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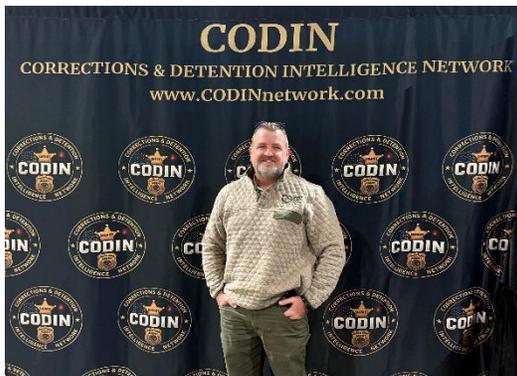


CODIN
FOUNDED 2025

CORRECTIONS & DETENTION INTELLIGENCE NETWORK

**Breaking Down Silos.
Enhancing Safety.**

Connecting Corrections Intelligence Across Jurisdictions.



A Message from the Founder & President

Over the last several weeks, one thing has become clear through conversations across the country: the challenges facing corrections and public safety are evolving faster than the systems designed to address them. Criminal networks adapt quickly, contraband pathways shift, and technology continues to advance, while the people responsible for safety are often left working with fragmented information and disconnected tools.

CODIN exists to change that. Not by selling a product or pushing a platform, but by driving the hard conversations many are already having and connecting the professionals who know this work best. Progress happens one conversation, one connection, and one shared insight at a time—and this month marks another step forward in building the network our profession has needed for a long time.

– **Greggory Phillips**
Founder & President, CODIN
GDOC FBI Task Force Agent

History of the Corrections and Detention Intelligence Network

CODIN was born out of a hard operational lesson.

During Operational Skyhawk, coordinated enforcement efforts uncovered the scope of organized criminal activity operating from inside correctional facilities. The operation resulted in 178 arrests and the seizure of more than \$7 million in contraband intended for the Georgia Department of Corrections through coordinated drone activity. What became clear was not just the scale of the threat, but the sophistication and collaboration behind it.

Criminal networks were communicating across jurisdictions, adapting quickly, and exploiting gaps in information sharing. Meanwhile, corrections, detention, and law enforcement agencies were often working in parallel rather than together.

CODIN – the Corrections & Detention Intelligence Network – was created in response to that reality. As a nonprofit, practitioner-led intelligence alliance, CODIN exists to strengthen secure collaboration across jails, prisons, law enforcement, and prosecutors. By fostering real-time intelligence sharing within trusted systems such as RISS and ROCIC, CODIN helps agencies close communication gaps, improve awareness, and respond more effectively to evolving threats.

CODIN was not created as a product. It was created as a solution to a problem experienced firsthand – and as a commitment to ensuring that public safety professionals have the network, information, and partnerships necessary to confront criminal organizations that do not operate in silos.



ACA Winter Conference Recap



Michelle Jordan-CODIN Secretary and Florida Senior Crime Intelligence Analysts II, Clíodhna McGuirk-Saadian Technologies CEO, Gregory Phillips-CODIN Founder and GDOC FBI Task Force Agent, Alishia McColl-CODIN West Coast Representative and WA DOC Chief Investigator, and Joshua Conklin-CRO at LeoTech

Gregg and I went into the ACA Winter Conference with a simple goal. We weren't there to sell anything. We were there to listen, shake hands, and start the conversations that need to happen about the future of intelligence sharing in corrections. We spent our time talking with people from the ground up. Correctional officers, investigators, commanders, and executive leaders from county, state, federal, and tribal systems all stopped by. What stood out was how consistent the concerns were across every level. The people doing this work every day know where the gaps are, and real progress starts with them.

Those conversations were candid and unscripted. Frontline staff shared what they're seeing inside facilities. Leaders talked about the need for practical solutions that improve safety. Technology partners asked how they could support the mission rather than simply sell a product. Across all of it was a shared understanding that criminal networks don't operate in silos, and neither can we.

Continued...

That reality came into focus while reviewing technology with TGR Technology, when I was able to see, in real time, the presence of smart devices inside two Washington Department of Corrections facilities. It confirmed what was already suspected and underscored the challenge ahead. Without the right technology, it's a needle-in-a-haystack problem. With the right intelligence and coordination, it becomes actionable. That's why CODIN exists. To create space for honest dialogue, shared awareness, and collaboration across agencies, and to move the work forward one conversation at a time.

