



September 2019

The sooner you step away
from your comfort zone
you'll realize that it really
wasn't all that comfortable.

- Eddie Harris Jr.

**A COMFORT ZONE IS
A BEAUTIFUL PLACE
- BUT NOTHING EVER
GROWS THERE.**

Some of the most common roadblocks we create for ourselves are fear of failure, perfectionism, not asking for help, and/or staying in our comfort zone. Staying in your comfort zone means staying where you feel completely secure and comfortable. Highly successful people try their best to avoid staying in their comfort zone and understand how dangerous it is to achieving their goals and success. Here are a few reasons to consider stepping outside of your comfort zone:

- Staying in your comfort zone blocks growth;
- Staying in your comfort zone may lead to boredom and discontentment;
- Staying in your comfort zone may trigger a negative mindset due to idleness;
- Staying in your comfort zone may cause you to experience a lack of drive and purpose; and
- Staying in your comfort zone often leads to missed opportunities while you are waiting for things to happen.

Contributed by J'me Overstreet

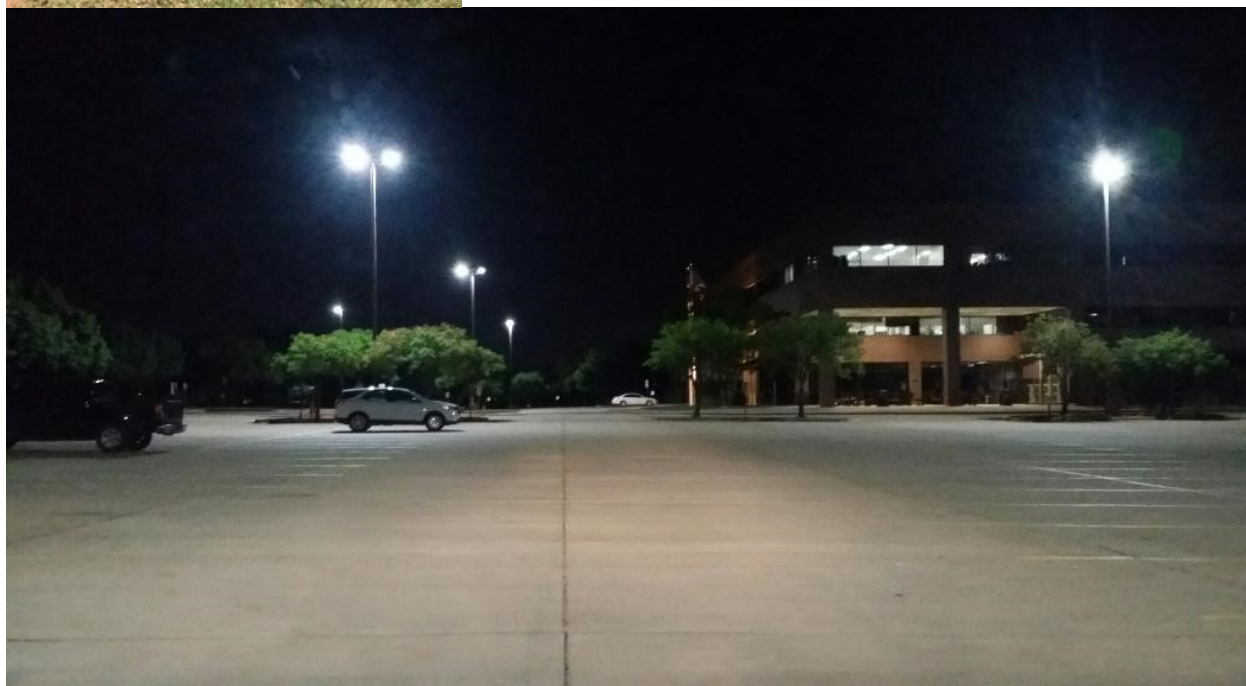




November 3, 2019 is the date we end daylight savings time, and we all “fall back.” By that date, some of you will arrive and/or depart when there is no daylight. By the time we “fall back”, everyone should either be arriving or departing when there is no daylight.

Thank you to our great maintenance team for installing new LED lighting in our parking lots! It is so much brighter, making the walk to our cars safer.

And thank you for installing new “**NOTICE:** Security Cameras in Use” signs throughout both parking lots and at all ingress and egress areas.





