

ALABAMA BUREAU OF PARDONS & PAROLES

FY 2020
**ANNUAL
REPORT**



PUBLIC SAFETY

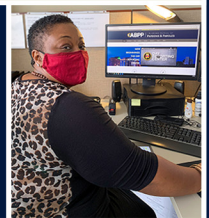


 **ABPP**

RESTITUTION



REHABILITATION



Kay Ivey Governor

Judge Charles A. Graddick *Director*

Leigh Gwathney *Board Chair*

Dwayne Spurlock *Associate Board Member*

Cliff Walker *Associate Board Member*



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OUR MISSION

To promote and enhance public safety through cooperation and collaboration with the Legislature, the Courts, criminal justice agencies, victims, and the community by providing investigation, supervision, and surveillance services in a holistic approach to rehabilitating adult offenders.

OUR VALUES

- ▶ The aptitude to aid in protecting the public from offenders who recidivate.
- ▶ The belief that victims are entitled to restorative justice.
- ▶ The belief that offenders should be provided opportunities for rehabilitation to become productive citizens.
- ▶ The belief that offender supervision is an effective and efficient way to add to the community.
- ▶ The belief that all people should be treated with dignity and respect.

OUR ETHICS

- ▶ Serving the public humbly and enforcing law.
- ▶ Performing duties objectively.
- ▶ Respecting the inalienable rights of all people.
- ▶ Holding confidences entrusted in us.
- ▶ Cooperating with fellow workers and related agencies.
- ▶ Prioritizing responsibilities to the individual and the community.
- ▶ Growing professionally through knowledge, understanding and development opportunities.



JUDGE CHARLES A. GRADDICK

The director leads field operations and administrative functions in support of the Bureau's commitment to public safety in Alabama, and is responsible for all agency operations needed to support the work of the Alabama Board of Pardons and Paroles.

Judge Graddick has a history of public service in Alabama.

In 1974, he was elected as Mobile County's youngest District Attorney. He served as Attorney General of Alabama in 1978 and was re-elected to a second term in 1982. In 2004, he was appointed to be a Circuit Judge in Mobile County by the Governor and later elected and re-elected to two six-year terms.

The Honorable Kay Ivey
Governor of Alabama
State Capitol
Montgomery, Alabama 36130

Dear Governor Ivey:

I am pleased to present the Fiscal Year 2020 Annual Report for the Alabama Bureau of Pardons and Paroles. As ABPP continues to move forward in its commitment to public safety in Alabama through effective supervision, restitution and rehabilitation of probationers and parolees, we have made major improvements in a year of challenges. The many successes and ongoing tasks of the agency are offered in this report, which is intended to highlight the hard work, perseverance and accomplishments of the Bureau's 729 employees. Our leadership team is proud of all these improvements, realizing there is still much to be done.

Our agency, state and the world continue to confront COVID-19, one of the greatest health and economic challenges in many generations. Despite these historically tough circumstances, we have grown and thrived, and know we can continue our mission even in the most challenging of times.

LEADERSHIP & CULTURE

It was clear in September 2019 that the agency needed effective leadership, better and more efficient working spaces, equipment, healthy conditions and more personnel, not just in the Montgomery Headquarters, but in many field locations throughout the State. Aided by the benefit of a study of the agency performed in early 2019 by Kenning Consultants, it took the first few months to simply get our arms around what needed the most immediate action. Some of the challenges were readily apparent, others less so. One year later, I am pleased to say the Bureau is in better condition, has positive morale and the outlook on the future is bright.

There is a collective sense that we are heading in the right direction, which has contributed to this improvement in culture. Much of our focus was on building the right team. We focused on elements that support our team's work, including clear rules, chains of command, requirements, comprehensive training and consistent, relevant policies and procedures. We continue to stress leadership and accountability. Due to this combination of proper support systems, ABPP is now much stronger, resilient and well-positioned to handle our continuing obligations and responsibilities.

POLICIES & PROCEDURES

Much of our focus for the first six to eight months was devoted to repairing, reorganizing and incorporating procedures, policies and responsibilities. We began training and bringing more attention to critical areas, as well as developing revised and more comprehensive policy and procedure manuals. Establishing a solid foundation with clarity was paramount, so we implemented a new playbook agencywide.

PERSONNEL & RECRUITMENT

Hiring for a woefully understaffed workforce is an important ongoing project in which we are seeing considerable, measurable progress. In FY 2020, the total number of employees at the Bureau grew from 498 to 729, an increase of 46 percent. There is still a shortage of Probation and Parole Officers and Specialists across many facilities, but that issue has been mitigated through focused effort. To make improvements, we have ramped up recruiting, worked to increase pay, and coordinated with the Alabama State Personnel Department to introduce a new specialist promotional track.

FACILITIES & COSTS

After a thorough assessment of the previous headquarters building, the new administrative team understood moving to a larger, safer and more accessible location was necessary. We changed the location at less cost per square foot, gaining much-needed additional space (furnished with quality office furniture at no additional cost), a courtyard with green space for the use of employees and the public, ample parking for employees and the public and easy access to Interstate 85. Overall, our employees and the public using our space are pleased.

I am honored to lead the Bureau and work alongside a dedicated team to which most of the credit must be given. I am filled with gratitude and appreciation for their faithful professionalism, integrity and collaborative spirit. I hope the following report of facts and data clearly reflect the hard work and steadfast commitment to public safety by the Alabama Bureau of Pardons and Paroles.

Sincerely,

Charles A. Graddick

Judge Charles A. Graddick



COVID-19 AND 2020 RESPONSE

In March 2020, COVID-19 caused many agencies to rethink normal operations. Under Judge Graddick's leadership, the Bureau began planning and implementing an Emergency Medical Response that would facilitate the continuation of the Bureau's core functions and abide by the Safer at Home Order issued by Governor Kay Ivey. The key elements of the Bureau's strategic response were to provide personnel with equipment needed to telework, to implement social distancing among essential personnel who could not work from home, to provide officers and field personnel with personal protective equipment, and to monitor outbreaks as they occurred while providing swift response times. Bureau staff quickly adapted to the changes and learned new skills which included the use of video conferencing platforms such as Microsoft Teams, Citrix Webex and Zoom. The Bureau was able to procure hand sanitizer, masks and gloves for essential personnel despite limited supplies.

For many departments it was business as usual despite these notable changes due to the pandemic. The most striking difference to normal Bureau operations occurred in field offices and Day Reporting Centers. Person-to-person contact was limited due to social distancing guidelines. Call-in procedures were developed and implemented so that offenders could communicate with their supervising officers. Officers were instructed to increase home visits to verify offender locations and statuses. These home visits were essential in maintaining the level of supervision needed for some of the most high-risk offenders. The Information Technology Division also faced challenges. The division provided support to the agency, supplied network maintenance and began efforts to establish a separate network for the agency to serve Bureau offices, employees and clients. Additionally, IT has worked closely with the state Office of Information Technology, Administrative Office of Courts, other state agencies and outside vendors to meet all IT needs of the Bureau during the COVID-19 pandemic.

The Special Populations Division changed its procedures for reporting to facilities for programming. At the beginning of the COVID-19 pandemic, reporting was temporarily ceased. As a result, there was a delay in offenders' completion of some program requirements, such as obtaining education and work ready programming. Unfortunately, this led to an increase in violations such as substance abuse. Special Populations addressed these difficulties by allowing offenders to maintain reporting and programming participation by making the following program adjustments based on Emergency Medical Response protocols:



▲ Staff Accountant Ayanna Harry working from home.



▲ Randolph County Emergency Management Agency donated personal protective equipment to Bureau officers.



▲ Our team members across the state wear masks to keep everyone safe.



▲ Our IPOs adapting to COVID-19 regulations to ensure the protection of inmates and themselves.

- ▶ Supplies (hand sanitizer, masks, thermometers) were distributed to staff.
- ▶ We transitioned to telephone substance abuse treatment and counseling.
- ▶ We transitioned to the use of telephone and Zoom for Moral Reconciliation Therapy (cognitive behavioral therapy provided at Day Reporting Centers).
- ▶ Adult Education and Work Ready Assignments were dropped off and picked up during home visits to probationers and parolees.
- ▶ A substance abuse prevention group met on the porch of Renaissance Inc. in Montgomery, which allowed offenders to participate in a group setting while adhering to social distancing guidelines.