– **Alishia McColl**
West Coast Representative, CODIN
WA DOC Chief Investigator

Connecting Technology and Corrections at ACA

During the ACA Winter Conference, CODIN Founder Gregg Phillips presented alongside Brian Grant from American Robotics, highlighting **Operational Skyhawk** and the growing challenge of criminal networks utilizing drones. The discussion centered on helping corrections and public safety agencies better understand, detect, and respond to aerial threats impacting facility security and community safety. Outside of the presentation, time spent together allowed for continued conversation about real-world challenges agencies are facing and how collaboration between practitioners and technology partners can support practical, operationally grounded solutions. The focus remains understanding the environment first, then identifying tools that genuinely assist the professionals working within it.

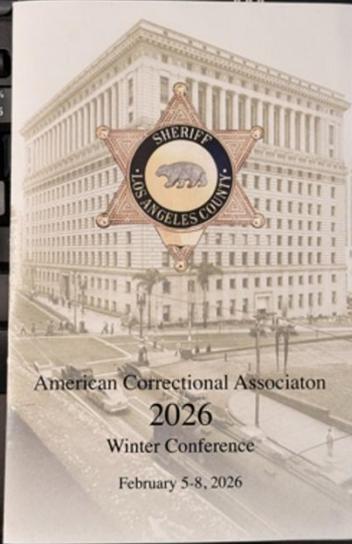
CODIN values these relationships as ongoing dialogue centered on safety, awareness, and strengthening the shared effort to counter emerging threats.



American Correctional Association Winter Conference Photographs



www.TGR-tech.com



Spotlight: Strengthening Intelligence Sharing Across Washington State



CODIN Washington State Representative Matthew Hubbard, who is an Investigator at WA DOC said it best, *"The change we are seeking will always begin with us. Are we willing to do the hard work needed to make the change necessary for safer corrections?"* This call to action resonates deeply with our mission to foster dialogue and collaboration in addressing critical issues.

CODIN's work in Washington State continues to move forward in meaningful ways, thanks in large part to the leadership and initiative of Matthew Hubbard, CODIN's Washington State Representative. Recognizing the importance of collaboration between county jails and state prisons, Matthew took the initiative to engage with the Washington Association of Sheriffs and Police Chiefs to begin building stronger connections around intelligence sharing and operational awareness. Through that outreach, he scheduled a meeting with Ric Bishop, who serves as the state liaison for all county jails in Washington. What began as a single outreach effort quickly gained momentum. Follow-up meetings with CODIN stakeholders helped clarify shared challenges, identify gaps in communication, and highlight the value of bringing county and state perspectives together at the same table. As a result of this work, CODIN now has a seat in

the bi-weekly meetings attended by county jails across the state. This step forward is more than symbolic. It creates consistent space for dialogue between county jails and state prison systems, strengthens intelligence sharing, and fosters a deeper understanding of how decisions and information flow across different parts of the correctional system. When agencies understand each other's constraints, responsibilities, and realities, coordination improves and safer outcomes become possible.

Matthew's efforts reflect exactly what CODIN is built to do: connect professionals, reduce silos, and turn conversation into collaboration. This growing partnership in Washington State lays the groundwork for more responsible intelligence sharing, safer exchanges for those in custody, and a more unified approach to addressing challenges that no single agency can solve alone.

This is how progress happens – through initiative, trust, and a commitment to working together.





Inside the Interview Room: What Separates Good Investigators from Great Ones in Prison Settings

—5:9 SHIELD GROUP—



Travis Sparks, CODIN's Georgia State Representative, brings more than 25 years of law enforcement experience spanning street crimes, narcotics, fugitive apprehension, and tactical operations. A seasoned special agent, instructor, and peer support advocate, Travis is also the founder of 5:9 Shield Group and cofounder of Project 5:9, leading efforts to remove barriers to confidential support for first responders. Recently, he shared his insight on what truly makes an effective interview inside a prison setting – where dynamics behind the fence demand more than standard technique.

Question 1: Interviews that occur in a prison setting can look different than when conducted on the streets. In your experience, what specific steps do you take to prepare for them that you find increases its success?

Interviews inside a prison environment themselves carry authority, restriction, and tension before I ever say a word. I try to balance two principles: calm control and human acknowledgment. First, I'm intentional about the physical environment. If possible, I'll rearrange the interview room to remove obvious physical barriers like desks between us. A table can subconsciously signal opposition. Removing it shifts the dynamic from confrontation to conversation. I also try to provide a softer chair for the inmate when I can. Inmates rarely sit anywhere comfortable. That small gesture lowers physiological stress and communicates that I'm not there to punish, I'm there to talk. When someone's body relaxes, their mind tends to follow. Positioning matters as well. I typically seat the inmate facing the door and position myself with my back to it. That does two things. First, it signals confidence and control. I'm comfortable enough in the environment to give up the visual advantage. Second, it subtly reinforces reality: if they want to leave, they have to mentally and physically go through me. I try avoid wearing clothing that screams authority. The prison already provides the power structure. I don't need to amplify it. The more I can operate at a "regular person" level during the rapport-building phase, the more likely I am to lower resistance. People talk to people, not uniforms.