Please join me in welcoming our new Human Resources Specialist, Keisha Kearney! Keisha Kearney is an OKC native. She graduated from the Classen School of Advanced Studies where she played basketball. Keisha also graduated from the University of Central Oklahoma with a Bachelor's Degree and from Southern Nazarene University with her Master's Degree! Keisha began her career with the OCJB in July 2014 as a Detention Officer. She promoted to the Court Services Department where she most recently served as a Probation Supervisor.

We're so excited to add Keisha to our Human Resources Team! Keisha will be taking over the Executime and Payroll functions as well as other various HR duties.



**Board of County Commissioners recognized our OCJB Employees
for their service!**



Kudos To You

Kudos to **Mrs. Pearson, Ms. Rose, Mrs. West, and Mr. Brown** for taking care of my office/paperwork in my absence. Thank all of you! V. Goodin

Kudos to the **Detention Supervisors** for all the extra effort to maintain proficiency in our workday!

V. Goodin

Kudos to **Mr. Clewis** for his help collecting the supply order. I could not have done it without you!!!

V. Goodin

Kudos to **Mr. John Black** for helping with training ideas and for just being a person who is willing to help others. That's a special quality that more people need to have.

Margie Byrd-Dean

Kudos to **Joshua McDaniel and Mary Prince** for working double-time on backgrounds to get as many Detention Officers on staff as possible! You guys are doing great!

Kudos to **Keisha Kearney** for joining this crazy HR team! We're so excited to get to work alongside you!

Kudos to **Hajr Hamin** and the committee she organized for the Employee Staff Cookout! It was a great event and I had an awesome time!

Kudos to **ALL OCJB STAFF** for making this a great place to work! I appreciate each and every one of you!

Hannah Dix



By their fruit you will recognize them. Are grapes gathered from thorn bushes, or figs from thistles? Likewise, every good tree bears good fruit, but a bad tree bears bad fruit....Matthew 7:16 & 17

Kudos To You

Just want to say **THANK YOU** for everyone coming out and supporting Detention Officer Week. We had a blast. Staff appreciated all the hard work we put into this.

Erin McConnell
Kassandra West
Dr. Thomas
Vance Valvo
John Black
Elizabeth Rose
Vicki Goodin
Sharon Pearson
Delma Harding
Hajr Hamin
Emily Fees
Hannah Dix