Institutional Parole Officers also were impacted as face-to-face interviews with inmates, which are required by law for IPO reports, were limited. Social distancing and wearing masks were mandated to protect officers and inmates. State-to-state transfers also were limited and in many cases prohibited during this time. Although Bureau officers are accustomed to risking their lives, the COVID-19 pandemic offered a new danger because of the risk to not only themselves, but also to their friends and family members. The Bureau is thankful for the officers and essential staff who have continued to serve during these trying times.

BOARD OPERATIONS

SUPPORT SERVICES FOR THE BOARD OF PARDONS AND PAROLES

The Board Operations Division oversees preparation for all parole and pardon hearings, restoration of voting rights, and remission of fines and forfeiture considerations by the Board of Pardons and Paroles. Due to COVID-19, pardon and parole hearings are currently closed to the public for the health and safety of the public and Bureau employees. This is in compliance with Governor Ivey's Safer at Home Order. ABPP is notifying all parties that the hearings are closed to the public, but they may submit a written statement in support or protest of the pardon or parole up to five business days prior to the hearing. If they are unable to submit a written statement via mail or email, they may call and give a statement over the phone to be placed in the file. All statements are flagged for the Board's consideration.

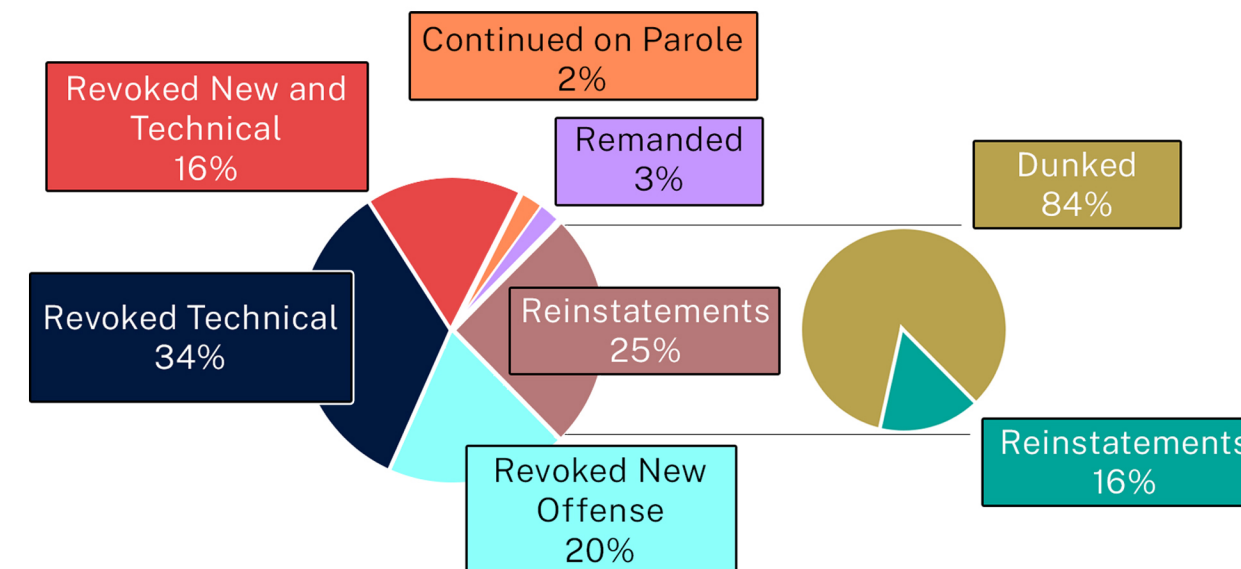
Hearing Type	Granted	Denied	Total
Paroles	544	2160	2704
Pardons	210	299	509

▲ An overview of the parole and pardon hearings in FY 2020, totaling to 3,213 hearings.



▲ Visit our website for resources.

REVOCATION HEARING OUTCOMES



◀ There are multiple outcomes as a result of revocation hearings. Offenders who are required to have a revocation hearing may be revoked for a new offense, technical offense or both. This chart indicates the percentage of hearings that resulted in revocations and other outcomes, such as the two percent of hearings that resulted in the Board continuing the individual on parole. In some cases they are dunked, which means they are placed into Alabama Department of Corrections custody for up to 45 days. Reinstatements are instances in which an offender has been sanctioned by the Board and placed back on parole.

DOCKET AND NOTIFICATIONS

The Docket Unit encompasses Intake, the File Room, Parole Certificates/Releases and Final Review. The Docketing Unit is responsible for assessing, based on Alabama law, if inmates might be eligible for parole consideration. All inmate records are securely housed within this section and maintained to include any correspondence or support statements. This section is also responsible for scheduling hearings, sending out parole denial letters and providing a final review for all parole files for accuracy and compliance with the law.

The Notifications Unit is responsible for locating and notifying victims or interested parties of any upcoming parole considerations and setting hearings for all victim cases once eligibility is met by the inmate. The Bureau is required to send notice to crime victims at least 30 days in advance of the scheduled hearing. In addition, notification also must be provided to the following parties: the attorney general, the judge who presided over the case, prosecuting attorney, the police chief in the municipality in which the crime occurred if it was committed in an incorporated area, the sheriff of the county where convicted, the same officials listed above for the county where the crime occurred if different than the county of conviction, and the Alabama Crime Victims Compensation Commission. The Bureau currently employs 11 staff who complete the required notifications for both pardon and parole hearings.

1,996
PARDON AND VOTING
RIGHTS APPLICATIONS
PROCESSED IN FY 2020

▲ For a full list of the voting rights process and applications for a Certificate of Eligibility to Vote, pardons, and remission of fine and/or forfeiture, visit our website.

2,000+
PAROLE COURT
HEARINGS HELD ACROSS
THE STATE IN FY 2020

PARDONS AND VOTING RIGHTS

The Pardons and Voting Rights Unit is responsible for processing all applications for voting rights restorations, pardons, and remission of fines and forfeitures. This unit coordinates with the Bureau's field offices to complete the required investigations for each application. It sets all pardon and remission consideration hearings and provides official notices as needed under Alabama law. During FY 2020, the unit processed 1,996 pardon and voting rights applications. The Board conducted 509 pardon hearings, with 299 denied and 210 granted.

PAROLE COURT HEARINGS AND OFFICERS

During FY 2020, the Bureau held more than 2,000 parole court hearings throughout the state. Hearings are held when a parolee is alleged to have violated parole. A violation report is then drafted by the supervising Probation and Parole Officer and served upon the parolee. Parolees are given notice of the charges, are afforded the opportunity to have a hearing, hear the evidence alleged against them, and confront and cross examine their accuser. The supervising Probation and Parole Officer acts as the prosecutor and presents the case. Once the Probation and Parole Officer concludes questioning the witnesses, the parolee and his or her attorney are then given the opportunity to cross-examine the witness. Parolees can also present witnesses and elicit testimony. They can make objections and are given the opportunity to make a statement concerning the underlying offense. Parolees may also offer any mitigating circumstances that they would like the Board to consider before making their decision on what punishment is appropriate for the violation. The Parole Court Hearing Officer serves as the fact-finder in the proceeding and is tasked with ensuring that the parolee's due process rights are protected and that a true and accurate report of the evidence and testimony presented during the hearing is provided to the Board in a timely manner for review. The Board has the authority to either continue the parolee on parole, impose a small sanction against the parolee or revoke parole.

The Bureau employs seven parole court Hearing Officers. During FY 2020, the Hearing Officers unit developed new policies to specifically address the steps necessary to reduce the number of resets and continuances associated with parole court hearings. In addition, there is now a standardized system to schedule parole court hearings across the state. Over the next fiscal year, to ensure all hearings are conducted within 20 business days, this unit will redraw districts to more evenly distribute workloads and hire two additional Hearing Officers. It is a goal of the Hearing Officers to create a manual for Probation and Parole Officers when preparing for a parole court hearing and standardize the method of scheduling a hearing once a violation report has been approved.

INSTITUTIONAL PAROLE SERVICES

This past year Institutional Parole Services included 20 Institutional Parole Officers and specialists. IPOs are placed throughout the state for convenient access to their assigned Alabama Department of Corrections institutions and county jails in the area. Their primary duty is to conduct investigations on inmates who are docketed for parole consideration. IPOs submit reports that are required for a hearing and focus on the inmate's behavior, offense severity, social and personal history, and a comprehensive risk assessment to determine the inmate's risk of reoffending if released. In FY 2020, 2,961 people were assessed with these reports.



