



ALABAMA BUREAU OF PARDONS & PAROLES



FY 2019 ANNUAL REPORT

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EXERCISING ALABAMA'S CLEMENCY POWER TO ISSUE PARDONS AND RESTORE VOTING RIGHTS; SERVING AS ALABAMA'S PAROLE DECISION-MAKING BODY FOR ADULT FELONY OFFENDERS SENTENCED TO STATE PRISON; PROVIDING STATEWIDE SUPERVISION FOR ALABAMA'S ADULT FELONY PAROLE AND COURT-ORDERED PROBATION POPULATION; CONDUCTING PRE-SENTENCE INVESTIGATIONS FOR ALABAMA'S COURT SYSTEM IN FELONY CONVICTIONS.

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MISSION STATEMENT

The mission of the Alabama Bureau of Pardons and Paroles is to promote and enhance **public safety** through cooperation with the Legislature, the Court System, the Governor, the Department of Corrections, other criminal justice agencies, victims, and the community by providing effective investigation, supervision, and surveillance services in a holistic approach to rehabilitating adult criminal offenders and facilitating their successful reentry to society as productive citizens.

VALUES

- ⌚ We value the ability to assist in **protecting the public** from those offenders who would re-offend.
- ⌚ We believe that victims are entitled to **restorative justice**.
- ⌚ We value the opportunity for offenders to be rehabilitated and, thus, become **productive citizens**.
- ⌚ We value the effectiveness and efficiency of **offender supervision** in the community.
- ⌚ We believe that all persons should be treated with **dignity** and **respect**. We value each employee and their contribution to achieving the agency's mission.

ETHICS

We value each member of our staff, working to achieve the agency's mission, while adhering to the following Code of Ethics:

- | | |
|---|--|
| ⌚ Serving with Humility | ⌚ Cooperating with Our Fellow Workers and Related Agencies |
| ⌚ Upholding the Law with Dignity | |
| ⌚ Objectively Performing Our Duties | ⌚ Being Aware of Our Responsibilities to the Individual and the Community |
| ⌚ Respecting the Inalienable Rights of All Persons | |
| ⌚ Holding Inviolable those Confidences Reposed in Us | ⌚ Improving Our Professionalism through Continuously Seeking Knowledge, Understanding, and Opportunities for Growth |



STATE OF THE AGENCY

Meeting Statewide Community Supervision Needs Starts with Our People



Professional Law Enforcement Personnel

The Bureau of Pardons and Paroles seeks to hire and train the most highly skilled and educated workforce to meet the public safety needs of our communities. Our law enforcement personnel must hold a least a bachelor's degree from an accredited four-year college or university. They must also undergo extensive training both on-the-job and through the police academy.

Probation and Parole Officers

The Alabama Bureau of Pardons and Paroles currently employs **311 Probation and Parole Officers assigned to the Field Services Division and the Special Populations Division**. These officers work in a dual capacity, supervising state parolees and probationers for the court system. Officers are charged with ensuring parolees and probationers are supervised according to policy. Sanctions are imposed and connected with appropriate resources based on their assessed needs. The probation and parole officers' duties are to ensure that the offenders are being supervised according to policy and to impose sanctions in response to violations. Probation and parole officers wear many hats when supervising offenders, but their main objective is to promote the safety and welfare of society.



Probation and Parole Officer Trainee

In 2018, the Bureau established the position of Probation and Parole Officer Trainee, an entry-level position into the Probation and Parole Officer promotional classification series. Officer Trainees hired into this classification train side-by-side with Probation and Parole Officers and Senior Officers to become Probation and Parole Officers. Prior to becoming permanent full-time Probation and Parole Officers with a caseload, all Probation and Parole Officer Trainees (that are not already sworn law enforcement officers in the State of Alabama when they are hired) must graduate from the police academy. Upon graduation, they become sworn law enforcement officers, fully certified by the Alabama Peace Officers Standards and Training Commission (APOSTC). The Bureau currently employs forty-four Probation and Parole Officer Trainees in varying stages of their training.



ABPP Staff with newly graduated parole officers

Probation and Parole Specialists

In 2015, the Bureau established the classification of Probation and Parole Specialist. The Specialists train side-by-side with Probation and Parole Officers in all aspects of their job. Specialists perform office report writing, clerical duties to support officers who supervise offenders. Specialists complete investigations, perform risk assessments, facilitate treatment groups, and complete other tasks assigned to them. The Bureau currently employs 62 Specialists that are assigned to field operations.

Administrative Support Assistants

Administrative Support Assistants (ASAs) play a vital role in day-to-day operations of the Bureau. ASAs are usually the first person the public sees when they walk in the door of a field office. ASAs assist the agency by identifying a person's needs and directing them to the right person or department within the Bureau. Similarly, ASAs direct phone calls within a field office so accurate information is relayed to the callers or directed to the correct officer. Each field office must collect supervision fees from offenders on probation and parole by law. ASAs in many field offices are tasked with collecting these fees and printing receipts. At the end of the day, ASAs must reconcile the fees collected in OASIS, the Bureau's case management system. As technology has improved, ASAs now upload documents and file material into OASIS. Paper documents must then be filed so accurate records are maintained and located in a timely manner. ASAs are tasked with typing letters, forms, and memos to disseminate clear and accurate information. In short, ASAs work throughout the Bureau in specific jobs that are critical to accomplishing the Bureau's overall mission.



Preparing Our Workforce Means Rigorous and Continual Training

The Bureau's Training Section is currently staffed with six highly trained senior officers based throughout the state. These officers are tasked with providing ongoing training to current Probation and Parole Officers as well as organizing the placement of new Probation and Parole Officer Trainees in the police academy.

This year the Bureau rolled out a new case management system called the Offender Automated Supervision Investigation System (OASIS). The Training Section organized and provided training to 574 employees throughout the Bureau.

304 officers have been trained in Strategic Self-defense & Grappling Tactics (SSGT) Vanguard. SSGT Vanguard was developed in 1997 and has, from its inception, been dedicated to practical, effective, and court defensible techniques. This system is a leader in addressing the most serious situations criminal justice, military police, and security officers face in the line of duty, SSGT Vanguard addresses these situations with objectively reasonable force but without complicated martial arts movements. This tactically documented system is an organized method of instruction, addressing both officer and subject safety.

Some additional accomplishments of the Training Section for FY 2019 include:

- 77 officers and specialists received training on **Motivational Interviewing**
- All officers and specialists were certified in **ORAS (Ohio Risk Assessment System)** or currently scheduled for training in December 2019
- Placed over **50 trainees into the basic police academy**
- **Organized Leadership** training for Senior Probation and Parole officers

Training has continued to place staff into State Personnel Department training courses as available. All staff must attend a Sexual Harassment Prevention training every five years. At the request of supervisors, some staff are enrolled in "Time Management," "Dealing with Difficult People," and "Customer Service" classes.

When Probation and Parole Officers are promoted to Senior PO, they are automatically enrolled in the following supervisor courses:

- Progressive Discipline
- Performance Appraisal
- Interview and Selection
- FMLA
- Employment Law
- Dynamics of Supervision



STATE OF THE AGENCY

The Supervised Population: Parolees and Mandatory Release



Improved Data Collection

Population statistics are available this year as the Bureau now collects data through its new case management system (OASIS). OASIS allows for more detailed tracking of offenders and supervision requirements. OASIS allows for tracking of individuals sent to the Bureau solely for investigations by the court or for the Board. During FY 2019, officers were assigned investigations on 1,561 offenders. Some of these offenders required multiple forms of investigations and some eventually became part of the agency's supervised population. OASIS also allows for tracking offenders discharged from supervision and placed back on supervision within the same year. To stay consistent with reporting requirements from the Bureau of Justice Statistics, such offenders are counted as new offenders if they are placed back on probation or parole as a new placement.

The Bureau of Pardons and Paroles number one priority is to enhance public safety. Every day the Field Services Division's 311 sworn law enforcement officers come to work with this in mind. The Bureau seeks to enhance public safety through vigilant supervision of the 64,000 offenders placed under its supervision. The Bureau's officers seek every opportunity to help offenders on their mission to stay out of prison. During FY 2019 officers conducted over 258,000 office visits to ensure compliance and provide assistance in accessing available community resources. In addition to these visits, officers are active within the community to aid offenders in achieving success. Officers have conducted over 35,000 home visits, meeting offenders where they live to ensure compliance and aid in rehabilitation.



The Bureau understands that being gainfully employed is one of the most important factors in an offender not returning to prison. The Bureau's staff is dedicated to aiding offenders in their efforts to become employed. Once an offender is employed, officers monitor the offenders' efforts to maintain employment and have conducted over 193,000 employment verification during FY 2019. It is the goal of the Bureau that all offenders under supervision be rehabilitated, however when offenders refuse to comply with the terms of supervision, they are taken into custody. This year officers have issued over 2,200 authorizations to arrest, to ensure that public safety is maintained.