If I missed anyone I do apologize but **THANK YOU ALL.**

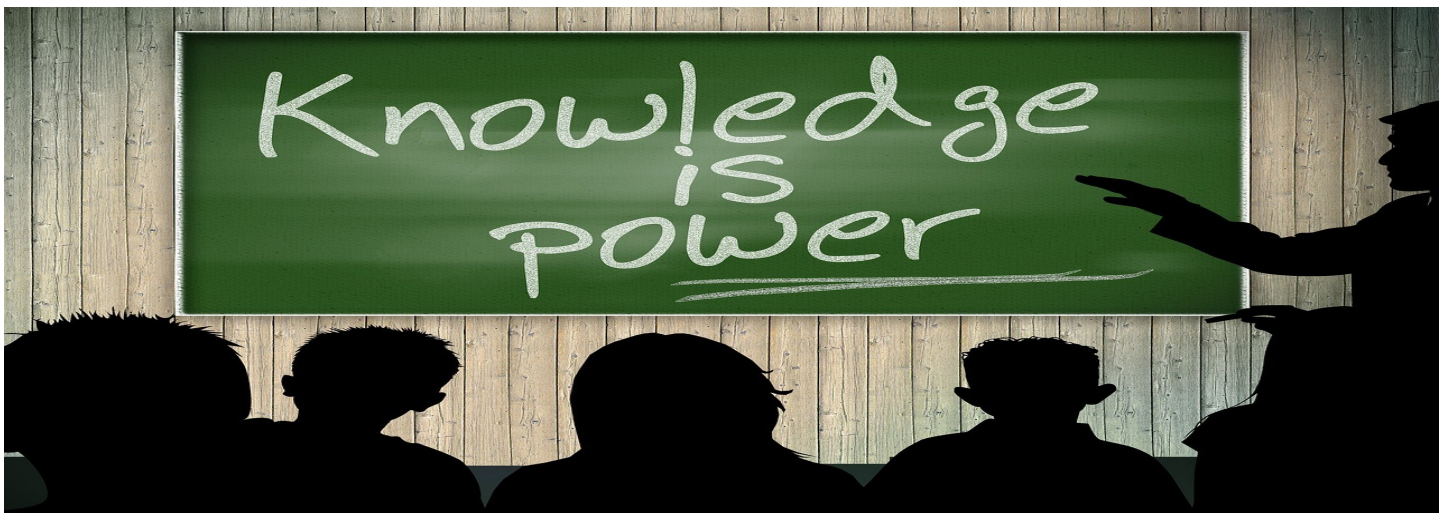
FA Tommy Brown





**Oklahoma County Juvenile Bureau
Provider Fair
09/05/2019**





The OCJB training program will strive to provide job-related training opportunities in 2019 to improve employee development. The following trainings are currently scheduled:

- On 10/10/2019, **All Hands Meeting**, J'me Overstreet, OCJB Director, in the Detention Library (10:00 a.m. and 2:00 p.m.);
- On 10/10/2019, **Gang Training**, Kim Tomes, Training Manager, in the 2nd floor conference room (6:00 p.m.-7:00 p.m.);
- On 10/14/2019, **TBRI Caregiver Training** TBRI Practitioners, in the 4th floor large conference room (8:00 a.m.-5:00 p.m.);
- On 10/21/2019, **Structured Interview Practices**, Kim Tomes, Training Manager, in the 3rd floor conference room (8:30 a.m.-11:30 a.m.); and
- On 10/31/2019, **First Aid and CPR Training**, Kim Tomes, Training Manager, in the 3rd floor conference room (8:00 a.m.-5:00 p.m.).

A sign-up sheet has been placed on the training bulletin board. If you plan to attend the training place an "X" next to your name. If your name is not listed, then write your name on one of the empty slots and/or email KTomes@oklahomacounty.org.

"NO ONE LEARNS AS MUCH ABOUT A SUBJECT AS ONE WHO IS FORCED TO TEACH IT."
PETER DRUCKER

The capacity to learn is
a *gift*; the ability to
learn is a *skill*; the
willingness to learn is a
choice.

Brian Herbert

**TRAINING
IS
EVERYTHING**

The peach was once
a bitter almond; cauliflower is
nothing but cabbage with
a college education

GO

What's Your Spark?



Officer Jackson worked with this young gentleman to identify his Spark in the initial office visit as being football. Officer Jackson encouraged and provided this young gentleman morale support to engage in his Spark (football). Officer Jackson took the initiative to speak with him about controlling his actions and emotions at a time when he was having personal issues with another player on the team. This young gentleman took Officer Jackson's advice and did not let this other player cause him to quit or get kicked off the team. I want to recognize Officer Jackson for taking the time to be a good role model and cheering this young fellow on during one of his home games.

Kudos Officer Jackson for going above and beyond!



Tommy Brown, Facility Administrator

Recognized for all the planning and work they put into making Detention Officer Week a great success.



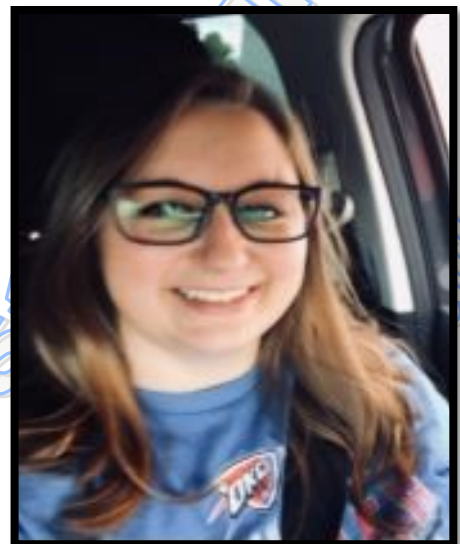
Erin McConnell, Assistant Facility Administrator

Recognized for all the planning and work they put into making Detention Officer Week a great success.



Kasandra West, Assistant Facility Administrator

Recognized for all the planning and work they put into making Detention Officer Week a great success.





Kim Tomes, Training Manager

Recognized for taking Nicole Mullins' court reports to review while she attends TBRI training.



Promotions



Shirley Walker promoted to Shift Supervisor I.



Alecsis Davis promoted to Shift Supervisor II.

Winnie Strong promoted to Intake Supervisor.



Antonio Windham promoted to Activity Volunteer Coordinator.