▲ Front row: Hearing Officers Greg Lee, John Piazza (Manager) and Kim Willingham. Back row: Senior PO Eddie Sharp, Hearing Officers Caroline Mathews, Terry Gregg and Adero Marshall.



▲ Institutional Parole Officer James Smoot



▲ IPO Eddie Swindall



▲ IPO Petra Wade

2,961
IPO REPORTS
COMPLETED IN
FY 2020



▲ IPO Manager Scott Perkins oversees all IPO investigations and assessments.

IPO reports are valuable tools for determining if an inmate is a suitable candidate for parole. Other duties include obtaining home plans for mandatory releases, split sentence releases and dunk releases, and obtaining any other information from inmates that might assist with the parole process.

Mandatory release is an automated release process (Ala. Code §15-22-26.2) that applies to inmates who committed offenses on or after January 30, 2016. Child sex offenders and inmates with life sentences are excluded from this mechanism. The date of release to supervision depends on the individuals end of sentence day and the length of sentence.

- ▶ Sentences that are five or less years have a mandatory release that is no less than three months and no more than five months prior to the end of sentence date.
- ▶ Sentences more than five years (but less than 10) have a mandatory release that is no less than six months and no more than nine months prior to the end of sentence date.
- ▶ Sentences of 10 years or more require mandatory release for no less than 12 months and no more than 24 months prior to the end of sentence date.

The Alabama Department of Corrections determines an inmate's mandatory release eligibility date based on the above statutory ranges and coordinates with ABPP to prepare for release to supervision. For questions regarding mandatory release eligibility, please contact the ADOC at 1.800.937.2362. To streamline the increasing number of mandatory releases, the ADOC recently automated its mandatory release procedures which will make the process more efficient.

Split-Release	Dunk Home Plans	Mandatory Release	Out of State	Notice of Hearing, Parole Court	Notice of Service, Parole Court	Personal & Social History	Pre-Release	Waivers	Home Plans
1,371	326	1,996	37	82	4	114	28	109	65

▲ IPOs are charged with completing multiple reports and tasks that assist with the reentry of inmates into the community and notifying inmates or parolees of their rights and requirements. The table above indicates the number of assignments completed by IPOs for FY 2020.

When is an inmate considered for parole?

If eligible for parole, the inmate's set date will be calculated (sentence, crime, behavior, etc.) and he or she will be notified by mail.

Can an inmate apply for early parole consideration?

Yes. Early parole consideration applications are submitted through email or mail. An inmate may apply annually, but different time limits apply if parole has been denied or revoked.

If an inmate's set date has passed, when will he or she receive a parole consideration hearing?

ABPP promptly sets a hearing if the inmate's eligibility is maintained. The inmate will receive a letter with a hearing date. Courtesy notices are available online.

If I am unable to attend a hearing, may I submit a statement to the Board?

Victims, advocates, representatives, officers and officials, can email, call or mail support or protest letters.

I have questions about an upcoming parole consideration hearing.

Visit the general information section under the hearings tab at paroles.alabama.gov or call 334.242.8700.

If a parole is granted, when will the inmate be released?

When the inmate's home plan is confirmed and the Alabama Department of Corrections arranges the inmate's parole. Call the Alabama Department of Corrections on Wednesdays for release schedule details.

If parole is denied, when will the inmate be considered for parole again?

The Board sets a new date for an inmate to be reconsidered for parole. The date cannot be more than two years following denial for sentences of 20 years or less (five years for others).

How do I apply for a pardon and what is involved in the pardon process?

Requests for pardons are mailed to the Bureau. When a request for pardon has been received, officers will conduct an investigation and the Board will hold a hearing.

If the Board grants a pardon, does that restore all of my rights?

Yes. However, restricted pardons can be granted and accompanying limitations are decided at the Board's discretion.

Does Alabama accept applications for pardon restoration of civil and political rights for federal convictions?

Yes, if the sentence has been completed. Pardons that restore civil and political rights to Alabama residents may be granted.

How do I see a list of upcoming scheduled pardon or parole hearings?

Upcoming hearings are listed on the website under hearings. They are listed by last name by default, but can also be sorted by date.

How do I find out about results and the minutes of parole hearings?

Parole hearing results and minutes are posted on the website each day after hearings are conducted. Parole hearing results are also posted on Twitter.

For additional questions regarding paroles, pardons and voting rights visit our website or call 334.242.8700.

FIELD OPERATIONS

MEETING STATEWIDE COMMUNITY SUPERVISION NEEDS

The Field Operations division supervises adult offenders within a community setting. The division consists of four core areas: Probation and Parole Offices, Training, Alabama Interstate Compact and Special Populations. To aid in the understanding of the scope of responsibility entrusted to Field Operations, the first section will provide supervised population statistics.

SUPERVISED POPULATION STATISTICS

In FY 2020 the average number of active offenders supervised daily was 27,370. Based on this number, ABPP's officer to offender ratio was one officer for every 87 offenders for most of 2020. ABPP is actively recruiting, hiring and training new officers to reach a goal of no more than 75 offenders to each officer statewide. In addition to these active offenders, ABPP managed on average 23,869 inactive offenders. Inactive offenders include 10,748 delinquents wanted, 2,207 delinquents in-custody, 1,818 out-of-state offenders, 495 seeking inpatient treatment, 3,831 awaiting splits, 190 serving dunk sanctions, and 4,580 other offenders in investigatory or transitory statuses.

The fiscal year started with a combined active and inactive supervised population of 54,143. This year, 549 inmates were placed on parole, 1,025 inmates were released by the Alabama Department of Corrections on mandatory release, 8,026 individuals were put on probation and 1,061 individuals were placed under investigation status. In total, the Bureau received 10,661 new placements during FY 2020.

This year, 16,768 offenders were closed out from active or inactive supervision statuses. Of those, 12,404 offenders successfully completed their sentence, or were released early; 3,805 offenders were revoked either for violating a technical term of their release or for committing a new crime. During FY 2020, 559 offenders died. Based on these counts, ABPP supervised a cumulative population of approximately 65,000 offenders this year.

October 1, 2019 Total Population	54,143
Total New Placements	10,661
Total Closed Offenders	16,768
September 30, 2020 Total Population	48,036
Cumulative Population*	64,804

*Cumulative population includes total populations on October 1, 2019 plus all new placements that occurred during FY 2020.



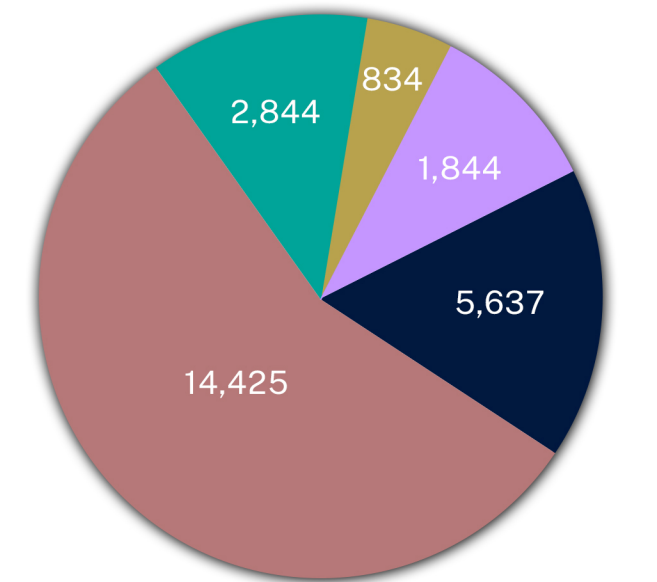
▲ On May 22, 2020 nine Probation and Parole Officer Trainees were sworn in, committing themselves to public safety.