Question 2: How do you approach mirandarizing the incarcerated individual?

When I mirandarize an incarcerated individual, I don't read it like a script. Most inmates have heard Miranda before. I cover every required legal element conversationally. I start by explaining I'm investigating an incident. Then I say something like, "Before we talk, you ain't got to talk to me. My job is to ask questions but you don't have to answer if you start to feel uncomfortable". I will explain that sometimes these conversations end up in court and, if that happens, I'm under oath and will have to testify about what was said. I ask if they've had a court-appointed attorney before. Then I clarify that if they decide that they want an attorney one can

Inside the Interview Room: What Separates Good Investigators from Great Ones in Prison Settings

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be appointed through the court process. Because they're incarcerated, I also make it clear: "You obviously can't leave the facility, but you don't have to participate in this conversation. But I'm still going to do my job and ask questions. That way, I clearly advise them of their right to remain silent, statements can be used in court, right to counsel, appointment if indigent, and that talking is optional, but I deliver it in a way that feels like a real conversation while still protecting the integrity of the case.

Question: 3 How do you work through when you know someone is not being honest with you during questioning?

When I believe someone isn't being honest, I don't overtly confront. Instead, I slow it down and rely on three simple tools: "and," "why," and silence." If they give me an answer that feels incomplete or rehearsed, I extend it. I'll say, "And then what?" That keeps them talking. The more detail someone has to manage, the harder it is to maintain something that isn't true. I'll also use "why," such as, "Why do you think that happened?" That shifts them from repeating a story to thinking through it. Deception gets harder when someone has to explain reasoning instead of just reciting events. And then there's silence. After an answer, I'll just sit there. Most people are uncomfortable with silence and will fill it. That's often where clarification or contradiction happens. If I sense resistance, I'll explain the bigger picture: "If this goes to court, I have to present probable cause to a jury which is what probably will occur based on the evidence." Then I'll say something like, "I want you to speak for the evidence or for the version I've been told." That does a few things. It frames the reality of the process, and it gives them some control. Instead of me arguing with them, I'm giving them the opportunity to explain the facts from their perspective. It allows them to feel heard, while still making it clear that the evidence is going to speak either way, and it's not me they have to convince it's the jury. My goal is ultimately to create and control a space where the truth has the best chance to surface.



Corrections Unfiltered Podcast has supported CODIN since the beginning – creating space for real, practitioner driven conversations across the country. Through YouTube, Spotify, and LinkedIn, they're elevating the voices of professionals who live this work every day. If you're looking for candid conversations about corrections from those doing the job, their platform is a must follow. Please show your support to Corrections Unfiltered and subscribe as a follower. <https://www.youtube.com/@CorrectionsUnfiltered>

Federal Policy Update: Workforce Retention and Support

At the federal level, recent discussions have included H.R. 7210, legislation introduced in the U.S. House of Representatives that proposes excluding certain income earned by law enforcement officers and correctional professionals from federal gross income if approved. The bill has been discussed as part of broader efforts to address long-standing recruitment and retention challenges across public safety professions.

Recognizing the significance of these conversations for the corrections workforce, CODIN Founder and President Gregory Phillips formally communicated his support for consideration of this issue in correspondence sent to members of the U.S. House of Representatives. His message emphasized the importance of acknowledging the demands placed on correctional and law enforcement professionals and ensuring that policy discussions reflect the realities of the work being done every day.

While H.R. 7210 remains in the early stages of the legislative process, it reflects a growing national focus on how to support and retain the public safety workforce. CODIN will continue to monitor developments and share relevant updates as conversations around workforce sustainability, safety, and retention continue.