Collaboration to Enhancing Public Safety

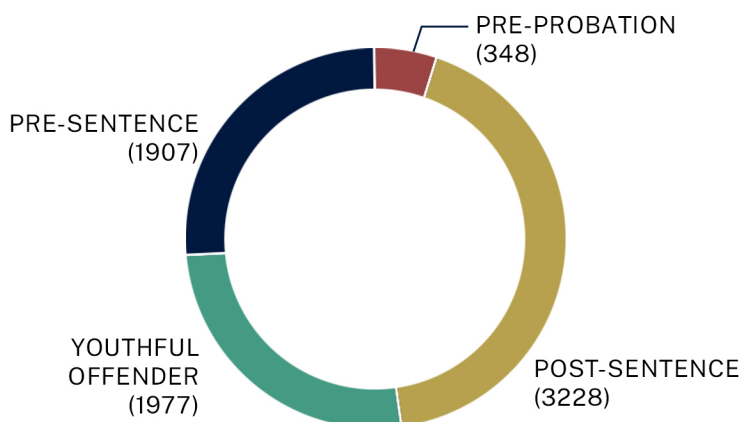
The Bureau's Field Services division also entered into partnerships with Federal agencies to aid public safety. In the Birmingham area the Bureau partners with local stake holders in the Federal Project Safe Neighborhood program. The program identifies violent and serious drug felony offenders in an effort to reduce violent and drug related crime in high crime communities. The Bureau plans to join federal and local partners in the Montgomery to expand this program in the coming year. Additionally, the Bureau partnered with the United States Marshall's Service and the Bureau of Alcohol, Tobacco, Firearms, and explosives. The Bureau currently has six officers assigned to Federal task forces across the state. These officers work daily in conjunction with our federal partners to ensure that the States most violent felons are taken into custody. The Bureau is continually seeking partnerships across the state with other Federal, State and Local agencies to improve public safety.



Probation Population

Alabama Code Section 15-22-50 permits circuit and district courts to sentence defendants to probation in both misdemeanor and felony cases where the punishment for such crimes does not include death or potential imprisonment for more than 15 years. Probation for a misdemeanor cannot exceed two years and the maximum term for felony probation is five years. Probation is automatically terminated after an offender successfully meets the terms of their probation.

In appropriate probation cases, the court refers the case to a probation officer. The probation officer will conduct Pre-Sentence, Pre-Probation, and Youthful Offender investigations for the courts to assist in the sentencing of offenders. The chart below illustrates the investigative workload of a probation officer.



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If probation is ordered, the probation officer will meet with the offender and provide them with instructions related to the terms of the probation as well as potential consequences for violating those terms. If at any time during their probation the offender has been found in violation of the terms of their probation, the probation officer may issue a warrant for arrest. The courts hold a revocation hearing where the Probation officer will present information to the court on the violation and the offender may offer a defense to the charges.

The Bureau of Pardons and Paroles supervised 51,204 probationers in FY 2019. Probationers successfully complete their probation if they reach end of the sentence (EOS) or receive an early discharge by the court. If probationers violate the terms of their probation, and these violations are classified as technical violations or new offenses. Probation officers completed a total 14,343 probation delinquency reports in FY 2019.

Many of these delinquencies were resolved with intermediate sanctions and only a total of 2,314 probation offenders were fully revoked. The revocation rate is calculated from the entire probation population. This rate has consistently remained below 5% since FY 2013. Table 1.1 reports probation revocation statistics for FY 2019 by classification type.

Table 1.1 | Probation Revocation by Type

Revocation Type	Revocation Rate	Total Revocations
Revocation Type	2.2%	1,130
Technical	1.1%	557
New and Technical	1.2%	607
TOTAL	4.5%	2,314

Parole Population

Parole is the release of an offender after serving a portion of his/her sentence in a correctional institution, subject to the guidance and supervision of a parole officer and certain conditions imposed by the paroling authority. In Alabama, that paroling authority is a three-member board that decides matters of pardons, paroles, restoration of civil and political rights, and remission of fines and forfeitures. The Bureau's work with parolees begins well before the actual hearing before the board.

Institutional Parole Officers

The Bureau employed 21 Institutional Parole Officers (IPOs) at the end of FY 2019. The primary duty of IPOs is to complete investigative reports on inmates for the Board so that they can make informed decisions on whether to grant or deny parole. IPOs completed 4,865 investigative reports for the Bureau in FY 2019. IPOs are assigned to cover specific Alabama Department of Corrections (ADOC) institutions and various county jails. They visit these facilities on a regular basis to interview inmates and discuss various documentation, gather information, and be a representative of the Bureau in the institution. IPOs work with ADOC staff to coordinate with the Alabama Institute for Deaf and Blind (AIDB) who provide interpreters for hearing impaired inmates. This better facilitates the interview process to insure accurate information is gathered for Board reports. Other duties of an IPO include obtaining home plans, completing risk assessments, processing paperwork for Mandatory Release, Split and sanctioned offenders, as well as pre-release training for the inmates.

Victim Notification System

ABPP currently serves on the multi-member Victim Notification Task Force. This task force consists of stakeholders who have consistently worked with a state contracted vendor to create an automated victim notification system that would allow victims to create and manage personalized accounts. Once completed, this system will facilitate notification for upcoming Board hearings. This system will also connect victims and the public with other resources and information.

Board Operations

The agency is currently collecting data so that Phase II Parole Guidelines can be developed to comply with Justice Reinvestment Reforms. In FY 2019, the Board assessed 4,270 parole candidates, of which 1,337 were granted parole. This resulted in an overall grant rate of 31%.

Parole Hearings with Action

	Considered	Denied	Granted	Grant Rate
Paroles	4,270	2,933	1,337	31%

Pardon Hearings with Action

The Board heard 1,128 pardon hearings in FY 2019. The Board granted pardons to 889 applicants, for an overall grant rate in FY 2019 of 79%.

	Considered	Denied	Granted	Grant Rate
Pardons	1,128	239	889	79%

Voter Rights Applications and Issuances

In FY 2019 the Board processed 1,664 voting rights applications which resulted in the issuance of 364 Certificates of Restoration of Voter Registration Rights, for an overall issuance rate of 22%.

Voter's Rights Applications Processed	Voter's Rights Restored	Percentage of Voter's Rights Applications Approved
1,664	364	22%

Supervising Parolees

The Bureau of Pardons and Paroles supervised 10,608 parolees in FY 2019. Parolees successfully complete parole if they reach the end of sentence (EOS) or receive an early discharge by the Board. If parolees violate the terms of their parole, violations are classified as technical violations or new offenses. Parole officers completed a total 2,553 parole violation reports in FY 2019.

Many of these violations were resolved with intermediate sanctions and only a total of 694 parolees were fully revoked. The revocation rate is calculated using the entire parole population at 6.5% for FY 2019. Table 1.2 reports parole revocation statistics for FY 2019 by classification type.

Table 1.2 | Parole Revocation by Type

Revocation Type	Revocation Rate	Total Revocations
New Offenses	3.8%	398
Technical	1.0%	111
New and Technical	1.5%	185
TOTAL	6.5%	694

Alabama Act No. 2015-185 created a new category of supervised offenders referred to as “mandatory releases.” These individuals would have previously ended their sentence with no supervision but are now released by the ADOC to be supervised by Pardons and Paroles for a mandatory period of time. As part of the Justice Reinvestment Act, Section 9 mandates all “mandatory release” offenders are classified as intensive supervision cases.

INTENSIVE SUPERVISION

Supervision provided by the Bureau that requires compliance with more stringent conditions of supervision, emphasizing:

- Heightened control over the offender in the community
- Punishment
- Rehabilitation

Intensive supervision increases surveillance through more frequent personal and collateral contact requirements and a range of potential activities, to include, but not limited to:

- Payment of court ordered monies, including victim restitution
- Community service
- Employment
- Drug and alcohol testing
- GPS monitoring
- Payment of intensive supervision fees

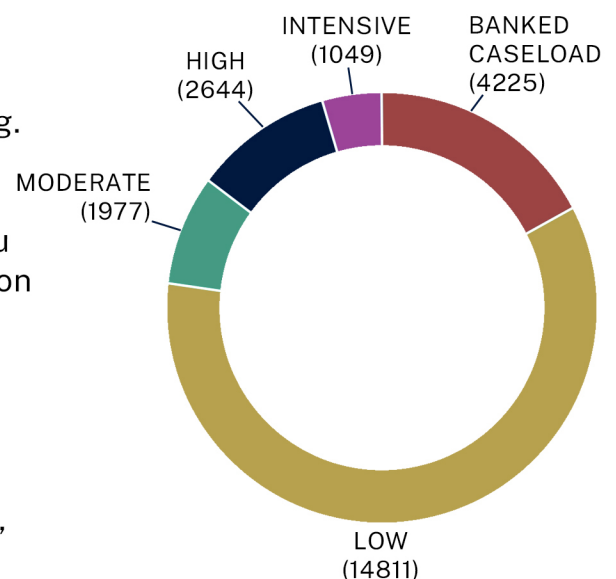
During FY 2019, the agency supervised 1,269 mandatory release offenders which constituted a 60% increase from FY 2018. As more inmates are released under Act 2015-185 and released to this status, the number of intensively supervised individuals will continue to require significant agency supervision resources. As the Act also stipulates that no more than 20 “intensive offenders” are supervised by one officer, the Bureau will continue to assess personnel needs and hire officers to remain in compliance with this statute.

