

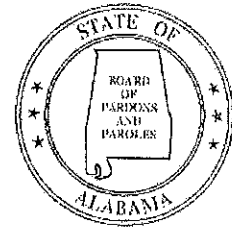


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May 1, 2019

Via hand delivery

Via e-mail

The Honorable Kay Ivey, Governor
State of Alabama
State Capitol
Montgomery, AL

RE: March & April Progress Report

Dear Governor Ivey:

For distribution during **National Victims' Rights Week**, April 13-17, 2019, our agency prepared informational brochures and flyers to be delivered to victims and their representatives by VOCAL and Victims' Service Officers of the Attorney General.

The **agency website**, has been completely re-designed, in an effort to enhance the ease in its use by all of our stakeholders and the public. We will continue to examine the website and to receive constructive criticism and suggested changes in order to identify remaining areas for needed improvement

We have continued to reinforce proper **calculations of parole hearing set dates**, with training of employees who prepare and check

these calculations on March 20th, 26th, and April 15th. In addition, the training division is continuing with mandatory training on all agency policies and procedures.

Our agency has proposed a **collaboration with the Montgomery Police Department (MPD)** for the purpose of enhancement of community safety, especially in target areas. Pursuant to the proposal, the ABPP officers assigned to our Montgomery Day Reporting (re-entry) Center will collaborate with Montgomery police officers in performing curfew checks. We will share information with MPD concerning individuals paroled to this program to provide enhanced security and monitoring of these individuals. In addition, the programming available to these offenders will be made available through referral by the Montgomery Police Department. The planned partnership anticipates regular meetings between ABPP officers and MPD officers assigned to this project in order to identify all areas from which the community may benefit from this partnership.

In continuation of training on **best practices in the parole industry**, I attended the annual conference of Association of Paroling Authorities International (APAI), at which more than 25 states and several countries were represented. Board chairs from several states and three countries received an extensive day of training together. Multiple positive relationships were formed for the purpose for sharing best practices. Training concerning the Structured Decision-Making Model was presented and its application was discussed among agencies employing this model. Multiple states have recently undergone re-organization of its parole system through Justice Reinvestment legislation. Alabama has followed a Structured Decision-making Model since January 2016, following our JRI legislation enacted in 2015. (Act 2015-185). We are among states which lead the industry, with respect to this model. Our **re-entry facilities**, which are very competitive in recidivism-reduction, are widely admired. Finally, the **collaboration between our agency and our Department of Corrections**, with respect to desired evidence-based programming and the movement of appropriate inmates toward readiness for parole is extraordinary, in light of experiences shared by parole board members from

other states. The necessity and goal of this collaboration is simple: the vast majority of incarcerated individuals will be released, in light of current sentencing guidelines. ADOC and ABPP are committed together, in preparing each of these individuals for re-entry through best practices, including evidence-based criminal thinking programming, meeting educational and vocational needs, and assistance, as possible, in facilitation of each individual's successful transition to contribution to community.

In keeping with this goal, a proposal was submitted to the office of U.S. Senator Richard Shelby (Chair, Appropriations), on behalf of the Alabama Department of Corrections, Department of Mental Health, and our agency, for a **collaboration for diversion for treatment of offenders who are in the criminal justice system as the result of mental illness**. The proposal's long-term objective is the reduction of recidivism through early therapeutic intervention and evidence-based programming and mental health treatment of inmates and parolees. The supervision of these measures by ADMH and mental health professionals will prevent further victimization of our citizens by offenders who are suffering from untreated serious mental illness. In follow-up to detailed communications via telephone and email with Senator Shelby's Chief Counsel, **ADOC Commissioner Dunn and I met with him and appropriations staff in Washington** on April 4th in order to provide further information for the project and language for an Alabama Pilot appropriation, with the hope that a federal appropriation might assist in beginning the program. Commissioner Dunn and I have also agreed to seek alternative collaborative grant funding for the project and will get our grant specialists together for this purpose.

ADOC and ABPP commissioners and directors are also exploring **collaborative use of a single offender information management system**. Our agency continues with regular updates and enhancements of its OASIS program, and initial conversations have begun between department leaders to determine feasibility of adding ADOC data to this system. Most offender data is currently shared between these agencies

through the use of multiple platforms. The objective of this project would be the consolidation of this data into one system, with secure access to both agencies, while saving public funds through the sharing of licensing and data-management costs.

In an effort to better understand and evaluate the operations, needs and performance on the part of our employees, a dialogue has been initiated between many of them and the board through a series of **visits to field offices**. While field visits have not been completed with all offices, their provision of opportunities for observation of dedication to community safety and to professionalism has been extraordinary, although expected. As the result of completed visits, several officers have continued to engage in thoughtful suggestions regarding methods for improvement. They have also revealed **excellent relationships and collaboration with local sheriffs, other law enforcement, judges, and prosecutors**. Multiple individuals with these agencies have commended the field officers with whom they work on a regular basis.

The **Advisory Council** will continue to work together, with the next meeting scheduled in the second week in May. On this agenda, we have asked each member to suggest means to enhance the understanding, trust, and comfort of victims, with agency protocols, operations, policies, and procedures.

In further efforts to identify and address concerns with leadership, organizational structure, operations, and/or performance, we have begun **work with an independent consultant** retained by Alabama State Personnel Department. This consultant will evaluate each of these concerns and perform an analysis of employee caseloads, in order to identify and address areas for resolution of concerns with the objective of improvement of the agency and enhancement of its performance of its mission. Interviews by the consultant of board members, directors, and managers in the central office will be completed in the next two weeks, with interviews from a sampling of offices from each area of the agency to follow. It is anticipated that this work will be completed, along with

conclusions and recommendations by the consultant, by the end of the calendar year.

The board, directors, and all employees are committed to excellence in the performance of its mission on behalf of Alabama citizens. It is the hope that continued work as instructed by your honor, along with follow-through in areas identified through this consultant, will enable this agency to achieve the ability to serve the public in the best way possible, in all areas of this mission.

Sincerely,

A handwritten signature in cursive script that reads "Lyn Head by A.C.".

Lyn Head, Chairman
Alabama Board of Pardons & Paroles