CODIN CORRECTIONS & DETENTION INTELLIGENCE NETWORK

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GREGORY PHILLIPS
FOUNDER - PRESIDENT

06 February 2026

The Honorable Brian K. Fitzpatrick
U.S. House of Representatives
Washington, D.C. 20515

The Honorable Marie Gluesenkamp Perez
U.S. House of Representatives
Washington, D.C. 20515

Dear Representatives Fitzpatrick and Gluesenkamp Perez,

I write in strong support of H.R. 7210, the *Fuel the Force Act*, and to commend your leadership in addressing the recruitment and retention crisis impacting law enforcement across this nation. I also write to respectfully encourage that the scope and intent of this legislation be understood, and advanced, as support not only for federal service, but for **state and local law enforcement and correctional professionals who bear the same risks, responsibilities, and cumulative toll of public safety service.**

I serve as the Founder and Executive Director of the Corrections & Detention Intelligence Network (CODIN), a national nonprofit dedicated to intelligence-driven operations spanning corrections, detention, and law enforcement agencies. I also bring the perspective of a 26-year veteran of law enforcement and corrections investigations, having served in custodial, intelligence, and investigative roles at the local, state and federal levels. Across that career, I have watched the demands placed on public safety professionals expand dramatically, while compensation, incentives, and long-term sustainability have failed to keep pace.

The *Fuel the Force Act* is a meaningful and targeted step toward retaining experienced officers who have reached the critical five-year mark and beyond. Those officers, whether municipal police, county deputies, state investigators, or correctional officers, are the institutional backbone of public safety. They are the mentors, decision-makers, and stabilizing force within agencies. When they leave, agencies lose not only manpower, but judgment, experience, and continuity.



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Correctional officers and investigators, in particular, must be clearly and affirmatively included alongside their state and local law enforcement counterparts. They operate daily in some of the most dangerous and psychologically demanding environments in government service. They manage violent offenders, organized criminal networks, and gang leadership, often in confined spaces with limited resources. Modern correctional facilities are no longer isolated from community crime; they are active operational environments where criminal activity is coordinated, intelligence is developed, and threats extend well beyond facility walls.

From an investigative standpoint, the loss of experienced correctional personnel directly impacts community safety. Contraband communications, organized criminal enterprises, and coordinated violence do not respect jurisdictional boundaries. Retaining seasoned correctional officers is inseparable from supporting effective policing, prosecution, and community protection at the local and state level.

Providing a federal income tax exclusion for full-time law local, state and federal enforcement professionals, including correctional officers, with equivalent time in service recognizes the shared burden carried across the public safety spectrum. It also sends a clear signal that long-term service, institutional knowledge, and professional endurance matter, regardless of whether the uniform is worn on the street or inside a secure facility.

H.R. 7210 has the potential to strengthen law enforcement nationwide by easing financial pressures, improving retention, and restoring confidence in public safety as a sustainable career. Ensuring its application reflects the full reality of modern law enforcement, be it federal, state, local, and correctional, and will only enhance its effectiveness and fairness.

On behalf of CODIN and the professionals we support across the country, I thank you for your leadership and consideration. I would welcome the opportunity to provide additional insight or assistance as this legislation advances.

Respectfully,

Gregory W. Phillips
Founder & Executive Director
Corrections & Detention Intelligence Network (CODIN)



www.CODINetwork.com

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Drone-Delivered Contraband Intercepted Before Reaching Georgia State Prison

Earlier this month, law enforcement and Georgia Department of Corrections personnel intercepted a duffel bag containing a significant volume of contraband intended for delivery to the Hancock State Prison.

The seizure included:

2,722 grams of tobacco - 1,330 grams of MDMA
1,172 grams of methamphetamine - 5,865 grams of marijuana
10 cellphones - 12 cables
3 blocks - 2 mobile hotspots
14 lighters - 10 SIM keys

The volume and variety of items, particularly the narcotics and communication devices, reflect the sophistication and scale of the contraband operations targeting correctional facilities.

This incident underscores the growing use of drone assisted delivery methods and reinforces the importance of coordinated intelligence, proactive detection, and interagency collaboration in protecting correctional institutions from evolving criminal networks.

While smaller consumer drones may carry a few pounds, mid-size ones may transport 10-50 pounds, specialized industrial drones can carry several hundred pounds. GDOC also documented drones operating using gaming-style controllers, including Xbox controllers, demonstrating how accessible and adaptable this technology has become.





Successful Collaboration Between Law Enforcement and Corrections

By Michelle Jordan, CODIN Secretary and Senior Crime Intelligence Analyst II, Florida Department of Law Enforcement

A criminal organization does not stop operating simply because one of its leaders is incarcerated. In many investigations, direction continues from inside correctional facilities through outside associates, financial channels, and coordinated communication. When agencies work in isolation, each sees only part of the activity. When they collaborate, the full structure becomes visible.