Assessing the Risk to Public Safety

Since the Bureau’s adoption of the Ohio Risk Assessment System (ORAS) in 2015, the Alabama Department of Corrections has also adopted the ORAS as their risk assessment tool for the states’ incarcerated population.

Using a validated risk tool allows valuable and finite resources to be directed to those who are most at risk of re-offending and those who would benefit the most from interventions and programming. Pursuant to Act 2015-185 which mandates a risk-based supervision system, the Bureau established levels of supervision that gradually intensify as the offender’s risk increases. Thereby, enhancing public safety by targeting the offenders most at risk of reoffending with interventions, programming, and treatment.

**Active Offenders by Level
(as of 9/30/2019)**



Alabama Interstate Compact

The Interstate Compact Unit is a division of the Alabama Bureau of Pardons and Paroles. Its operational concerns are the supervision and regulation of interstate movement of offenders among the compact states. The compacting states are governed by the Interstate Commission for Adult Offender Supervision that was created by an Interstate Compact of the same name by the United States Congress {4 U.S.C. – 112 (1965)}. The Alabama State Legislature adopted the compact in 2002 {Ala. Code 15.22.1.1 and 1.2 Act No. 2002-413.} The duties of the Interstate Commission and its members include overseeing, supervising, tracking, coordinating, rehabilitating, and enforcing compliance of interstate movement of offender's subject to the terms of this Compact. In 2008, the Commission established a uniform data collection system for access to information on active cases by authorized criminal justice officials. The system is known as Interstate Compact Offender Tracking System (ICOTS) and is a web-based system that facilitates the transfer of supervision for probationers and parolees from one state to another.

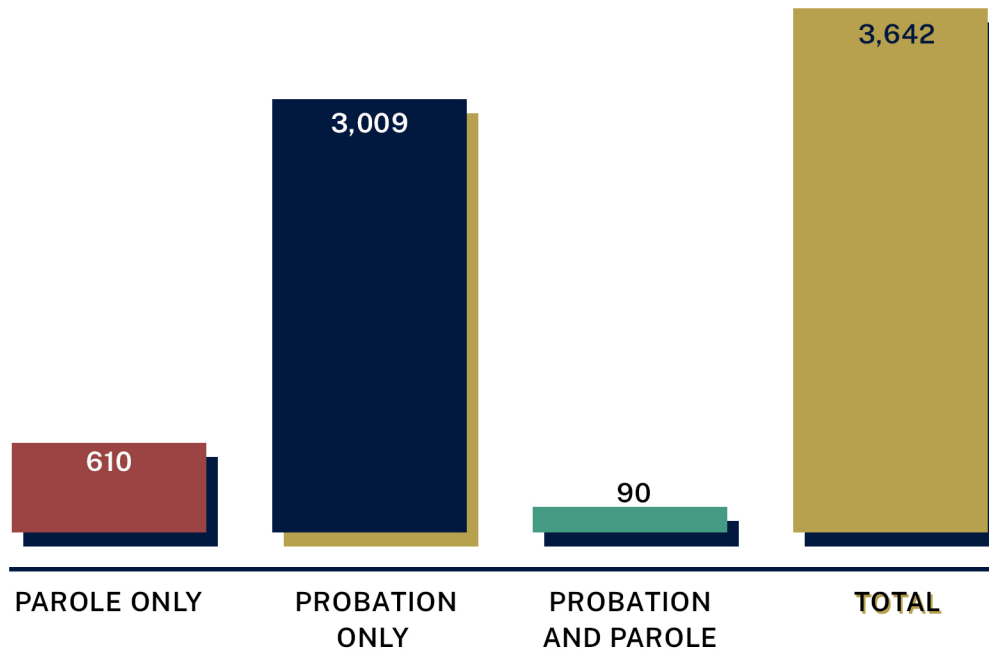
Each state is responsible for implementing and administering ICOTS in their jurisdiction. The implementation of ICOTS promotes public safety by providing an electronic method for processing transfer requests and the tracking of compact offenders. The goal of the Alabama Compact Unit is to oversee supervising, tracking, coordinating, rehabilitating, and enforcing compliance of interstate movement of offenders by using the latest developments in Interstate Compact Offender Tracking System (ICOTS) to enhance community safety. Additional goals are to hold interstate probationers and parolees accountable for their behavior, to promote the use of incentives and graduated sanctions based on evidence-based practices, to use matrix recommendations for supervision and to document supervision practices in the ICOTS system. The Alabama Compact Unit will guide the transfer of offenders in a manner that promotes effective supervision that is consistent with public safety, victim's rights and to ensure offender accountability. All within the framework of the ICAOS guidelines and the policies and procedures of the Alabama Bureau of Pardons and Paroles.

Newly implemented this year is the Alabama Warrant Tracking procedure and excel spread sheet for Probationers and Parolees. At the direction of the ICAOS National Office all members of the Compact shall create a tracking device and procedure for those Probationers and Parolees who violate their conditions of probation or parole after being transferred to another state.

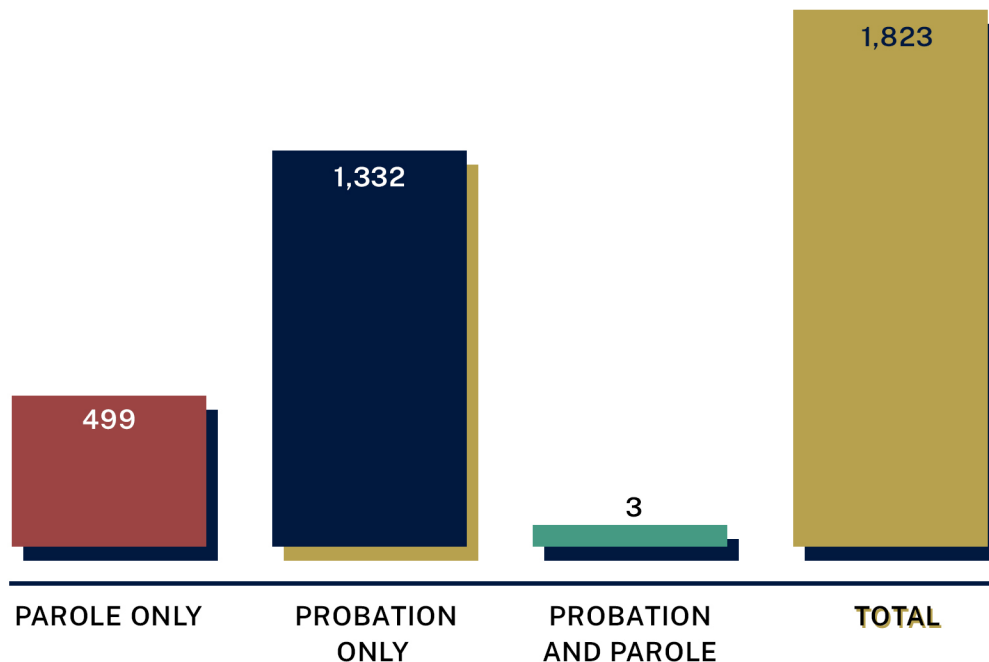
On all Alabama cases where a Violation Report Requiring Retaking (AL Probationers and Parolees) is submitted a nationwide warrant must be issued. Once the warrant is issued, the officer should verify the warrant has been entered in NCIC system and submit a copy of the warrant (if available) via ICOTS Addendum (open cases) to include date warrant was entered in NCIC. In closed cases, a warrant (if available) will be submitted via Compact Action Request (CAR). Offender's that are available for retaking and have been apprehended on Alabama's warrant, are to be extradited with 30 days. OS Unit and Field Officers must communicate to know when an AL Offender has been retaken and is back in Alabama's custody.

Alabama's Incoming and Outgoing Cases Involving Offenders under Compact Supervision (According To The Icaos National Office Fy 2019)

Incoming Cases



Outgoing Cases



TOTAL NUMBER OF TRANSFERS BOTH INCOMING AND OUTGOING FOR PROBATIONERS AND PAROLEES – 5,465.

STATE OF THE AGENCY

Recidivism Reduction Programs



Alabama Certain Enforcement Sanctions (ACES)

ACES supervision is ordered by the probationary judge. Participants are closely monitored and assigned to a color code (daily hotline call in), which requires them to drug test 3-5 times per month with no additional cost. The offender calls a toll-free number each day for their color and is to report in for a drug screen. Contested drug tests are sent to a lab for confirmation. Offenders are required to maintain employment, pay supervision fees, and pay court ordered monies.