27,370
AVERAGE ACTIVE
OFFENDERS
SUPERVISED DAILY IN
FY 2020

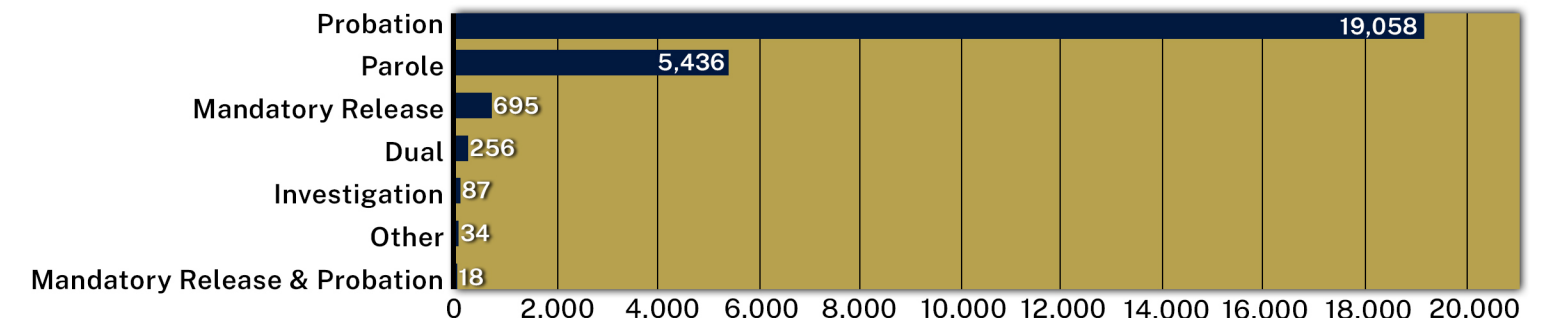
In addition to routinely supervising offenders, officers are required to complete many types of investigations for the courts and the Board. The table below includes the number of investigations completed or pending by the field officers and specialists at the close of the fiscal year. Many reports involve multiple cases and charges that must be investigated.

Investigations and Reports Completed by Officers and Specialists				
Assignment Type	Completed	Pending	Case Count	Charge Count
Additional Details Required	106	21	0	0
Eligible Mandatory Release	2,020	152	0	0
Exempt Fees	336	19	0	0
Legal Facts	1,843	59	2,347	3,848
Mandatory Release Violation	539	7	0	0
Notice of Violation	4	2	0	0
Pardons	1,317	719	2,160	2,960
Parole Court Hearing	1,628	81	0	0
Parole Plan	644	19	0	0
Parole Violation	1,528	15	0	0
Post Sentence	3,310	346	5,629	8,818
Pre-Probation	429	35	757	950
Pre-Sentence	1,898	111	2,591	4,533
Probation Delinquency	14,307	201	0	0
Remission of Forfeiture	1	0	1	1
Voting Rights	1,741	113	3,386	4,449
Youthful Offender	1,747	86	2,740	4,051
Total	33,398	1,986	19,611	29,610

**End of FY 2020
Active Offender
Population by
Supervision Level**



End of FY 2020 Active Offender Population by Type



SUPERVISION TYPE	White		Black		Native American		Hispanic		Other		
	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Unknown
Supervision											
Investigation	16	19	10	40	–	–	1	1	0	0	0
Mandatory Release	103	350	25	208	1	2	2	3	0	1	0
Mandatory Release & Probation	3	9	1	4	–	1	–	–	0	0	0
Other	8	14	2	6	–	–	–	2	1	1	1
Parole	279	1,564	190	3,365	–	1	1	11	1	23	2
Probation	3,475	7,489	1,397	6,456	12	23	21	118	13	53	8
Probation & Parole	31	118	11	95	–	1	–	–	0	0	0
Total	3,915	9,563	1,636	10,174	13	28	25	135	15	78	11

PROBATION AND PAROLE OFFICES

During FY 2020, the Field Operations Division supervised individuals placed on probation, parole and mandatory release. There are 63 field offices and five Day Reporting Centers across Alabama. Within those offices, the Bureau staff includes 368 officers, 97 specialists, three social service case workers and 309 administrative support staff members. On any given day, the Bureau on average actively supervised 20,467 probationers, 6,252 parolees and offenders on dual supervision, 398 on mandatory release and 259 other and investigation only offenders.

Field Operations completed a redistricting process that evaluated the number of offenders assigned to each office and district, and the number of officers supervised by district managers. ABPP had 12 districts that were supervised by two division directors prior to this redistricting. The goal of these changes was to evaluate if the districts could be more evenly distributed to promote better management. The Bureau increased its number of divisions from two to three, and within those three divisions there are now 14 districts. The management staff increase will enhance the Bureau's ability to ensure policy and procedure compliance pertaining to officer duties.

Probation and Parole Officers are required to make various contacts with offenders based on offender risk level. Offenders were assessed using ABPP's validated risk and needs assessment tool and were all supervised according to their individual risk of reoffending. These contacts range from a monthly office visit for the lowest risk individuals to weekly office, home, employment and curfew checks for the highest. In addition to these supervision contacts with offenders, officers also are tasked with various types of investigations that are requested by the Alabama Bureau of Pardons and Paroles as well as the courts. Officers must attend court and

update judges on the progress of probationers. Due to the need to provide officers the time to make these critical contacts with their assigned offenders in the community, the Bureau set a goal to limit the officer to offender ratio to no more than 1:75. By limiting the officer caseload to 75, the Bureau will ensure that officers are able to monitor their caseloads more closely and provide them time to conduct other types of investigations and reports. The current overall caseload ratio for the state is 1:87. Through a concerted effort, the Bureau has recruited and hired 65 additional officers this year. There are currently 32 offices that have reached the target goal of 1:75 (48 percent of all offices have met the caseload goal). The Bureau will continue to recruit, hire and train an additional 50 officers by the end of FY 2021.

SUPPORT TO OFFICERS

Another way the Bureau supports officers in the field is through staffing each field office with a Probation and Parole Specialist. Specialists are trained with Probation and Parole Officers and perform office report writing, offender risk and need assessments, investigations and other administrative support duties to assist officers in workload management. Specialists are trained and qualified in evidence-based programming to facilitate treatment groups as needed.

SUPPORT AND COLLABORATION WITH OTHER LAW ENFORCEMENT

The field offices house officers that are assigned to partner with the Alcohol, Tobacco, Firearms and Explosives Taskforce, through the United States Marshals Service. The officers work daily with federal partners to ensure that the state's most violent felons are taken into custody. The Bureau continually seeks partnerships across Alabama with other federal, state and local agencies to improve public safety.

UNITED STATES MARSHALS SERVICE

ABPP employee and Task Force Officer Collier Philips achieved the milestone of bridging the gap between ABPP and United States Marshals Service. He was responsible for bringing the organizations together to discuss the direction and future of the partnership. The agency can now have district meetings at the USMS Headquarters and officers can train in an exceptional facility. USMS continues to work with the Bureau in capturing wanted offenders. The organizations have a strong working relationship.

The United States Marshals Service Gulf Coast Regional Fugitive Task Force in the Montgomery Office consists of three teams that arrest violent offenders throughout the Middle District of Alabama and are responsible for all 24 counties. The Southern Team is responsible for Barbour, Coffee, Covington, Dale, Geneva, Henry, Houston and Pike counties. The Montgomery Team is responsible for Autauga, Butler, Chilton, Coosa, Crenshaw, Elmore, Lowndes and Montgomery counties. The Eastern Team is responsible for Bullock, Chambers, Elmore, Lee, Macon, Randolph, Russell and Tallapoosa counties. GCRFTF deals with felony cases such as kidnapping, sexual assault, robbery, extortion, burglary, carjacking, sexual offenses, domestic

48%
OF FIELD OFFICES HAVE
MET THE 1:75 CASELOAD
GOAL IN FY 2020

violence and crimes against humanity. To ensure Task Force Officers are qualified, the GCRFTF conducts routine training exercises regarding firearms, legal issues, breech and entry training.

During the COVID-19 pandemic USMS only worked priority cases and adhered to federal guidelines on social distancing protocols. Despite these challenges GCRFTF successfully presented 37 warrants during May of 2020, which included 10 assaults, five burglaries, one fraud, five homicides, seven robberies, eight weapons and one other. In the first six months of 2020, the Montgomery Office arrested more than 260 individuals, resulting in the delivery of more than 369 warrants.

TRAINING DIVISION

Since quality training is essential to effectively meet the agency’s mission, Judge Graddick tasked the Bureau to enhance its training capacity by increasing personnel who will be dispersed throughout the state to meet the needs of each district. The Training division has promoted two additional officers to serve in this capacity and plans to recruit more. Additionally, the Bureau leased a property in Hoover, which will become the agency’s first designated training facility. Although some training activities have been curtailed during the COVID-19 pandemic, the division has continued to instruct and certify officers in 12 hours of continuing education from various approved online classes. Continuing Education Units were received by 379 officers this fiscal year despite the restrictions.