In Florida, a two-year investigation into the Sur 13 gang demonstrated this reality. The gang's leader, incarcerated within the Florida Department of Corrections (FDC), coordinated and financed narcotics trafficking from Mexico into the United States through partnerships with several Mexican drug trafficking organizations, including the Sinaloa Cartel, Gulf Cartel, and Cartel Jalisco Nueva Generación. Sureño gang members in Florida trafficked methamphetamine, cocaine, and fentanyl, with associates traveling to California to obtain narcotics supplied by cartel members. While outside investigators tracked distribution and financial movement, correctional intelligence identified how communication and coordination continued from within the institution. Through this partnership, investigators uncovered methods used to introduce contraband into facilities, including drone deliveries, strategically staged work-crew locations, and misuse of legal mail. The investigation resulted in the arrest of 24 individuals and highlighted that neither agency could have fully identified the organization's scope independently.

In another multi-agency case involving FDC and the Florida Department of Law Enforcement (FDLE), the leader of the Sex Money Murder Bloods was convicted of racketeering earlier this year. The investigation began in 2022 and led to the seizure of \$1.5 million in narcotics, 18 firearms, and ballistic armor. The organization was involved in illegal drug distribution, home invasion robberies, conspiracy to commit murder, and the smuggling of contraband into correctional institutions. Coordinated intelligence connected activity occurring inside facilities to crimes being committed in the community.

My perspective on these investigations comes from serving on both sides of this partnership. I began my career in 1990 with the Florida Department of Corrections as a Probation Officer and later served in the Security Threat Intelligence Unit, ultimately as Unit Administrator. After more than two decades in corrections, I transitioned to the Florida Department of Law Enforcement, where I now work as a Senior Crime Intelligence Analyst II focusing on prison gangs, street gangs, outlaw motorcycle gangs, cartels, and drug trafficking organizations. Having worked in both environments, I have seen firsthand that intelligence does not stop at the prison gate, and neither should collaboration. Correctional institutions and law enforcement agencies each hold pieces of the same puzzle. When those pieces remain separate, criminal networks exploit the gaps. When they are combined, those networks become far more vulnerable.

If your agency does not currently have a working relationship with local law enforcement or corrections partners, consider reaching out to a CODIN board member. CODIN exists to help build those connections and strengthen the shared effort to identify and disrupt criminal organizations operating across jurisdictions.

Modern Threats Require Modern Training

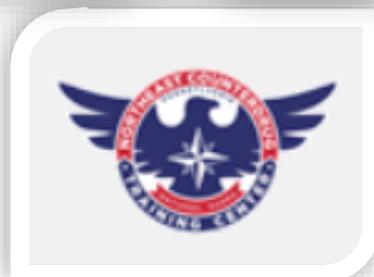
Correctional agencies across the country can access federally supported training through the National Guard Counterdrug Program. Instruction is provided at no tuition cost, allowing agencies to strengthen staff preparedness without significant impact on training budgets. Agencies are responsible only for scheduling, staffing logistics, and classroom space if hosting onsite.

At the Washington Corrections Center for Women, the Intelligence and Investigations Unit established a direct partnership with the Western Regional Counterdrug Training Center. Since December 2024, WRCTC instructors have delivered onsite training for custody professionals in Fentanyl Safety and Opioid Decontamination, Mission Planning, Resilience Training, Enhanced Illicit Drug Manufacturing, and Fundamentals of Drone. This relationship has allowed WCCW to bring specialized instruction directly into the facility, expanding professional development while addressing the evolving drug and drone threats facing correctional environments today.

Correctional leaders nationwide are encouraged to contact their regional National Guard Counterdrug Training Center to explore available courses or request onsite instruction. Regional schools include:

- **Western Regional Counterdrug Training Center (WRCTC)**
<https://www.wrctc.org/>
- **Northeast Counterdrug Training Center (NCTC)**
<https://nctc.counterdrug.org/>
- **Midwest Counterdrug Training Center (MCTC)**
<https://new.counterdrugtraining.com/default.aspx>
- **Regional Counterdrug Training Academy (RCTA)**
<https://rcta.org/>
- **Multijurisdictional Counterdrug Task Force Training (MCTFT)**
<https://www.mctft.org/>

These federally supported training centers are designed to assist public safety partners, including corrections, in combating modern drug threats through practical, operationally focused instruction.



A Symbol of the Mission

Challenge coins have long represented service, unity and commitment.

The CODIN coin reflects our shared responsibility to bring intelligence together across agencies and jurisdictions. It symbolizes the work being done every day to disrupt criminal networks, strengthen investigations, and protect our communities.

More than a keepsake - it represents the mission



As we move into the months ahead, the conversations will continue. CODIN remains focused on strengthening connections, expanding intelligence awareness, and building the kind of collaboration our profession depends on. Thank you for being part of this growing network.