There is a separate Behavioral Matrix for ACES sanctions that includes violations for missing drug screens, altering or refusing drug screens, and not attending treatment as ordered. A Behavioral Matrix is a graduated response instrument that provides officers with a menu of options to be selected and applied based on the severity of the violation and the offenders risk level (determined by ORAS) while giving officers the flexibility to respond to an offender's underlying needs and life circumstances. The sanctions are swift, certain and proportionate to the violation. While in ACES, offenders are to abide by the rules and regulations of probation as well as ACES rules and regulations.

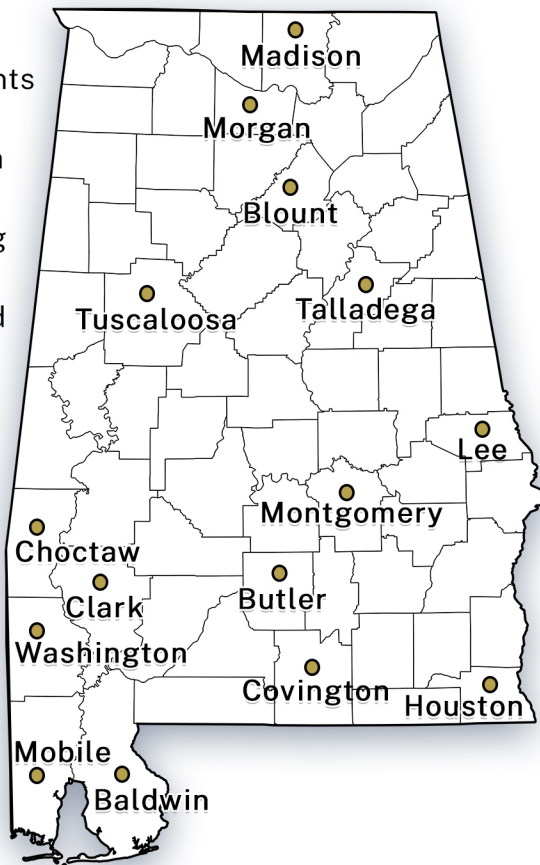
Upon successful completion of ACES, an offender may return to normal supervision or an officer can request early termination based on the offenders eligibility and success in the ACES Program.

ACES is not voluntary for probationers, and potential probationers are not offered any legal incentives to participate. Probationers are notified of their probation terms as well as the consequences for violating the terms of their probation. Sanctions are not individualized, and incentives, mandatory treatment,

or ancillary referrals are based solely on compliance or need.

Probationers are only required to appear before the judge at an initial warning hearing and for probation violations, but judges maintain the discretion to set review hearings at their discretion.

During FY2019 an average of 230 offenders were supervised under the ACES strategy. As of September 30, 2019, ACES contained a total of 281 participants. Participants are arrested as soon as a violation is detected and the Judge imposes a sanction based on the matrix. Continued violations are addressed in a consistent manner.



**83% OF THE 4,097
RANDOM DRUG TESTS
ADMINISTERED DURING
FY 2019 WERE
NEGATIVE**



Programs like ACES, modeled after the evidenced based that follow the HOPE (Hawaii's Opportunity Probation with Enforcement) program have led to lower recidivism rates around the country by using swift, certain, and fair sanctions to encourage sobriety and rules compliance and thereby enhancing public safety.

Daily Reporting Centers (DRCs)

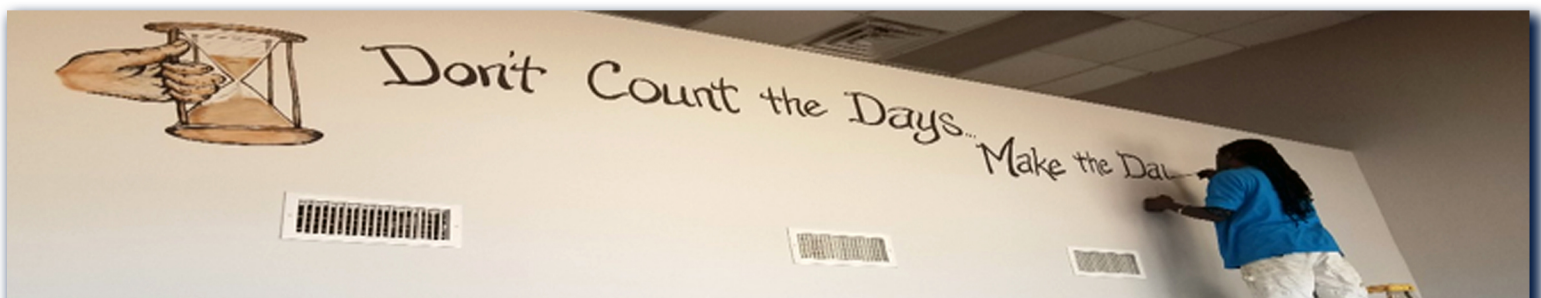
Day Reporting Centers are vital in providing participants the tools and resources they need to prevent and reduce recidivism. This approach provides more intensive supervision to increase public safety and to increase the number of successful outcomes for this population through evidence-based practices. The non-residential, three-phase DRC program is offered to medium to high need probationers and parolees in the Huntsville, Birmingham, Tuscaloosa, Montgomery, and Mobile areas. Participants in these areas have access to a variety of services such as cognitive behavioral therapy, intensive drug treatment counseling, and adult education services. Day Reporting Center participants are required to participate in community service to develop a sense of community and accomplishment.

FY 2019 DRC Advancement and Expansion:

- The Day Reporting Center in Tuscaloosa opened and has begun receiving participants.
- Mode of Understanding (MOU) agreements have been created and implemented between ABPP Day Reporting Centers and the Alabama State Community Colleges to provide **adult education** instruction and **job readiness** programs.
- An MOU agreement was created and implemented with the Alabama Cooperative Extensions System (ACES). This agreement provides for a **variety of reentry programs** including nutrition, parenting, and life skills.
- The Day Reporting Center conducted the **first official training for the approved DRC Manual**. The training was conducted at the Montgomery Day Reporting Center. The training included all DRC officers and DRC staff.
- The Montgomery DRC held its open house to familiarize the **local stakeholders** with the center's capabilities, staff, and classrooms.

DRC FOCUS

- Education
- Employment
- Substance Abuse
- Mental Health
- Cognitive Behavioral Needs
- Intensive Supervision



A Montgomery DRC participant paints an inspirational motto above the entrance of the center.

DRC Highlights: Huntsville DRC 2019



Brazelton and his sister performing at the Huntsville DRC.

On August 14, 2019, Author Lance Brazelton and his sister Jada presented a one-hour drama “I’m Not a Statistic” to the Huntsville Day Reporting Center. Lance grew up as a fatherless child but refused to become a statistic. He wrote a book, “What Daddy Didn’t Know: Letters of a Fatherless Child” and recently developed the drama adaptation. There were approximately 40 people in attendance to include: participants from the Birmingham DRC, instructors from the ACES program, the National Children’s Advocacy Center, Dream Center, Houses of Healing, Calhoun Community College, Huntsville DRC staff and clients. This presentation, organized by Huntsville DRC Administrator Michelle Patrick, inspired many clients as they either grew up without a father or have children who are not part of their lives.

Intensive Supervision at Day Reporting Centers

Intensive supervision is imperative to ensure **public safety** within the communities each Daily Reporting Center serves. The Day Reporting Center Program requires **daily reporting**, a 7:00 p.m. **curfew**, and **drug screens** twice per week. The DRC staff prides itself in maintaining safe and drug-free facilities for participants to have the best environment possible to prepare themselves to be **productive members of society**. In order to provide a safe and drug-free environment, all participants are scanned with a metal detection device upon entry, security cameras are installed throughout the exterior and interior of each facility, and random searches of the facilities are conducted with the assistance of local law enforcement.



The Montgomery Police Department K9 narcotic units assist in a facility search of the interior and exterior facility at the Montgomery DRC.

DRC SUCCESS

Mobile DRC has conducted two graduation ceremonies. **Thirty-eight participants** commenced on April 29, 2019. The second ceremony was held on October 21, 2019, there were **28 more participants** to don graduation robes.

Huntsville DRC held a ceremony on April 15, 2019. **Eleven participants** successfully graduated the program.

Birmingham DRC commenced **41 participants**. This graduation ceremony was held on May 17, 2019.

FY 19 graduation ceremonies provided the Bureau an opportunity to allow successful participants to share their experiences with their **families and supporters**.

All DRC clients continue to be monitored for up to three years after graduation, tracking the **success, stable employment, and housing** for participants.

In FY 2019, **four graduation ceremonies** have been conducted at DRCs throughout the state. The Centers have had a successful and challenging year, graduating a grand total of **118 graduates**.

