

PBA Local 382

Memorandum

January 5, 2013

To All Members & Other Interested Parties:

As you know our county inmate custody based jail operations on several levels continues to suffer due to the lost priorities of jail management and those lost priorities were first caused by the onset of the federal contract, keeping the federal authorities and prima donna federal inmates happy and secondly was caused when the feds demanded that we become ACA accredited as part of retaining the federal contract.

Management simply can't seem to strike a fair balance between the demands of the federal contract/ACA demands and the needs of general jail custody and front line personnel.

Posts are constantly cut, all manpower, all resources and all of management's attention is focused away from the fact that we run a violent county jail and are focused on nothing more than the feds and the ACA (American Correctional Association).

As I've reported several times, the ACA as an organization and the **uselessness of being ACA Accredited** is mind boggling to me due to the fact that this organization **holds no lawful authority whatsoever** and is simply some sort of **self appointed group of self appointed and supposed experts** who travel the country giving jails and prisons the white glove test.

What I find ironic is when I bring an issue to the administration regarding a jail based initiative or need or violation **supported by state law or contract**, sometimes I easily get what I ask for, but most times I need to fight for it through the legal system and when we ask for increased staffing we are basically refused on all levels.

On the other hand...when our on site ACA coordinator informs management of what the ACA guidelines calls for or some nonsense jail job that must be created to comply with the ACA, management moves mountains to get it done immediately, so I pose the question...

What should be more important in jail operations and the safety of the institution and its staff? What state law requires or what the Nonessential ACA

requires? The answer is obvious, but the administration can care less about state law and staff safety and is **more concerned with the white glove test** that will do nothing more than provide us with a nicely framed piece of worthless paper that says we are ACA Accredited. WOW!!!

What an honor, while officers are working two pods at one time, inmates are locked in cells all day to save money and manpower, officers are being assaulted in record numbers and manpower is shifted from custody to create desk jobs because the ACA supposedly requires these desk jobs to be filled.

Even though the ACA is as worthless as their worthless Accreditation Certificate, I was pleasantly surprised to see on their web site, that jails who are seeking accreditation are bound by a **specific code of ethics** which I've listed below and ironically when the accreditation inspection hoopla begins, I will be the first one to bring this code of ethics to the inspectors attention because as you read through the points below and compare them to the day to day atmosphere of the county and jail especially, we are bound to fail on just about every level.

Should I be so non-compliant and antagonistic against the jail achieving this accreditation, worthless or not? On the surface no but should management be slighting their employees in the manner in which they do and than expect us to embrace their wants and needs while our wants and needs are ignored?

When we get what we are entitled to without constant legal battles along with what the feds and the worthless ACA says we need, I'll be an ACA/Feds Cheerleader, but until then, I truly don't see an ACA Accreditation in our future.

As for the feds...we almost lost them already after the flood last month and not only will there be more floods, I don't believe the Feds were even informed that our **state of the art jail was built in a toxic flood zone** when the contract was signed so draw your own conclusions on the **dependability and future** of the federal contract. Furthermore...how is a jail that was recently contaminated with Toxic Flood Water going to pass a white glove test?

Please see the Code of Ethics below and see how many you believe we are in compliance with and thank you for your time and continued support.

Joe Amato, President
PBA Local 382

Certified Corrections Professionals (CCPs) are expected to display **unfailing honesty, respect for the dignity** and individuality of human beings, and a commitment to **professional and compassionate service**. To this end, CCPs must adhere to the American Correctional Association's Code of Ethics.

- ESPECT and **protect the civil and legal rights** of all individuals.
- TREAT **every professional situation with concern for the welfare of the individuals involved** and with no intent to personal gain.
- MAINTAIN relationships with colleagues to **promote mutual respect** within the profession and **improve the quality of service**.
- MAKE public criticism of their colleagues or their agencies only when warranted, verifiable, and constructive.
- RESPECT the **importance of all disciplines within the criminal justice system** and work to improve cooperation with each segment.
- HONOR the public's right to information and share information with the public to the extent permitted by law subject to the individuals' right to privacy.
- RESPECT and protect the right of the public to be safeguarded from criminal activity.
- REFRAIN from **using their positions to secure personal privileges** or advantages.
- REFRAIN from **allowing personal interest to impair objectivity in the performance of duty while acting in an official capacity**.
- **REFRAIN from** entering into any formal or informal activity or agreement which **presents a conflict of interest** or is **inconsistent with the conscientious performance of duties**.
- REFRAIN from accepting any gifts, service, or favor that is, or appears to be, improper or implies an obligation inconsistent with the free and objective exercise of professional duties

- DIFFERENTIATE, clearly, between personal views/statements and views/statements made on behalf of their agency.
- REPORT to appropriate authorities any **corrupt or unethical behavior** in which there is sufficient evidence to justify review.
- **REFRAIN from discriminating against any individual because of race, gender, creed, national origin, religious affiliation, or any other type of prohibited discrimination.**
- PRESERVE the integrity of private information; refrain from seeking information on individuals beyond what is necessary to implement responsibilities and perform their duties; refrain from revealing non-public information unless expressly authorized to do so.
- **MAKE all appointments, promotions, and dismissals following established civil service rules, applicable contract agreements, and individual merit, rather than personal interest.**
- RESPECT, promote, and contribute to a work place that is **safe, healthy, and free of harassment in any form.**

THERES NO HOPE!!!!!!!!!!!!!!!!!!!!!!!!!!!!!!