

Collin County
Going the **Extra Mile (GEM)** Recognition Form

Honoree's Name: Curtis Johnston

Honoree's Job Title: Detention Officer

Department: Sheriff's Office / Detention Division (Housing)

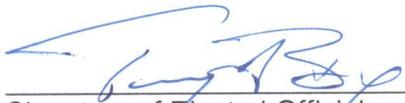
Years of Service with the County: 1 year 11 months

Why the Honoree is receiving a GEM Award including dates:

Please see attached memo.

I recommend approval
CA. 3-10-14

Approved by elected official or department head on the 12th day of MARCH, 2014



Signature of Elected Official
or Department Head

Terry G. Bishop

Printed Name



COLLIN COUNTY

OFFICE OF THE SHERIFF
4300 Community Avenue
McKinney, TX 75071

Terry G. Box, Sheriff

To: Captain Bill Ponder

From: Lieutenant Christopher Perepiczka *CP*

Date: 03/09/2014

RE: GEM Recommendation

Since October, 2013 I have had the pleasure to supervise Detention Officer, Curtis Johnston at the Collin County Sheriff's Office in the department of Detention Housing. Officer Curtis Johnston has been employed with the Sheriff's Office since April 1, 2012. I first met Officer Johnston in April 2013 when I returned to a supervisor role on the Detention Response Team for this Office. I supervised Officer Johnston on the "Response Team" from April 2012 to my daily responsibilities to date. I am more than impressed with his work ethic.

Since becoming Officer Johnston's first line supervisor in October 2013, Officer Johnston was assigned to one of two "High Risk / Profile" housing units of the detention facility for his post assignment. Officer Johnston was assigned to the Special Housing Unit for a ninety day period and completed such duties in a highly efficient way. This housing unit detains 42 inmates which normally are assigned with 18 "High Profile" and 24 that are either being detained in reference to a disciplinary incident or waiting a "High Profile" housing assignment / cell. On a daily basis Officer Johnston demonstrated excellence in communication skills. Officer Johnston has the keen ability to deescalate hostile incidents into manageable or non-existent incidents at all. Officer Johnston practices the aspects of the detention facility, *Direct Supervision*, in a housing assignment that is not designed for *Direct Supervision*. Officer Johnston would communicate with the detainees of the housing assignment, providing clear instructions, reinforcement techniques and would make sound decisions that were for the betterment of the detention facility and the detainee's welfare. Officer Johnston has the best interest of this Office and the detainee; while thinking about the ramifications of his decisions in the future and not "just in the moment" to achieve a goal.

After the ninety day period in the Special Housing Unit, Officer Johnston was assigned to a "Facility Movement" position for his post assignment beginning in January 2014. This post assignment is designed to assist the numerous other "Pod Officers" (Detention Officers) in their daily activities and other duties assigned by Supervision. Since January 2014, I have been utilizing Officer Johnston's profound communication skills to neutralize hostile incidents. When a detainee has become disruptive in a housing assignment Officer Johnston is primarily summoned to the area in an effort to gain compliance. Officer Johnston conducts negotiations with the detainee to ensure their safety and the safety of staff involved to a peaceful end.

Officer Johnston also assists in the Infirmary Area of the Detention Facility near daily. In this housing assignment of the Detention Facility, there are detainees that have been *classified* with a mental health need by the medical staff in this facility. Officer Johnston will stop what task that he is conducting, respond to the area, and negotiate with the detainee. No matter how volatile the situation, Officer Johnston will take reasonable measures to end the incident. Officer Johnston will negotiate for a time period that some would have felt were beyond assistance, and would come to a peaceful end. Officer Johnston does not "give up" on an incident at hand and will work said incident until its completion.

Officer Johnston also conducts "High - Risk" and normal transporting duties at a moments notice when summoned. Officer Johnston has ended his break periods early and remained on transports to medical facilities beyond the end period of his shift without a single complaint for the betterment of the Office. Officer Johnston has conducted countless medical transports without a single thought of when he was going to be relieved or when a break would occur.

Officer Johnston also assists this Office in staffing needs. Officer Johnston will volunteer his own time to come to work early, stay late and come in on off days to provide needed staffing levels for all three shifts of the Housing Division of this Office. Officer Johnston will take the "On-Call" status of other Detention Officers to assist them in their personal lives as well.

Officer Johnston is also a member of the Detention Response Team. Officer Johnston volunteers his own time to be apart of this specialized unit. This Team requires countless hours of physical activity, that has to occur on a members own time, to remain in peak physical condition for a Physical Fitness Test and responsibilities of the Team. Officer Johnston will respond to an emergency call - out, without fail, every time. Officer Johnston has taken a leadership role on the team as well, assisting with training of new Teammates and Senior Members. When an emergency call - out is made, Officer Johnston will respond when not "on - call" as well. Speaking as a Team Leader on the Team, I have all the respect and confidence in Officer Johnston's abilities that he will keep me safe on deployments.

I believe that Officer Johnston is a fine example of how a Detention Officer should present oneself. Officer Johnston has established himself as a visible leader of his shift by his actions and words. Officer Johnston is a highly dedicated employee and I recommend that he be considered for the award of *Going the Extra Mile (GEM)*.

OK
3-12-14