The Training Division is also tasked with placing new trainees not already certified by the Alabama Peace Officers Standards and Training Commission into one of the state’s four police academies utilized by the Bureau. The academy training is 13 weeks with a total of 540 hours. The availability of placement was temporarily limited as the various academies were closed March 2020 through May 2020. Despite this setback, the Training Division has placed 59 Probation and Parole Officer Trainees in police academies during FY 2020. Training hours are reported to the Training Commission. The division has transitioned firearms from Glocks to SIG P320s, has issued new badges and opened a new training center.



▲ Left to right: Administrative Support Assistant Jennifer Brown, Senior Officer Antonio V. King, Sr., Senior Officer Robby Robinson, Division I Director Jeff Jeter, Training Manager Roderick Chambers, Senior Officer Brandon Averill, Senior Officer Michael Hilley, ASA III Teneka Sawyer and ASA III Leslie Busby



▲ The Hoover Training Center

Training Courses, Participants and Hours, Academy Numbers	Training Categories	Classes	Hours	Attendees
	Agency Training (Manual)	18	32	395
	Behavioral Health Training	12	88	24
	Effective Communication Skills Training (Motivational Interviewing)	9	39	12
	Firearms Training	23	104	289
	Justice Reinvestment Training (ORAS, Case Planning, CCP)	13	114	19
	Law Enforcement Training	69	396	471
	State Personnel Training	21	17	39

▲ An overview of the Training Division’s classes, hours and number of attendees in FY 2020.

ALABAMA INTERSTATE COMPACT

In FY 2020, the Alabama Interstate Compact Unit (led by the Interstate Commission for Adult Offender Supervision) supervised the movement of 2,173 offenders. The compact was created by US Congress {4 U.S.C. – 112 (1965)}. Alabama’s State Legislature adopted the compact in 2002 {Ala. Code §15-22-1.1, et seq.}. Division duties include tracking, coordinating and enforcing compliance of interstate movement. The Interstate Compact Offender Tracking System supervises transfers of parolees and probationers from state to state. The utilization of ICOTS is rooted in each state’s jurisdiction. The implementation of this program promotes public safety through an electronic method for processing transfer requests and the tracking of compact offenders.

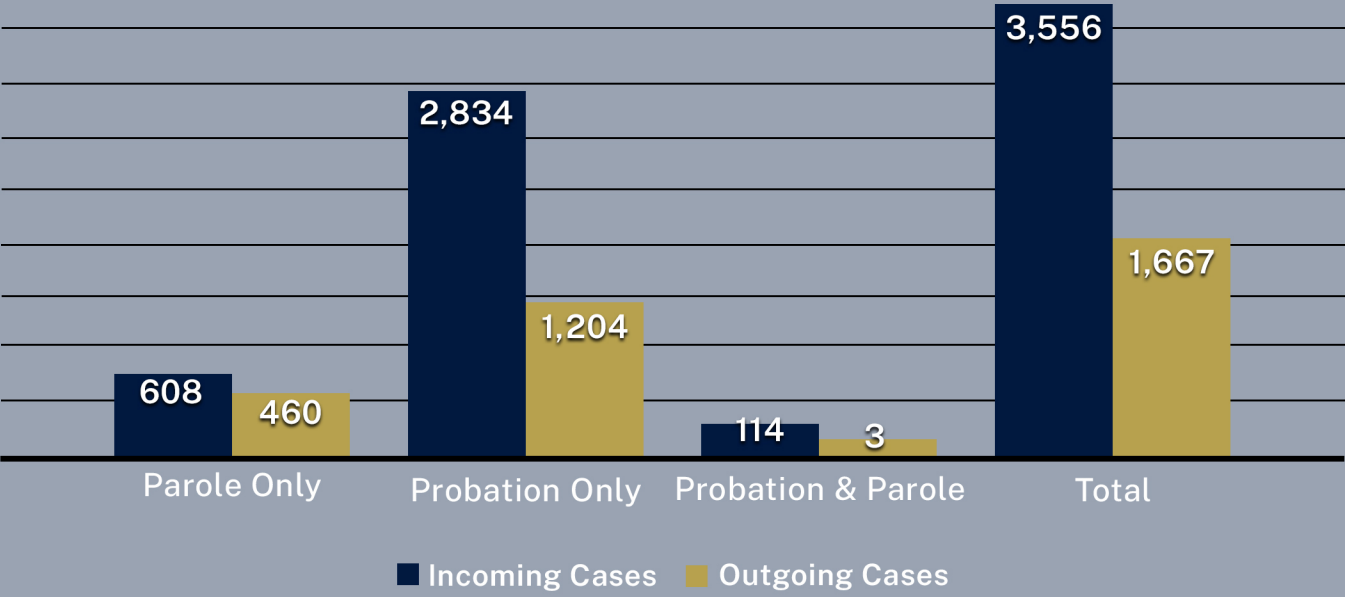
Division goals for this year include overseeing the supervising, tracking, coordinating, rehabilitating, and accountability of offenders. The division tracks incentive use, graduated sanctions, supervision documentation and enforces compliance of interstate movement in ICOTS. Most of Alabama’s field offices have officers who use the ICOTS system. By using ICOTS guidelines and ABPP policies and regulations the Compact Unit can meet the obligations of the Interstate Commission for Adult Offender Supervision. The Alabama Warrant Tracking Spreadsheet is being used by the Compact Unit to track warrants on probationers and parolees to make sure processes and procedures are followed. This year 5,223 offenders were tracked using this software.



▲ Interstate Compact Division Director Tom Langer has proudly served the Bureau since 1989.

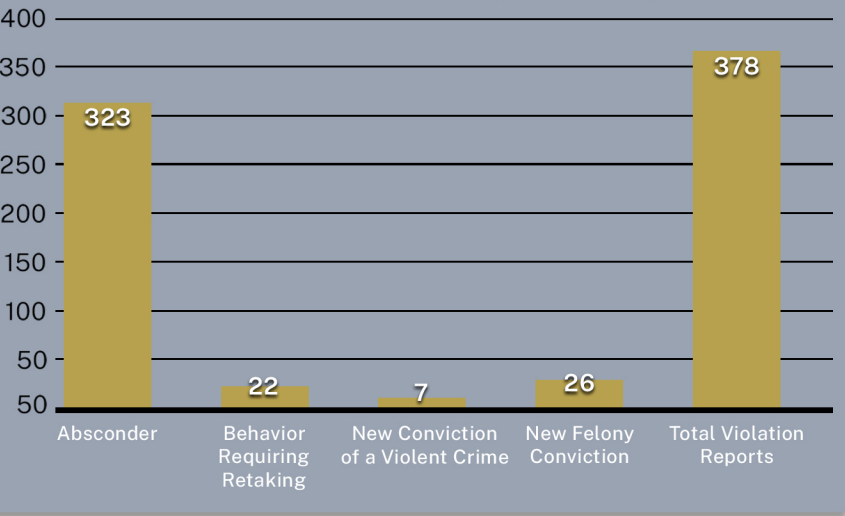
5,223
OFFENDERS WERE
TRACKED USING
ICOTS IN FY 2020

INTERSTATE COMPACT INCOMING AND OUTGOING CASES



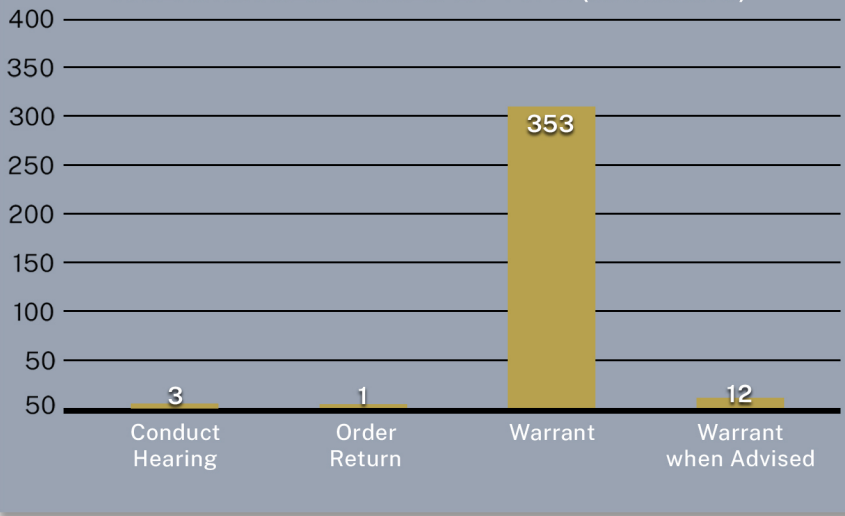
▲ Total offenders being tracked by the interstate compact based on type of supervision.