Michelle Boivin promoted to Probation Officer II.

Dale Newby Promoted to Probation Officer II.



Matthew Hankins promoted to Senior Intake Officer.



Zakeria Chism promoted to Shift Supervisor I.



Erica Carter promoted to Intake Officer III.



Jenna Harper promoted to Detention Officer I

Here's What Causes Charley Horses (And How To Get Rid Of Them)

Huffington Post —Kelsey Borresen

“Charley Horse” is a colloquial term for a sudden, intense muscle contraction that often occurs in the calf, thigh or foot during sleep. More than half of adults report they have experienced these spasms at night, which can last anywhere from a few seconds to several excruciating minutes. “Even if it’s only 10 seconds, it feels like 20 years until it goes away,” Nicole Haas, a physical therapist in Boulder, Colorado, told Huff Post. Charley Horses can also happen while you’re awake (like during or after exercise), and in other parts of the body, but here we’ll be focusing on the nocturnal variety. We talked to an orthopedic surgeon and two physical therapists to learn more about the dreaded, middle-of-the-night Charley Horse.

What causes “Charley Horses”

It’s not entirely understood what causes Charley Horses, though a number of factors could be at work. For many years, experts believed muscle cramping was linked to dehydration and a loss of electrolytes (which creates an imbalance of minerals like magnesium and potassium in the body), though research now suggests it may have more to do with muscle fatigue and nerve dysfunction. “It is believed that such muscle contractions are due to involuntary repetitive firing of the nerve rather than originating from within the muscle itself,” said Nabil Ebraheim, chair of the department of orthopedic surgery at the University of Toledo Medical Center. “The most common cause is straining or overusing the muscle.” “Other factors that may increase the likelihood of muscle cramping include long periods of sitting or standing, poor circulation, certain medications like diuretics, a sedentary lifestyle and exercise without proper stretching. Pregnant women, athletes, older adults and people who are overweight may be especially prone to such cramps.



Why they happen at night

It’s also not totally clear why Charley Horses often happen during sleep, but experts have some theories. “At the end of the day, fatigue of the muscles due to poor posture, prolonged sitting or inefficient biomechanics during exercises can create the tightness or spasm,” said Jonathan Meltzer, a physical therapist at Rausch Physical Therapy in Laguna Niguel, California. Also, consider how your body is positioned during sleep, as it could be encouraging cramping. If you’re sleeping on your back and your feet are pointed downward — known as “plantar flexion” — for a long time, it can cause a tightness in your calf muscle, Haas said. Same goes for those who sleep on their stomachs. “I see that a lot when winter starts to roll in and the heavy covers come out,” Haas said. “When you point your toes, you’re using your calf. But if you have your toes held down, like by a heavy blanket, you’re also in a shortened position of your calf muscle” There are a few ways you can prevent and ease the pain of Charley Horses, according to the experts. They recommend:

- Incorporating good habits, like **stretching, foam-rolling or using a muscle roller stick** to loosen tight muscles. “Muscles need to be stretched regularly to function properly,” Ebraheim “Stretch before going to bed, particularly the calves and feet.”
- **Staying active**, but not to the point of overexertion. Regularly change positions throughout the day so you’re not seated or standing for too long. “Adjust posture on a regular basis at work and home,” Meltzer said. “Sitting is not bad, but for a prolonged period of time it is. Make sure on the hour you stand up, walk around and focus on an upright sitting posture.”
- Though research on the link between hydration and muscle cramps is mixed, there are really no downsides to **making sure you’re drinking enough water**. “We don’t know for sure that it helps, but it definitely can’t hurt,” Haas said. **Adjust your sleeping position**. If you like sleeping on your back with a comforter, Haas recommends rolling up a towel at the end of the bed to create a little canopy of space over your feet. You can also rest the bottom of your feet against the towel, so your feet never go all the way into a pointed position. Another option? Sleep on your side.



How to relieve the pain if you get a nighttime cramp

You probably can’t stop a Charley Horse in its tracks once it starts. However, you may be able to reduce the duration of pain. When people get a Charley Horse, they often lay there frozen — and, if you’re me, on the verge of shouting an expletive — not knowing what the heck to do.