DRC STATISTICS

	Participants Served	Percentage of Participants Who Were Enrolled in Cognitive Behavioral Therapy that Completed Successfully
Birmingham DRC	370	97%
Huntsville DRC	207	79%
Mobile DRC	305	99%
Montgomery DRC	211	100%
Tuscaloosa DRC	25	67%
TOTAL	1,118	AVERAGE: 88.4%

DRC PROJECTIONS FOR FY 2020

- Currently there are graduations scheduled for Huntsville Day Reporting Center November 2019 and Birmingham Day Reporting Center December 2019.
- Montgomery DRC and Montgomery Police Department partnership will be solidified.
- The Alabama Community College systems of Alabama is working diligently to provide additional certificates and trades to bolster employment readiness.

DAY REPORTING CENTER LITES

Day Reporting Center Lites continue to be created and have been moved under the Field Services Division. A Day Reporting Center Lite is a condensed version of the Day Reporting Center. This program will also have three phases for clients to complete with the main components of a full DRC. These components include cognitive behavioral treatment, education/job training and drug treatment. These programs are held within a field office with a social worker or psychological associate to assist with programming. DRC Lites are currently located in Baldwin County, Lee County and ft. Payne. Future sites are being analyzed for possible placement of a DRC Lite. Baldwin County DRC Lite and Lee County DRC LITE have both held a commencement ceremony.

LIFE Tech Transition Center Thomasville

LIFE Tech Transition Center remains the Agency's foremost intensive re-entry and rehabilitation program for male offenders. Since 2006, 6,584 offenders have received access to positive life-changing opportunities in areas such as life skills, substance abuse treatment, education, occupational assessment, and training delivered in a residential campus environment.

The program prides itself in being a model for offender rehabilitation in the state. The recidivism rate for graduates over the past three years is 15.31%, making the center one of the state's most successful programs with the goal of reducing the number of prior offenders returning to prison.

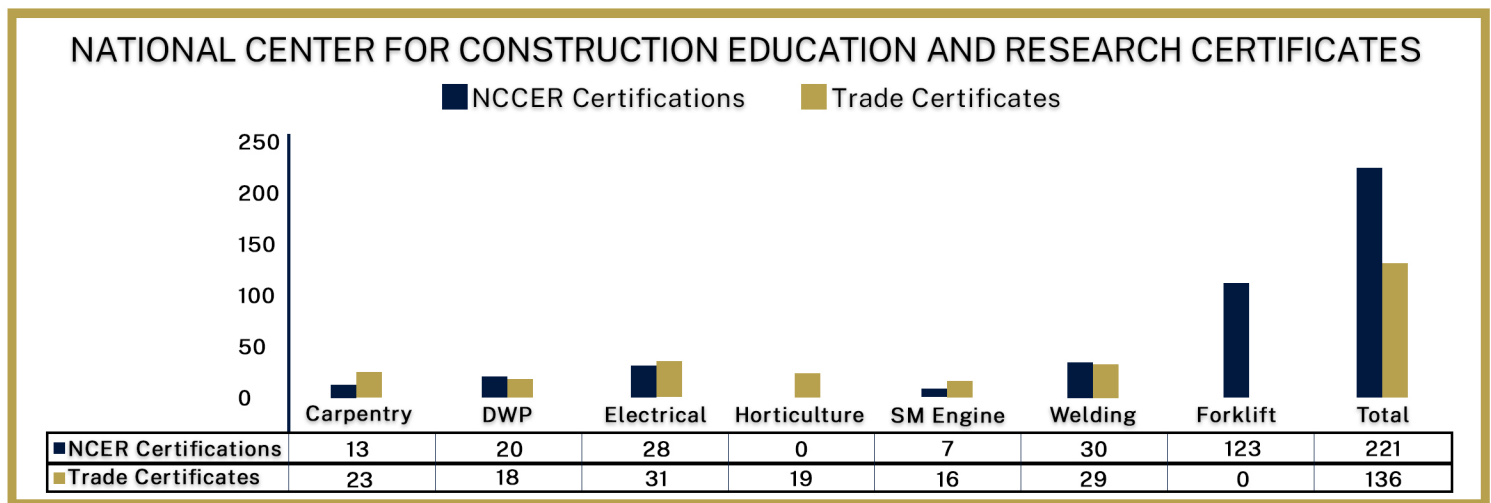
Of the 489 program completers currently under supervision, 41% are employed or receiving Supplemental Security Income (SSI).

Bridges of Alabama is on site providing outpatient and intensive outpatient drug treatment. Mental health assistance, individual counseling and prescription monitoring is being provided by certified therapists and an on-call psychiatrist.

Coastal Community College's L.I.F.E. Institute: The adult education program required of LIFE Tech participants is conducted through a partnership with Coastal Alabama Community College. This initiative gives parolees and probationers without a high school diploma an opportunity to improve opportunities by earning their General Education Development diploma (GED). Three residents earned their GED while at LIFE Tech during FY 2019.

The Institute additionally provides vocational training to its residents. While enrolled in the education component, residents receive training in trades such as welding, horticulture, small engine repair, masonry, carpentry, painting and drywall, and electrical. There were 136 certificates awarded in these trades, as well as 130 certificates for forklift operation. Trades such as these provide residents with practical job skills that enable them to have employment opportunities upon release. The program also provides training in the soft skills needed to obtain and maintain employment.

Some graduates earn certificates from the National Center for Construction Education and Research (NCCER). NCCER's industry-recognized training provides these men with national portability of their credentials. A total of 109 NCCER certificates were issued for LIFE Tech residents in 2019.



Another portable credential is the National Career Readiness Certificate, which 94 LIFE Tech graduates earned in FY 2019. An assessment-based credential, the National Career Readiness certificate is issued at four levels—Platinum, Gold, Silver, and Bronze. It measures and certifies relevant foundational work skills, allowing employers know in advance if an applicant has the ability to perform at the necessary level.

LIFE Tech Offers Residents New Training Opportunities

With an unemployment rate of only three percent state wide and worker shortages, it is difficult for restaurants and fast food chains to keep staff. The same is true on the national level, leading a coalition of trade groups that includes the National Restaurant Association to expand opportunities to ex-offenders.

Recognizing that many of the graduates of LIFE Tech Transition Center will find employment, at least initially, in the restaurant industry, Marlo Young, a career coach with Alabama Southern Community College, set up a SERV Safe course on the LIFE Tech campus.

The Alabama Cooperative Extension System Food Safety team teaches the classes each year. The classes train participants on how to meet food service safety standards required by the Alabama Department of Public Health. Twenty LIFE Tech residents earned a certificate in the initial class.

Another new certificate program offered to residents of the Transition Center was a Landscape Management class through the Green Industry Web. This program teaches turf grass management, plant and tree identification, landscape tools, safety, fertilization, and proper pruning techniques. It is a nationally recognized certification by the Professional Grounds Management Society. Sixty-two LIFE Tech residents earned these certificates in FY 2019.

Additional NCCER Non-Trade and Educational Courses

Maintenance

Office Help

Food Service

Forklift

Laundry

National Career
Readiness

Ready to Work

Serv-Safe

INFORMATION TECHNOLOGY

In fiscal 2019, the Information Technology (IT) Division implemented the new offender management system named **Offender Automated Supervision Investigation System (OASIS)** replacing the ABPP's main-frame case management system which housed basic data for offenders on supervising officers' caseloads.

OASIS is being implemented in phases. Phase One of OASIS was implemented on October 1, 2018. Phase One included: (1) Offender information, demographics, personal and social history, case information, criminal history, supervision fees, traffic reports, and DOC (Department of Corrections) timesheets, (2) Investigations, electronic post-sentencing investigations (3) supervision, track programs and treatment, sanctions and rewards, DIPS/DUNKS, (4) violation and delinquency reports, parole court hearing, pardons, voting rights, parole plans, court-ordered fees, and fee exemptions, (5) Automate ORAS (Ohio Risk Assessment System), (6) Audit and user reports, (7) Advisory notices, (8) Assignment control screen (9) User dashboard for task management.

During the past year, additional functionality has been added to OASIS to further help officers case management. Some enhancements are as follows:

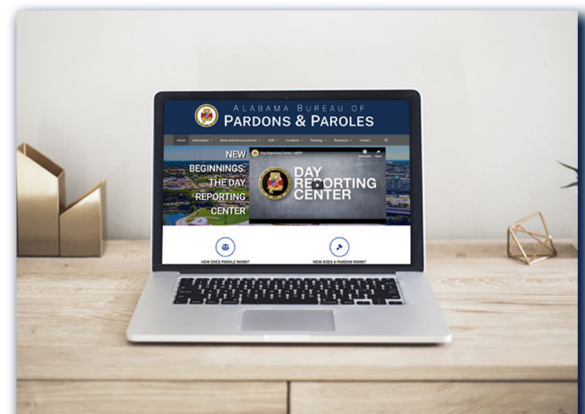
- Allow officers to add Alabama cases and offenders to OASIS that are not in the AOC system.
- Allow officers to import offender documents to OASIS and moved all offender images to an image server.
- Added an offender interview page to allow an officer to enter office visit details in one page.
- Added links to the Facesheet pages to give the officer easier navigation within the website.
- Allow an Officer in Charge (OIC) to either directly accept an offender transfer from another office, or allow the OIC to assign the transfer to an officer to investigate the transfer

Initial planning for Phase Two and Phase Three also began concurrently during this fiscal year. Phase Two of OASIS will provide an automated calculation of parole-eligibility dates, provide an electronic signature component to record Board members' votes, convert paper forms to electronic forms/reports to integrate with OASIS, and automate the transfer of required documents between the field offices, the Board Operations staff, and the Board.

