we don't conform and grant parole," she explained.

Gwathney said these guidelines were put in place long before she stepped into the role, and are outdated, even though she is one of the ones who can revise them.

"So the process itself has to work one way or another," said State Rep. Chris England (D-Tuscaloosa). "We're at the point where we can either determine if it's the guidelines- if it's the guidelines, then we fix it. But if it's a personnel problem, we can fix that too."

And State Sen. Clyde Chambliss (R-Prattville) also wants answers. "It's a real pet peeve of mine. Of government saying 'You all do this, but we don't have to do it.' No. If we're able to make the rules and change the rules, then we should follow the rules," Chambliss said.

Lawmakers cited the impact that policy changes have on the prison system, such as increasing penalties for crimes. They talked about communicating better with the Department of Corrections when it comes to making those decisions.

LEADERS - Part 3

Supervising Inexperienced Employees

Today's supervisors, whether experienced or inexperienced, are greatly challenged when supervising younger, less experienced people.

Younger employees tend not to be as serious about work as older generations and change jobs with much more frequency.

They generally have less actual worldly knowledge (except for video games and computer literacy) than prior generations although they may possess a more advanced formal educational level.

Because of their lack of knowledge and dedication, as a general rule younger workers require closer supervision for a longer period of time than their predecessors.

Because of the expense involved in hiring, training, and retaining good employees, every effort should be made to hire only those best suitable for the job.

This begins with the interview process, a careful background review, and a probationary period of employment to determine the employee's potential for handling the job in a satisfactory manner.

Some determined action, expended at this time, will certainly be well worth the effort in terms of hiring only those individuals most suitable for the job.

One of the greatest challenges encountered with younger employees is to instill in them a sense of job ownership.

The quicker they begin to understand exactly what is expected of them and to adopt a commitment to the goals and mission of the organization, the sooner they will be incorporated into the organizational structure and therefore will begin to contribute in a significant way.

Most law-enforcement organizations have some type of field training officer or program to assist newly hired employees in their first few months of the job. While a training officer is a necessary and useful function of the department, the training should not stop upon completion of the probationary period, but should continue through the implementation of a mentoring program.

One frequently encountered problem with younger employees is the tendency they often exhibit to **"reverse delegate"** tasks back to the supervisor.

While it is understandable that they may be confused and even overwhelmed in taking on new assignments and projects, the supervisor should be careful not to complete the tasks for them.

It is the supervisor's job to supervise, not to do the work of employees.

When confronted with a reverse delegation attempt, the supervisor should set out the various steps of project completion, obtaining employee feedback to ensure that the steps are understood.

If necessary, the supervisor should have the employee check in at various stages of the project to determine what progress is being made. Deadlines should definitely be established and monitored in this situation. The employee should have a clear understanding of what the desired result of the task will be.

Conclusion

Supervisors should be aware that their actions, decisions and even their lifestyles are being closely monitored at all times by their employees.

The "Office Grapevine" is alive and well in all organizations, but it especially thrives in structured environments like public safety.

Understanding this means that the supervisor is aware that associations, assignments and friendships will be scrutinized by employees for perceived favoritism.

In its mildest form this will affect the efficiency of the organization, and carried to an extreme will result in employment actions or lawsuits. While in times past supervisors frequently developed "information sources" within the employment ranks, this practice is discouraged for many reasons, not the least of which includes branding the source as a "snitch" while destroying any sense of loyalty to the supervisor.

Therefore, supervisors should strive to be fair at all times in their decisions and assignments and should seek to avoid even the perception of favoritism.

Not only should supervisors treat each employee fairly, but the supervisor should go further, seeking to understand as much about the employees' personal goals, needs and family situation as possible.

The more a supervisor knows about an employee's situation, personality and goals, the more effective that supervisor can be in assisting the employee to reach maximum productivity.

Technology

The Global Surveillance Free-for-All in Mobile Ad Data

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Revolutionizing SARs filings and investigation efficiency through AI - Thomson Reuters Institute

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Composite of Fraud Schemes - Updated Daily

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What Iran's Penetration of Washington Means - CarolineGlick.com

Although alarming, the depth of Iran's infiltration into the foreign-policy and media establishments exposed in this week's reports isn't surprising.

Could there be a connection to the more recent threats to American political leaders?

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Society

Church Security Team Roles and Responsibilities

Discover the essential roles and responsibilities of a comprehensive church security team, including key positions like Team Leader, Security Coordinator, Training Coordinator, and Emergency Medical Responder.

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Training and Education



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Training Schedule

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