- Next time it happens, **try flexing your foot (i.e. pull toes toward your body, not away from it) to get some relief**. “If you get a little tension in the calf muscle, that will hopefully get it to release and let go,” Haas said. “If that’s not enough, some people do need to stand up to do a calf stretch. I think it’s helpful to have toes up on something if you can, even if it’s a book or a towel rolled up.”
- Afterward, you may experience some residual soreness in the muscle. You can try a **heating pad, a massage or ice to ease the pain**, Ebraheim said. If the pain persists, ibuprofen may help.
- The occasional Charley Horse is unpleasant, but pretty harmless. **However, if they’re happening frequently, tell your doctor to rule out the possibility of a more serious health issue.**

OCJB Employee Cookout



OCJB Employee Cookout



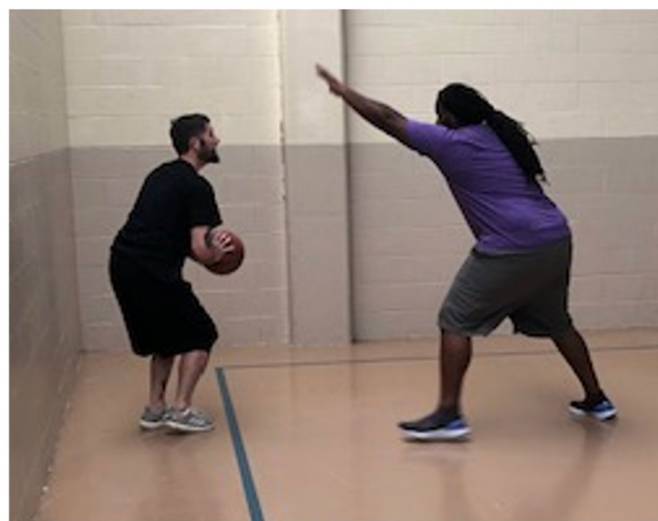
OCJB Employee Cookout



OCJB Employee Cookout



Basketball Tournament



Resolution No. 2019-4099

A Resolution recognizing the dedication to service by the Detention Officers and employees of the Oklahoma County Juvenile Bureau:

WHEREAS, on any given day nearly 44,000 youth under the age of 18 are being held in detention facilities across the country and approximately 10,000 are being detained or incarcerated in adult jails and prisons; and

WHEREAS, the Oklahoma County Juvenile Detention Center, officially named the "Berry House" in honor of Judge William A. Berry, admitted the first youth on December 20, 1958; and

WHEREAS, the Oklahoma County Juvenile Detention Center employees have been serving citizens of Oklahoma County twenty-four (24) hours per day, seven (7) days per week, three hundred and sixty-five (365) days per year for nearly sixty-one (61) years; and

WHEREAS, the Oklahoma County Juvenile Bureau has designated the week of September 15, 2019 through September 21, 2019 as "Detention Officer Week"; and

WHEREAS, we honor the Detention Officers and employees who are essential to the day-to-day operations of our facility, without them it would be impossible to achieve the foremost goals of safety, and security; and

WHEREAS, Detention Officers are crucial to Oklahoma County Juvenile Bureau's initiative to provide trauma-informed care to reduce recidivism and improve youth outcomes; and

WHEREAS, "Detention Officer Week" offers a time to honor the courage and commitment shown by our Detention Officers and employees for the vital contributions and sacrifices they make; and

WHEREAS, Oklahoma County is pleased to recognize and honor this group of men and women whose service and dedication in a sometimes dangerous and overlooked field contribute greatly to public safety.

BE IT THEREFORE RESOLVED, the Board of County Commissioners of Oklahoma County does hereby express great appreciation for all of the dedication to service by the Detention Officers and employees of the Oklahoma County Juvenile Bureau and has chosen this week as a special time to celebrate and recognize those individuals.

APPROVED this 18th day of Sept, 2019.