Phase Three of OASIS will consist of the implementation of an electronic document management system. Scanning has been a topic within the agency for several years. Although this agency led the state in virtualization, we are still a paper-driven entity. The agency has thousands (if not millions) of paper documents that must be stored and available for use, as needed. Our offices have filing cabinets and file storage boxes filled with reams of paper related to people on current or past supervision. The Board Operations division at the Central Office maintains thousands of files.

The scanning system project will have two components. The first is the document scanning system itself. The second is the scanning and classification of all of the documents currently in use or stored by all of our offices. The scanning and classification of existing documents is a major undertaking that will have to take place in locations all over the state. The fact that many of the documents must be available within the office at all times precludes transferring them to a central location.

In March 2019, a revised version of the ABPP website was released. It incorporated drop-down menus and many additional features, such as maps and directions to each ABPP location. A total rewrite began in June using WordPress and was completed in September. It went into production on October 1, 2019.



FINANCIAL REPORT

The grant of paroles and mandatory supervision to eligible offenders remains a viable and economically-responsible means to **promote justice** and serve as an alternative to incarceration. Continued investment in **community supervision** is a responsible means of managing the state's limited resources. Parole not only contributes to reduce the overcrowded state prisons (at a significantly lower cost per day), but also encourages payment of court-ordered restitution and court costs, taxes by employed offenders.

The FY 2019 General Fund appropriation included an additional \$18.5 million in funding to continue prison reform according to Act 2015-185. This funding continues to increase this agency's probation and parole workforce, provide officers with training to employ evidence-based practices, establish community treatment and programming, and establish quality-assurance measures to facilitate implementation of reforms. This funding is directly increasing and improving programing and treatment services for those offenders who need them the most to improve outcomes, thereby reducing recidivism rates and **increasing public safety**.

The agency's FY 2019 funding sources were \$45,495,684 from the General Fund, \$10,318,827 from the Probationers' Upkeep Fund, and \$53,984 from Federal Grants.

Funding Sources by Fiscal Year in Thousands



Eleven categories of expenditures totaled \$55,868,495:

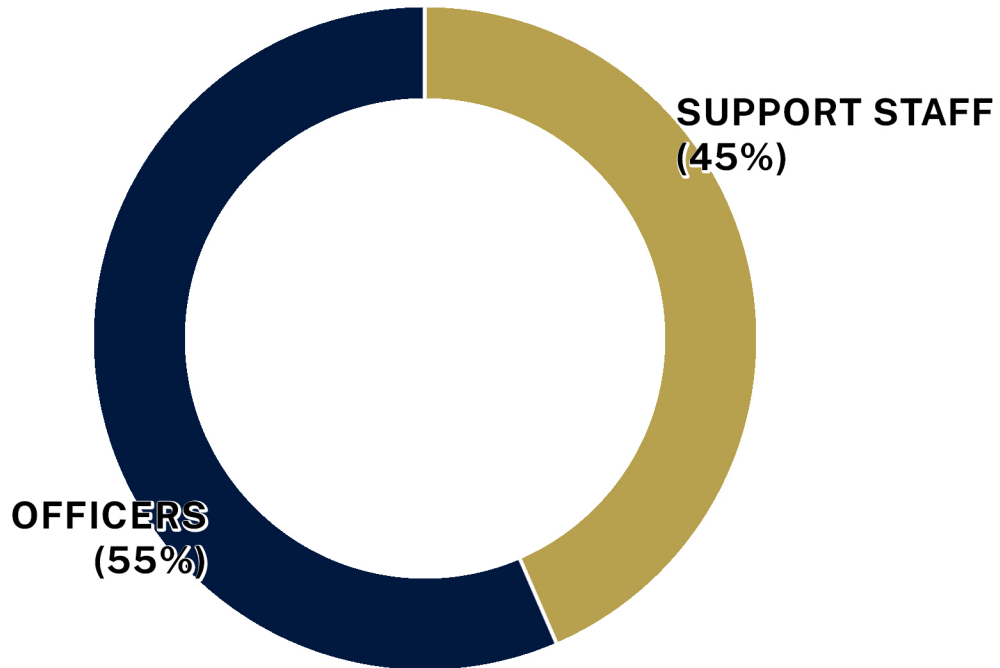
	FY 2019 Expenses	% of Total Expenditures
Salaries/Benefits	\$42,538,695	76.14%
Professional Services	\$3,713,741	6.65%
Rentals/Leases	\$2,971,913	5.32%
Supplies/Operations	\$1,893,973	3.39%
Utilities/Communications	\$1,458,509	2.61%
Other Equipment	\$884,779	1.58%
Transportation	\$807,798	1.45%
Vehicle Operation Expense	\$751,305	1.34%
Repairs/Maintenance	\$424,460	0.76%
Other	\$279,350	0.50%
Travel	\$143,972	0.26%



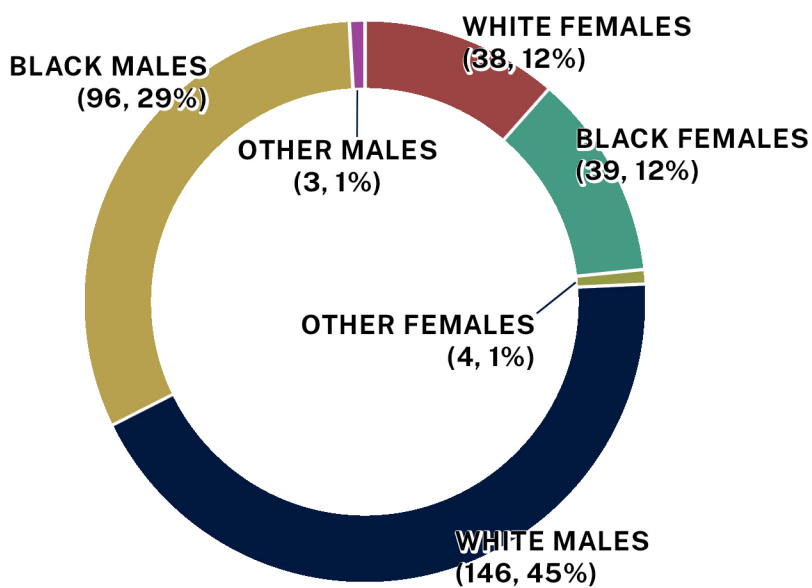
ORGANIZATION

The Personnel Division supports the Bureau by providing services related to staffing, performance, leave, classification, and employee relations. The Personnel Division manages the performance appraisal system and the associated pay for performance and processes requests to fill positions.

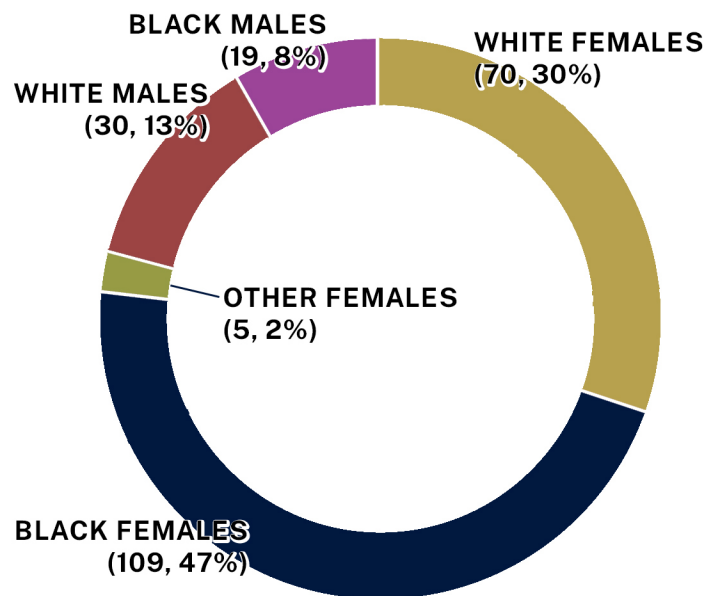
Personnel



Officers



Support Staff



MEET THE DIRECTOR

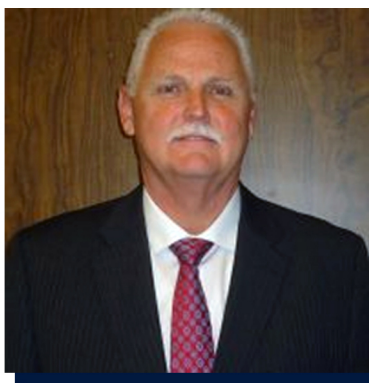


Judge Charles A.
GRADDICK

MEET THE BOARD



Leigh Gwathney
Chair



Dwayne Spurlock
Associate Member



Cliff Walker
Associate Member

For additional information, please visit our website at www.pardons.alabama.gov.