VIOLATION TYPES (INCOMING)



▲ Types of violations reported for Alabama offenders being supervised by other states.

VIOLATION RESPONSES BY TYPE (INCOMING)



▲ Responses issued by Alabama on offenders being supervised by other states (of the violations reported).

What is the difference between probation and parole?

Probation and parole are both alternatives to incarceration when an offender's conduct is supervised according to the law. Probation is a penalty imposed by the court in which a criminal offender is allowed to remain in the community (instead of being detained) on the promise of good behavior and will be subjected to the supervision of a Probation and Parole Officer. Parole (supervised release) is when an inmate is released from prison (temporarily or permanently) prior to sentence completion.

Does the Probation and Parole Officer have the authority to shorten or terminate probation/parole?

Probation and Parole Officers cannot directly shorten or terminate probation/parole. Recommendations can be made to the judge or the Board of Pardons and Paroles for early discharge, but the court or the Board makes the decisions.

What are the conditions of probation/parole?

Conditions of probation/parole vary by case. However, standard requirements include:

- ▶ Reporting when required by the Probation and Parole Officer.
- ▶ Allowing the Probation and Parole Officer to visit the parolee/probationer at home or elsewhere.
- ▶ Working faithfully at obtaining and maintaining gainful employment if physically capable.
- ▶ Living at a specific residence and not violating any laws.
- ▶ Not associating with persons engaged in criminal activities.
- ▶ Supporting legal dependents to the best ability (e.g. child support obligations, providing food and shelter).
- ▶ Performing court ordered community service.
- ▶ Paying any court costs or attorney fees.
- ▶ Paying any court ordered restitution.
- ▶ Not possessing, carrying or owning any firearms or other weapons without consent from the supervising officer.
- ▶ Submitting to random controlled substance or alcohol screens.

Can a Probation and Parole Officer visit those under supervision at their homes?

Yes.

Can a Probation and Parole Officer search a residence of a parolee/probationer even if residing with other people?

Whenever a person is under supervision their place of residence can be searched.

What is the difference between mandatory release and parole?

Mandatory release and parole provide services to aid individuals in community reentry. Mandatory release is directed by the Alabama Department of Corrections and is based on time served, sentence length, and end of sentence date. Parole decisions are made by the Board of Pardons and Paroles.

Can a person under supervision leave the state?

Occasionally, individuals can change their state residence, however there is a formal application process. For shorter durations, a travel permit is needed.

SPECIAL POPULATIONS

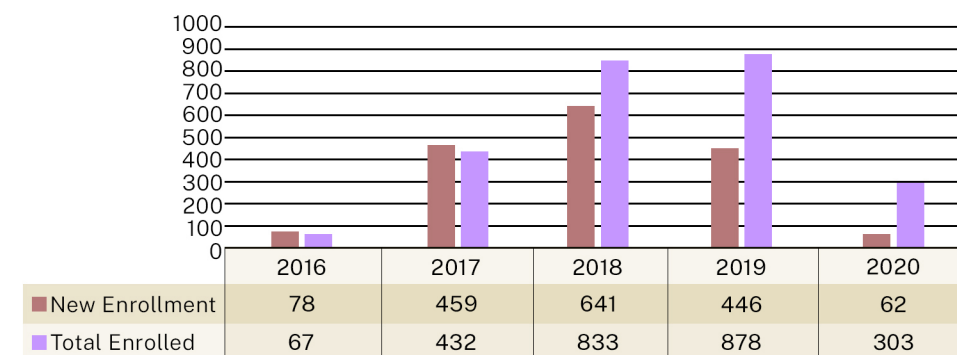
PROGRESSIVE REENTRY AND RECIDIVISM REDUCTION STRATEGIES | REHABILITATION AND EDUCATIONAL PROGRAMS

DAY REPORTING CENTERS

The Bureau's commitment to identifying and treating the most at-risk offenders is confirmed in the sustainment and expansion of the Day Reporting Center concept. DRCs offer treatment and educational services to help reduce recidivism, such as cognitive behavioral therapy, intensive substance abuse counseling and adult education services. Community service is also required. The three-phase, evidence-based program helps clients assimilate back into society after incarceration. In FY 2020, the Bureau operated five full DRCs, located in Birmingham, Huntsville, Mobile, Montgomery and Tuscaloosa. Although these facilities have only existed in Alabama since 2015, the Bureau already has seen evidence of their impact on individuals who complete programming. In fact, at the end of FY 2020 the three-year recidivism rate for program completions was only 14 percent. There were 122 graduates from the program this year. Although programming was substantially disrupted by COVID-19, officers assigned to this division maintained contact with offenders through home visits and provided programming through virtual platforms.

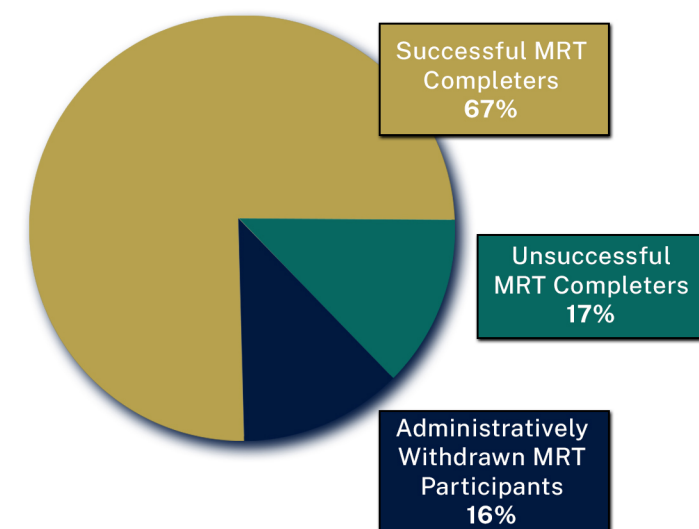
Despite necessary restrictions due to the COVID-19 pandemic, DRC officers completed a total of 5,763 home visits in FY 2020. The DRCs performed 5,856 drug screens this year, of which 80 percent were negative. DRCs provided or referred clients to 1,804 hours of substance abuse treatment and more than 12,000 hours of educational and vocational training during FY 2020.

DRC Enrollment

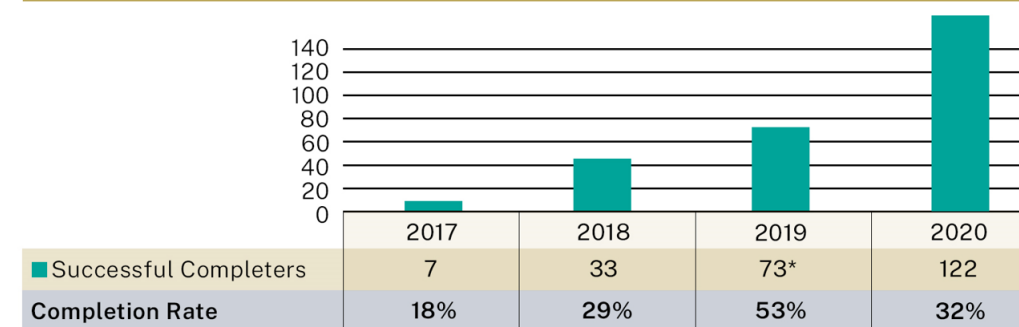


▲ Total enrolled includes total enrolled participants from the current and previous year minus participants ending their participation in the current year.

