

# TRANSITION UPDATE

Hall County Department Of Corrections

APRIL, 2007

Volume 2, Issue 4

## WE HAVE FLOORS!!

If you haven't been by the building site lately you will be amazed at how much progress has been made. On March 23rd they began pouring the floor in Housing Unit B. During the week of March 26th they set up the first cell in Housing Unit B. It is amazing to think that the western side, containing Housing Units A, B, C and D, has as many square feet as our whole current facility.

If you are interested in checking out the progress, contact Sgt. Wegner or Cpl. Fosket, they will be scheduling tours of the facility on Tuesdays and Thursdays. Due to the pace of construction, groups will be limited in size, but any-

one wanting to take a tour will be accommodated.

The pictures to the right are of Master Control in the Administrative area and one of the four recreation rooms in the Housing area.



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## OFFICER OF THE MONTH

The Officer of the Month has been with the Department for five years. When this Officer worked Booking she was quick and efficient. Now she splits her time between Court duties and the Administrative Offices. She has also gained proficiency

in those duties.

We also thought that it is appropriate that since this Officer began working for the Department on April Fool's day that she is the Officer of the Month.

The Officer of the Month for April is Officer Mandi Hardenfeldt—good job Mandi.



# DIRECT SUPERVISION OFFICER SKILLS

The skill we will be covering this month will be dealing with conflict. The important thing to remember about conflict is that while conflict is inevitable, there are early indicators of conflict. When the indicators are observed there are strategies that do work to minimize, divert or resolve the conflict.

The beginnings of conflict occurs when there is poor communication of expectations or the inmate seeks power and views the Officer as weak or vulnerable. In the move from linear indirect to direct supervision the inmates will wish to retain the power that they have under the old system and they may use conflict in an effort to reassert their

authority. Inmates may also attempt to continue conflicts from the outside during their jail time.

A higher level of conflict can be indicated by body language, the arrival of a new inmate, heated conversations that end when an Officer walks by or stops to talk, or changes in the tension or noise levels within the Housing Unit.

To deal with the rising tension before the conflict is out of control, the Housing Unit Officer will need to use their interpersonal communication skills to find the problems and de-escalate the tension. The Housing Unit Officer may be able to ar-

range a compromise in attitudes. The inmate that continues to argue will face a loss of privileges and a progressive disciplinary process. If all else fails the inmate may be moved to a higher level of custody until their behavior improves.



## TRANSITIONS

Congratulations to Mandy Freeman on her move to Court Officer!

On April 9th, Sgt. Wegner and Cpl. Fosket will begin orientation for our newest C/O David Haynes. When you see him walking around stop and say hello.



## STRATEGIES

For this article we will define strategy as a skill in planning or managing. Our strategy for the month will be **THINK LIKE A GOOD SUPERVISOR**. Stop and think for a few minutes about teachers or work supervisors you have had in the past. What made them good supervisors or teachers and what made them bad supervisors or teachers?

The first day you walk into the Housing Unit you will become a supervisor of in-

mates. Initially there will be a period of testing. In the present jail, the strongest inmate is the one that set the tone for the block, but now the Housing Unit Officer will take that authority away from the inmate.

The inmates will look to you for leadership, decision making, problem solving and positive reinforcement. If you think and perform like a good supervisor, you will be more successful at achieving your goals in

the unit.



# STRESS SYMPTOMS

Given the high activity level on the streets already it would appear that this will be a very busy summer season. As we covered last month, a high level of stress can be the result of one major life-threatening incident or a build up from multiple smaller incidents. It is not always possible to be aware of an increased stress level in our lives until there is damage. Cut this article out and put it up somewhere that you can look at it occasionally, if you start to see yourself in these descriptions take some steps to deal with the problem.

## BEHAVIORAL

- Increase/decrease in activity level
- Substance use or abuse
- Difficulty communicating or listening
- Irritability, outbursts of anger, frequent arguments
- Inability to rest or relax
- Decline in job performance
- Frequent crying
- Excessive worry
- Becoming accident prone
- Avoidance of activities or places that trigger memories.

## PHYSICAL

- Gastrointestinal problems
- Headaches, other aches and pains
- Visual disturbances
- Weight loss or gain
- Sweating or chills
- Tremors or muscle twitching
- Being easily startled
- Chronic fatigue or sleep disturbances
- Immune system disorders

## EMOTIONAL

- Feeling heroic, euphoric or invulnerable
- Denial
- Anxiety or Fear
- Depression
- Guilt
- Apathy
- Grief

## THINKING

- Memory problems
- Disorientation
- Slow thought process

- Lack of concentration
- Difficulty setting priorities
- Loss of Objectivity

## SOCIAL

- Isolation
- Blaming
- Difficulty in giving or accepting support or help
- Inability to experience pleasure or have fun



# DEALING WITH STRESS

Start now to prevent stress in your life. Below are some suggestions—make your own additions. Do something nice for yourself each day including:

- Go walking—Hall County Park, Stolley Park and/or Eagle Scout Park are starting to get green.
- Reduce your use of caffeine and sugar.
- Evaluate your diet and make it healthier—include more fruits and vegetables.
- Take your dog for a walk.

- Go fishing—if you don't eat fish throw them back and catch them again.
- If you have children under the age of 16 take them to Pier Park and let them fish there—those fish will even bite on hooks without bait, but throw them back.
- If you go to Pier Park, pick up old bread at the bread store and feed it to the geese and ducks (the fish also like bread).

- Watch a comedian on the Comedy Channel and come to work and share the (clean) jokes with your co-workers.
- On your days off plan a day out of town—go someplace you have thought about going to, but have never gotten around to visiting.
- Rent your favorite old comedy movie—if it isn't as funny as you remembered—try to think of ways you would rewrite the movie.

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We are going to try something different this month. The picture to the right is one taken during the training in the use of oleoresin capsicum. The first email correctly listing the four employee participants in this picture sent to ueckertr will receive a prize.

Sorry to the participants in the training—you are not eligible this time, but maybe next month.