ALABAMA BUREAU OF PARDONS & PAROLES

Director
Judge Charles A. Graddick

Senior Executive Assistant
Angela Miller
Secretary
Maddie Bearden

Special Investigations Unit
Division Director
Kevin Holden
Asst. Director
Vacant
ASA
Maddie Bearden

Legal Department

General Counsel
Meridith Barnes

Kevin Blackburn, Atty III
Greg Locklier, Atty III
Morgan Beckman, Atty II
Laura Mest, Atty II
James Walters, LRA
Mary Johnson, LRA
Theresa Shown, Docket Clerk

Board of Pardons and Paroles

Leigh Gwathney (Chair)
Dwayne Spurlock
Cliff Walker

Board Secretary
Sandra Cochran

Security
Thad Powell

Communications Office

Communications Director
Terry Abbott
Digital Media Specialist
Matthew Estes

News Director
Skip Tucker
ASA
Vacant

Digital Media Intern Allison Stewart

* See Separate Office and Division
Organizational Charts

Administration

Director of Administration
Dani Moore
ASA
Tiffany Crawford

IT*	Accounting*	Board Operations*	Victims*	HR*
Division Director Ira Shaw	Chief Financial Officer Jo Wood	Director Effie Hawthorne	Victims Service Officer Ashley Harbin	Personnel Director Tasika Fielder
				EEO Sam Martin
Retired State Employee Steve Sirmon				

Field Operations and Services

* See Separate Office and Division
Organizational Charts

Director of Field Operations and Services
David Peacock

Interstate Compact Administrator Tom Langer Asst. Director Lee Ishman	Training Vacant	Field Offices Vacant	Recruiting & Retention Vacant	Special Populations Senior Director Darrell Morgan
			Division Director Rebecca Bensema	Data Policy & Research* Director Dr. Jessica Gratz
DRC* District Manager Nicole Hudson	ACES* District Manager Amy McDill	L.I.F.E. Tech* District Manager Christopher Causey	Programming & Treatment* Vacant	

Subject to Change

EXECUTIVE STAFF

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334-353-7144

SPECIAL POPULATIONS

Darrell Morgan, Division Director
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334-242-8713





ALABAMA BUREAU OF PARDONS & PAROLES

CONTACT INFORMATION

LOCATION	PHONE	ADDRESS	SERVES
Headquarters	334.242.8700	100 Capitol Commerce Blvd Montgomery, AL 36117	
Ripley Street Headquarters	334.242.8700	301 South Ripley Street Montgomery, AL 36310	
Information Technology Office	334.530.8982	1430 I-85 Parkway, Suite 300 Montgomery, AL 36104	
Interstate Compact Office	334.530.5150	1255 Madison Avenue - 2nd Floor Montgomery, AL 36107	
Bay Minette Day Reporting Center Lite	251.937.3712	209 Rain Drive Bay Minette, AL 36507	
Birmingham Day Reporting Center	205.277.2985	2020 12th Avenue North Birmingham, AL 35234	
Guntersville Day Reporting Center Lite		2209 Ringold Street Guntersville, AL 35976	
Huntsville Day Reporting Center	256.288.0455	2801 Westcorp Blvd SW Huntsville, AL 35805	
Mobile Day Reporting Center	251.957.7699	3410 Demetropolis Road Mobile, AL 36693	
Montgomery Day Reporting Center	334.245.0122	1231 Clayton Street Montgomery, AL 36104	
Opelika Day Reporting Center Lite	334.745.3191	2311 Gateway Drive Opelika, AL 36801	
Tuscaloosa Day Reporting Center	205.758.5561	220 14th Street, Unit 150 Tuscaloosa, AL 36104	
LIFE Tech Transition Center	334.637.3100	2115 Bashli Road Thomasville, AL 36784	
DISTRICT 1A 1B	PHONE	ADDRESS	SERVES
Colbert Tuscumbia	256.389.9249	Colbert County Courthouse Annex 116 West 5th Street Tuscumbia, AL 35674	Colbert
Franklin Russellville	256.332.3071	Byars Building, Suite 8 501 North Jackson Avenue Russellville, AL 35653	Franklin
Lauderdale Florence	256.764.4131	Lauderdale County Courthouse, Room 504 200 South Court Street Florence, AL 35630	Lauderdale
Lawrence Moulton	256.974.5541	14365 Court Street Moulton, AL 35650	Lawrence
Limestone Athens	256.233.4043	503 South Jefferson Street, Suite B Athens, AL 35611	Limestone
Madison Huntsville	256.288.0420	2801 Westcorp Blvd SW Huntsville, AL 35805	Madison
Marion Hamilton	205.921.2064	Marion County Courthouse, Room 310 132 Military Street South Hamilton, AL 35570	Marion
Morgan Decatur	256.351.4830	302 Lee Street Decatur, AL 35601	Morgan
Winston Double Springs	205.489.3222	24714 Hwy 195 South Double Springs, AL 35553	Winston
DISTRICT 2A 2B	PHONE	ADDRESS	SERVES
Calhoun Anniston	256.231.1710	Anniston Probation Office Suite 2 1201 Gurnee Avenue Anniston, AL 36201	Calhoun, Cleburne
Chambers Lafayette	334.352.4958	13175 Veterans Memorial Parkway LaFayette, AL 36862	Chambers
Cherokee Centre	256.927.5693	203 South River Street Centre, AL 35960	Cherokee
Clay Ashland	256.970.1325	Clay County Courthouse Annex, Suite 2 41771 Highway 77 North Ashland, AL 36251	Clay, Coosa
Dekalb Fort Payne	256.840.7114	211 South Gault Avenue Fort Payne, AL 35968	Dekalb
Etowah Gadsden	256.549.5454	Gadsden Judicial Building, Suite 100 801 Forrest Avenue Gadsden, AL 35901	Etowah
Jackson Scottsboro	256.574.9360	Jackson County Courthouse, Suite 46 102 East Laurel Street Scottsboro, AL 35768	Jackson
Marshall Guntersville	256.571.7830	Marshall County Courthouse, Room BG01 424 Blount Avenue Guntersville, AL 35976	Marshall
Randolph Wedowee	256.357.9675	Randolph County Courthouse, Suite 1 10 Broad Street East Wedowee, AL 36278	Randolph
St. Clair Ashville	205.594.4334	213 6th Avenue Ashville, AL 35953	St. Clair (Satellite)
St. Clair Pell City	205.338.9718	1815 Cogswell Avenue, Suite 136 Pell City, AL 35125	St. Clair (Main)
Talladega Sylacauga	256.249.2597	400 North Norton Avenue, Room 221 Sylacauga, AL 35150	Talladega (South)
Talladega Talladega	256.362.4911	Talladega County Jail Administration Bldg. 150 East Renfroee Road Talladega, AL 35160	Talladega (North)
Tallapoosa Alexander City	256.329.2739	Tallapoosa County Courthouse Annex, Rm 128 395 Lee Street Alex City, AL, 35010	Tallapoosa (West)
Tallapoosa Dadeville	256.825.9228	Tallapoosa County Courthouse, Room 18 125 North Broadnax Street Dadeville, AL 36853	Tallapoosa (East)
DISTRICT 3A 3B	PHONE	ADDRESS	SERVES
Autauga Prattville	334.365.6671	1288 East Main Street Prattville, AL 36067	Autauga
Bibb Centreville	205.367.9779	320 Market Street Centreville, AL 35042	Bibb, Hale, Perry
Chilton Clanton	205.280.0914	232 Town Mart Clanton, AL 35045	Chilton
Dallas Selma	334.875.1074	23 Broad Street Selma, AL 36701	Dallas, Wilcox
Elmore Wetumpka	334.567.4367	Elmore County Judicial Building, Room 173 8935 US Highway 231 Wetumpka, AL 36092	Elmore
Fayette Fayette	201.512.7096	310 1st Court Northwest, Suite 8 Fayette, AL 35555	Fayette
Lamar Vernon	205.695.7106	330 1st Street Northeast Vernon, AL 35592	Lamar
Marengo Linden	334.295.2090	101 East Coats Avenue Linden, AL 36748	Greene, Marengo, Sumter
Pickens Carrollton	205.367.9779	Pickens County Courthouse 155 Reform Street Carrollton, AL 35447	Pickens
Shelby Columbiana	205.669.4611	22708 Highway 25, Suite D Columbiana, AL 35051	Shelby
Tuscaloosa Tuscaloosa	205.758.5561	220 14th Street Unit 100 Tuscaloosa, AL 35401	Tuscaloosa
Walker Jasper	205.754.0550	2209 Delaware Avenue Jasper, AL 35501	Walker
Wilcox Camden	334.682.5921	12 Water Street, Room 225 Camden, AL 36726	Wilcox
DISTRICT 4A 4B 4C	PHONE	ADDRESS	SERVES
Barbour Clayton	334.775.8712	2 North Midway Street Clayton, AL 36016	Barbour, Bullock
Coffee Elba	334.897.6704	Coffee County Courthouse, 1st Floor 230 Court Avenue Elba, AL 36323	Coffee (East)
Coffee Enterprise	334.347.4364	Coffee County Courthouse, 1st Floor 101 South Edwards Street Enterprise, AL 36330	Coffee (West)
Dale Ozark	334.774.5084	Dale County Courthouse, 2nd Floor, Room 2 100 East Court Square Ozark, AL 36360	Dale
Geneva Geneva	334.434.1310	1124 West Maple Avenue Geneva, AL 36340	Geneva
Henry Abbeville	334.585.0896	Henry County Courthouse, Suite H 101 Court Square Abbeville, AL 36310	Henry
Houston Dothan	334.793.6473	230 North Oates Street Dothan, AL 36303	Houston
Lee Opelika	334.745.3191	Lee County Justice Center, Suite A30 2311 Gateway Drive Opelika, AL 36801	Lee
Macon Tuskegee	334.724.2620	211 North Main Street Tuskegee, AL 36083	Macon
Montgomery Montgomery	334.954.5431	804 South Perry Street Montgomery, AL 36104	Montgomery
Pike Troy	334.566.2396	199 Scouting Circle Troy, AL 36081	Pike
Russell Phenix City	334.298.6521	510 13th Place Phenix City, AL 36867	Russell