BOARD OF COUNTY COMMISSIONERS:


Carrie Blumert, Chair


Brian Maughan, Member


Kevin Calvey, Member

ATTEST: 
David B. Hooten, County Clerk



Resolution No. 2019-4098

A Resolution accepting the following donations for use by Oklahoma County:

WHEREAS, Kendal Kelly, ComeBack Kid Society, donated art supplies for the youth in detention;

WHEREAS, Demetrius Bell, on behalf of the Crossings Community Church, donated soccer balls and basketballs to the Oklahoma County Juvenile Bureau;

WHEREAS, Dr. Scottie Haskins, Director of COPE, Inc., donated snacks for the youth participating in the Boyz to Manhood program;

WHEREAS, the Honorable Lydia Green donated tacos for the youth participating in the Boyz to Manhood program;

WHEREAS, the Oklahoma County Assessor's office donated twenty-seven (27) used computer monitors for the Intake and Probation Officers to utilize;

WHEREAS, Braum's donated ice cream for the youth in detention for an event sponsored by the Oklahoma County Assessor and his employees;

WHEREAS, Larry Stein, Oklahoma County Assessor, Michael Morrison, Chief Deputy, Marci Hoffman, Executive Secretary, Valerie Noah, Executive Assistant, Abigail Wisor, Administrative Assistant, Kareem Burch, Public Information and Mapping, and Cynde Porter, Business Coordinator organized an ice cream sundae event by gathering donations, contributing personally, setting up and serving for the youth in detention;

WHEREAS, David Hooten, Oklahoma County Clerk, performed by playing his trumpet during the ice cream sundae event; and

WHEREAS, Oklahoma County accepts these donations with gratitude.

BE IT THEREFORE RESOLVED, the Board of County Commissioners of Oklahoma County does hereby accept these generous donations and expresses great appreciation for all of the support received by the citizens of Oklahoma County and the numerous city, county, and state leaders who have given of their time to invest in the success of the at-risk youth of Oklahoma County.

APPROVED this 18th day of Sept, 2019.

BOARD OF COUNTY COMMISSIONERS:


Carrie Blumert, Chair


Brian Maughan, Member


Kevin Calvey, Member

ATTEST: 
David B. Hooten, County Clerk





The Neuroscience of Resilience

Our Capacity to Tolerate Stress



Resilience is our ability to bounce back after a stress or trauma. Although we certainly don't want negative things to happen in our lives, each time something negative happens and we are able to get through it, our resilience "muscle" is increased which in turn will make it easier to get through the next struggle.

Stress triggers both psychological and physiological reaction in our bodies, minds and brains. This reaction is commonly known as the flight, fight or freeze reaction. Our brain has to quickly decide if the trauma we are experiencing is one we can run away from, fight our way out of, or if we are in a situation where we will just "freeze" and not be able to do anything. Each time we experience a significant stressor our brain repeats these steps. During this process, hormones are released to help along with the process. A very rudimentary explanation is that oxytocin is released to get us motivated to do SOMETHING. Cortisol is released to help our bodies respond to stress or trauma. These hormones are released each time we encounter a stressor/trauma.

Fortunately, we can increase our resilience and neuroplasticity through practicing some simple skills and techniques. Research has shown that your physical brain can be changed, which will in turn increase your resilience.

There are several steps you can take to make this happen:

1. Having a good connection with others. This will help to decrease cortisol and make us feel connected, which increases oxytocin.
2. Recognizing that the problem is one we can handle. If we can have that attitude it will really help us get through the issue.
3. Recognize that change happens, and this too will pass. If we can focus on being on the other side of a problem, that will help us move through more quickly.
4. Create some goals and take the baby steps to move in that direction.
5. Take decisive actions when we come across a problem. Act on adverse situations as much as you can. Take decisive actions, rather than detaching completely from problems and stresses and wishing they would just go away.
6. Look for opportunities to grow from the event and recognize your strength.
7. Try to keep a positive view of yourself.
8. Keep a positive attitude and outlook.
9. Take care of yourself.

Try to practice mindfulness as a way to stay in the present moment and not get caught up in "Shoulda, coulda, wouldas."

The real key to increasing resilience is understanding this will take time and we must practice, practice, practice! No muscle becomes strong on its own, so we have to use it to strengthen it!

by Carol Brusca

I AM TOO POSITIVE
TO BE DOUBTFUL
TOO OPTIMISTIC
TO BE FEARFUL
AND TOO DETERMINED
TO BE DEFEATED

“BE YOURSELF;
EVERYONE ELSE IS
ALREADY TAKEN.”

– Oscar Wilde

Ask yourself what
is really important,
and then have the
wisdom and courage
to build your life
around your answer.

*September when the leaves
start to blush and turn red.*

"May *Fall* be a time to realize
what great adversities you've
endured and how much stronger
and wiser you are. May this new
season bring you loads of love,
happiness and blessings." -RubyAnne

HELLO
SEPTEMBER.