DRC Moral Reconciliation Therapy Completion

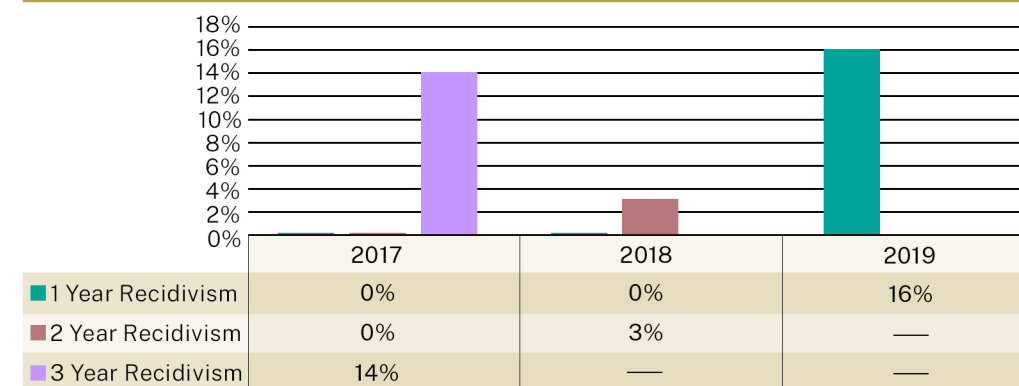


DRC SUCCESSFUL COMPLETION

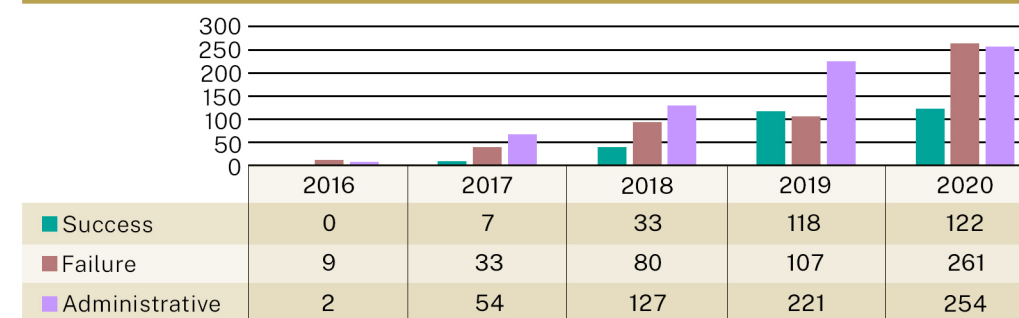


*Revised 10/12/2021 | Adjusted to reflect only participants who completed all three phases of programming.

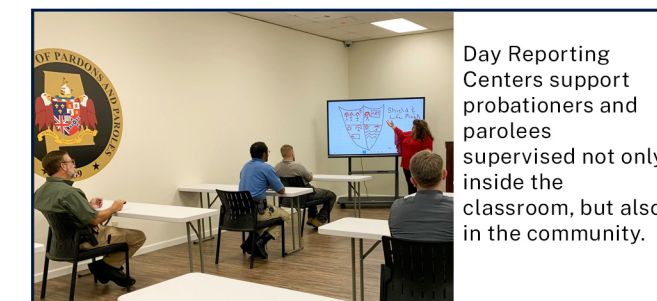
DRC RECIDIVISM



DRC COMPLETION BY TYPE



Successful DRC program completion is defined as successfully completing phases one through three of DRC programming.



Day Reporting Centers support probationers and parolees supervised not only inside the classroom, but also in the community.

Recidivism rate based on completion date of program for participants by year for years one through three.



The Tuscaloosa Day Reporting Center clothing closet provides clothing, food and hygiene items that parolees and probationers may not be able to afford on their own or with family assistance.

Failure of DRC programs includes individuals closed due to: court of criminal conduct, absconding from supervision, detainer by another jurisdiction, lack of engagement, revocation for a technical violation and/or new offense, a failure to meet program requirements, and those offenders that are delinquent wanted or currently in custody. Administrative discharge from the DRC includes participants who have been removed from the program through no fault of their own. These reasons include medical or mental illness or disability, transfer to another state, reaching the end of sentence date prior to completion, death or other administrative dismissals.

DAY REPORTING CENTER LITES

Alabama consists of many rural communities, presenting challenges to delivering the type and scope of services that offenders typically receive in full Day Reporting Centers. Therefore, the Bureau has adopted the DRC Lites model for smaller, more rural offices. Currently the Bureau operates three DRC Lites; one each in Baldwin, Lee, and DeKalb counties, however there is a plan to add more throughout the state if resources become available. DRC Lites are condensed versions of DRCs and offer similar programming but are limited to focusing on cognitive behavioral treatment, substance dependence assistance and educational and job training. These programs take place in field offices and are staffed with a mental health professional to help ensure success. Also, like regular DRCs, the DRC Lites have three phases to work through. In FY 2020, DRC Lites served 15 clients and had 11 program participants complete all three phases.



▲ The Baldwin County Day Reporting Center Lite's clothing and hygiene closet helps clients succeed.

11 OUT OF 15 DRC LITE CLIENTS COMPLETED ALL THREE PHASES IN FY 2020

ALABAMA CERTAIN ENFORCEMENT SANCTIONS

The Alabama Certain Enforcement Sanctions program is a supervision model that mirrors Hawaii's Opportunity Probation with Enforcement program. ACES supervision is ordered by the probationary judge and clients are closely supervised and participate in a daily hotline call. Participation in this call allows participants to get three to five drug tests a month without the extra cost. The client calls a toll-free number daily and must report in for a drug screening. Maintaining employment and paying supervision fees and court ordered money are requirements for participants. The Behavioral Matrix for ACES sanctions differs from standard procedures. This includes having violations for missing drug screens, altering or refusing drug screens and eluding treatment. The sanctions are proportionate to the violation. ACES is not voluntary for probationers and candidates are not offered legal incentives to participate. Probationers are advised of the terms and consequences for violations of their probation and ACES participation. ACES participants are arrested if a violation is detected and the judge signs an order imposing a sanction. Continued violations are addressed in a consistent manner to ensure fairness. ACES and similar programs typically lead to lower recidivism rates by not waiting to act until a probationer becomes a repeat offender. The use of swift and certain sanctions encourages sobriety and rule compliance. In FY 2020, 448 clients participated in this program. The grant supporting this program was given an extension that will provide active supervision until 2021. ACES officers were given new equipment, and a mental health training contract has been formalized to provide training later this year. Adjustments have been made in our offender management software to provide accurate data for ACES reporting. Many officers use overtime provided by ACES to encourage compliance and enhance public safety.

INTERDISCIPLINARY GRANT TEAM

In FY 2020, the Bureau formed its first Interdisciplinary Grant Team. This team was developed to improve the coordination between agency staff when applying for and implementing federal, state and local grants. The team's goal is to research grant opportunities that would allow for the expansion of supervision programs and explore innovative approaches to community supervision. The team is comprised of the Lead Bureau Statistician, the Grant Manager, Special Populations Division Director, and representatives from the Accounting, Legal and Information Systems divisions. The below grant solicitations are being implemented or continuing during FY 2021:

- ▶ **Project Safe Neighborhood** grant award was received in 2019 to develop a project that creates proactive activities to reduce violent crime rates in Montgomery. The agency will coordinate the implementation of this initiative with the U.S. Attorney's Office for the Middle District of Alabama and the Montgomery Police Department.
- ▶ **Bulletproof Vest Partnership** grant award was received in 2019 and 2020 to purchase bulletproof vests for parole officers who often make in-home visits and face other situations in which their welfare could be threatened.
- ▶ **COSMOSS (Helping Co-Occurring Substance Abuse and Mental Health Offenders Find Supportive Service)** grant award was received in 2019 and is a four-year, \$1 million award to improve coordination and service delivery to targeted subpopulations of offenders in Alabama Department of Corrections prisons who suffer from both substance abuse and mental illness. The mission of COSMOSS is to sustain the delivery of services to the individual as they are released from ADOC custody.
- ▶ **Coronavirus Emergency Supplemental Funding Program** grant award, received in 2020, is a 15-month, \$585,000 award to purchase equipment needed to help ensure the safety of employees and others during the COVID-19 pandemic.

LIFE TECH TRANSITIONAL CENTER THOMASVILLE

LIFE Tech Transitional Center was the Bureau's residential intensive reentry and rehabilitation program for male offenders. Since 2013, 2,344 offenders received access to opportunities such as life skills, substance abuse treatment, education and occupational assessment. Training occurred in a residential campus environment. The program presented itself as a concept for offender rehabilitation in the state. The recidivism rate for graduates over the past three years was 30.47 percent. Of the 299 program completers currently under supervision, 68 percent are employed or receiving Supplemental Security Income. In November of 2019, the Bureau provided notice of the discontinuation of services provided and the last resident was released in August of 2020.

GPS PROGRAM

In May of 2019, ABPP secured a contract with Sentinel Offender Services for GPS tracking of offenders. In May 2020, 64 officers received training on this system. In September 2020, 28 officers attended updated training. In August 2020, a supervisor was placed in the program to ensure effectiveness. This program began as an emergency response to address intensive supervision and training was provided for emergency implementation of the Bureau's Offender Monitoring Project. Emergency guidelines were put in place for the use of GPS devices. Violent sex offenders are the first group of offenders to be placed on GPS supervision. Currently there are five violent sex offenders on GPS supervision.