ALABAMA BUREAU OF PARDONS & PAROLES

CONTACT INFORMATION

DISTRICT	5 A 5 B	PHONE	ADDRESS	SERVES
	Baldwin Bay Minette	251.937.3712	209 Rain Drive Bay Minette, AL 36507	Baldwin
	Butler (County) Greenville	334.203.5739	102 Camellia Avenue Greenville, AL 36037	Butler, Crenshaw, Lowndes
	Choctaw Butler (City)	205.459.2684	Choctaw County Courthouse, Suite 8 117 South Mulberry Avenue Butler, AL 36904	Choctaw
	Clarke Grove Hill	251.275.3424	Clarke County Court House, Suite 302 114 Court Street Grove Hill, AL 36451	Clarke
	Conecuh Evergreen	251.578.4456	111 Court Street, Suite 205 Evergreen, Alabama 36401	Conecuh
	Covington Andalusia	334.428.2556	Covington County Courthouse, Suite A 1 North Court Square Andalusia, AL 36420	Covington
	Escambia Brewton	251.867.9281	400 Belleville Avenue Brewton, AL 36426	Escambia
	Mobile Mobile	251.433.0554	1514 South Broad Street Mobile, AL 36605	Mobile
	Monroe Monroeville	251.744.7057	36 North Alabama Avenue Monroeville, AL 36460	Monroe
	Washington Chatom	251.847.2462	45 Court Street, Suites 201, 203 & 204 Chatom, AL 36518	Washington
DISTRICT	6 A 6 B	PHONE	ADDRESS	SERVES
	Blount Oneonta	205.303.3957	106 2nd Street North, Suite A Oneonta, AL 35121	Blount
	Cullman Cullman	256.775.4771	Cullman County Courthouse, Room 30 500 2nd Avenue SW Cullman, AL 35055	Cullman
	Jefferson Bessemer	205.424.3537	1812 5th Avenue North Bessemer, AL 35020	Jefferson (Southwest)
	Jefferson Birmingham	205.872.1308	2176 Parkway Lake Dr Birmingham, AL 35244	Jefferson (Northeast)



PROBATION AND PAROLE OFFICERS OF THE YEAR

Officer-In Charge
Sid Slate

Officer
William Kemp
Moulton Field Office



The success the Bureau of Pardons and Paroles has enjoyed over the years is a direct result of the individual performance of many outstanding employees. When an employee excels in an area rarely used in the day to day function of a Probation and Parole Officer, that action is worthy of notice. Officers of the Year Sid Slate and William Kemp take pride in their work, set the bar high for accomplishments, and strive every day to do the best they can knowing their work reflects not only the Bureau, but themselves.

Probation and Parole Officer Senior Sid Slate began his career with the Bureau of Pardons and Paroles in September 2004. He was promoted to Probation and Parole Officer Senior, based in Moulton, in September 2011. Probation and Parole Officer William Kemp began his career with the Bureau, in Moulton, in September 2014.

On April 22, 2019 at approximately 8:30pm a fire erupted in the historic downtown square of Moulton. The fire started at the Court Street Grill and was consuming the buildings around it. There were six businesses all in the same strip of buildings connected to the Court Street Grill. As the fire burned, the local fire department realized they were not going to be able to save the Court Street Grill and turned their attention to trying to stop the fire from consuming the other buildings. As the fire grew, the Moulton Police and Fire reached out to contact OIC Sid Slate to notify him of the situation. The fire continued to burn out of control and was getting close to the Bureau's office.

OIC Slate called Officer Kemp and both went to the office. With the fire approaching the office, they went in and out of the office carrying state property including files, equipment, ammo and any other sensitive items to protect and save them from fire, smoke and water damage. After the two Officers removed all the property they could, they turned their attention to helping the local police and fire units with crowd control.

They also assisted the fire department with any equipment they needed help in handling. Officer Slate and Kemp remained at the scene until the late hours of the night. Both Officers returned to the office the next morning to find that the fire had rekindled and had destroyed the building directly behind the office. The Officers were told that they could not occupy the building until the fire had been completely extinguished and the building occupied by the Probation and Parole Office was deemed to be structurally sound. The Probation and Parole Office was allowed to reopen late in the day on April 23, 2019. Officer Slate and Kemp returned all the state property to the office. For the next two days they Moulton office staff worked in conditions that included intermittent power and the smell of smoke until the owners of the building were able to clean the building. The Moulton Office staff worked as normal as they could still seeing clients and performing all aspects of their job without complaints.

OIC Slate and Officer Kemp were placed in a highly dangerous situation where they decided to protect the property of Pardons and Parole. Both Officers knowing the importance and value of the property contained in the office put their own fears and safety aside to preserve the files and equipment of this agency. Both Officer Slate and Kemp have a very good relationship with all members of the Law Enforcement community within Lawrence County. The dedication these two Officers showed to protect the items in the office and then to turn and assist the other local agencies in helping with the situation shows the heart both Officers have not only for this agency but for the community they live and serve in. This is the type of professionalism and heart that this agency strives for in our profession. We are proud to honor OIC Sid Slate and Officer William Kemp as ABPP's 2019 Officers of the Year.

CONGRATULATIONS!



SUPPORT STAFF EMPLOYEE OF THE YEAR

ASA III

Susanna Hicks

Andalusia Field Office



Susanna Hicks began her career with the Alabama Bureau of Pardons and Paroles as an ASA III in the Andalusia Office on March 1, 2014. On August 1, 2016, Susanna was promoted to the position of Probation and Parole Specialist in the Bay Minette Office. On April 1, 2019, Susanna transferred back to the Andalusia Office as a Probation and Parole Specialist.

Susanna Hicks was confident in her job as an ASA in Andalusia and knew the roles of all employees working there. She was willing to work beyond her scope of duties in order to make things run efficiently. She did this with a good attitude and a smile on her face.

The Andalusia Office suffered a major setback when Susanna was promoted to Specialist and transferred to Bay Minette. However, the Bay Minette Office gained a shining star who needed very little training. Susanna came prepared to hit the ground running with her newly assigned tasks. Within a month of taking over the preparation of Pre-Sentence Investigations and Youthful Offender Reports, the judges, assistant district attorneys and other court personnel were ecstatic about the quality of Susanna's investigative reports. She has continued to keep up her quality of work and reputation with the courts over the past three years. Susanna has also earned quite a reputation with ABPP's Board Operations Division as always having the necessary information and documents available for the Parole Board's review. She was praised by Manager Stephanie Stewart for her performance and other managers were encouraged to have their Specialists and Officers follow Susanna's lead.

Susanna graduated from Jefferson Davis Community College and Troy University in July 2014 with an A.S. in General Studies and a B.S. in Criminal Justice. She attained her degrees graduating Summa Cum Laude while working full-time at Fountain Correctional Facility in Atmore and in the Andalusia Office as an ASA III. Susanna recently attended volunteer advocate training for The Secret Place Program, a 7 to 9-month residential program for survivors of human sex trafficking. She enjoys photography and occasionally shoots portraits. Susanna loves spending time with her family, which includes nine nieces and nephews and a great nephew. She is also a connoisseur of great food and coffee. If you know Susanna, the best smelling coffee is not far from her hand! We are proud to honor Susanna Hicks as ABPP's 2019 Support Staff of the Year.

CONGRATULATIONS!