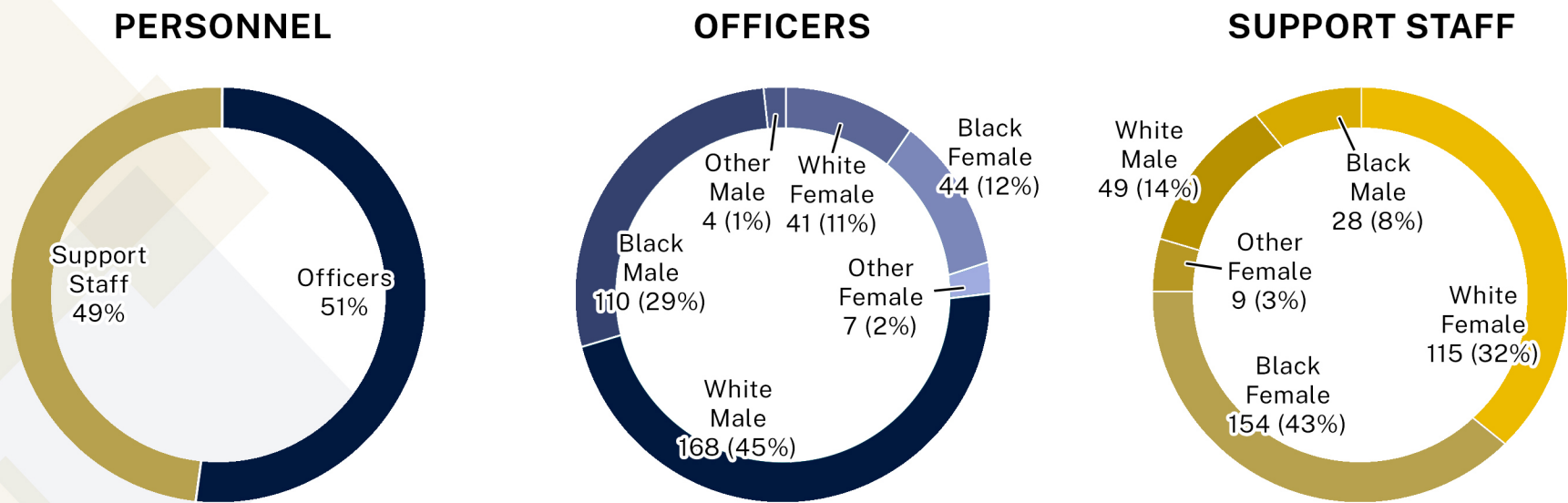
ADMINISTRATION

SUPPORT FUNCTIONS NEEDED TO CARRY OUT AGENCY MISSION

The Administration Division plays a vital role in supporting the Bureau’s personnel, financial and information technology needs. Administration facilitates the successful recruitment and hiring of high-quality professional staff. The division is also responsible for the accurate accounting of all accounts payables, receivables, payrolls, reporting, financial statements and ensuring proper financial controls as governed by state law. Finally, this division is charged with the IT needs of the entire agency, including the technical support to more than 700 agency employees located throughout the state.

PERSONNEL AND DEMOGRAPHIC STATISTICS

In FY 2020, the Personnel Division provided support to 777 employees through means of staffing, performance, leave, classification, employee relations and many other workforce related functions. More specifically, staff within the division assisted employees with Family Medical Leave Act, Employee Assistance, and other helpful programs. During this reporting period, the Bureau hired 65 Probation and Parole Officer Trainees and 29 Probation and Parole Specialists. To continue in the effort to lower caseload levels for officers and provide them with support personnel, the Bureau seeks to hire an additional 50 Probation and Parole Officers and 100 Probation and Parole Specialists by the end of the year. The Personnel Division takes great pride in hiring new staff members quickly and efficiently.



FINANCIAL REPORT

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

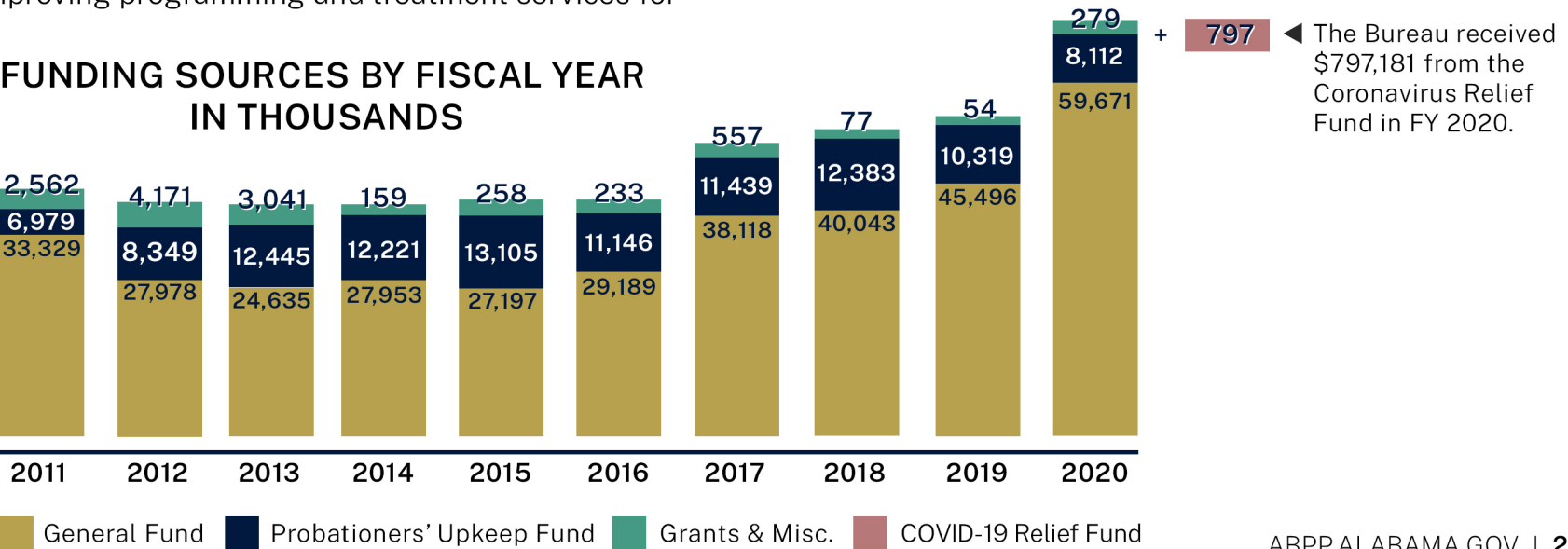
The FY 2020 General Fund appropriation included an additional \$18.5 million in funding to continue prison reform according to Act 2015-185. This funding continues to increase this agency’s probation and parole workforce, provide officers with training to employ evidence-based practices, establish community treatment and programming and initiate quality assurance measures to put reforms into effect. This funding is directly increasing and improving programming and treatment services for

offenders, thereby reducing recidivism rates and increasing public safety.

The agency’s FY 2020 funding sources were \$59,670,519 from the General Fund, \$8,111,814 from the Probationers’ Upkeep Fund, \$278,823 from federal grants, and \$797,181 from the Coronavirus Relief Fund.

Eleven categories of expenditures totaled \$68,858,337	FY 2020 Expenses	% of Total Expenditures
	Salaries/Benefits	\$49,473,635 71.85%
	Transportation	\$4,633,202 6.73%
	Professional Services	\$3,843,439 5.58%
	Rentals/Leases	\$3,518,384 5.11%
	Supplies/ Operations	\$2,181,815 3.17%
	Other Equipment	\$2,083,926 3.03%
	Utilities/ Communications	\$1,504,809 2.19%
	Vehicle Operation Expense	\$764,733 1.11%
	Grants/Benefits	\$372,449 0.54%
	Repairs/ Maintenance	\$369,140 0.54%
	Travel	\$112,805 0.16%

FUNDING SOURCES BY FISCAL YEAR IN THOUSANDS



INFORMATION TECHNOLOGY

In FY 2020, the Information Technology Division set up, delivered, installed equipment and established a standalone agency network (to be fully transitioned in 2021) to improve service to offices, employees and clients.



IT staff developed and supported the Offender Automated Supervision Investigation System which houses data for offenders on supervising officers' caseloads and other applications. Improving phase one of OASIS continued by redesigning it to be more technically advanced and aesthetically pleasing. Forms and reports were pre-filled with names and other data that is specific to the offender.

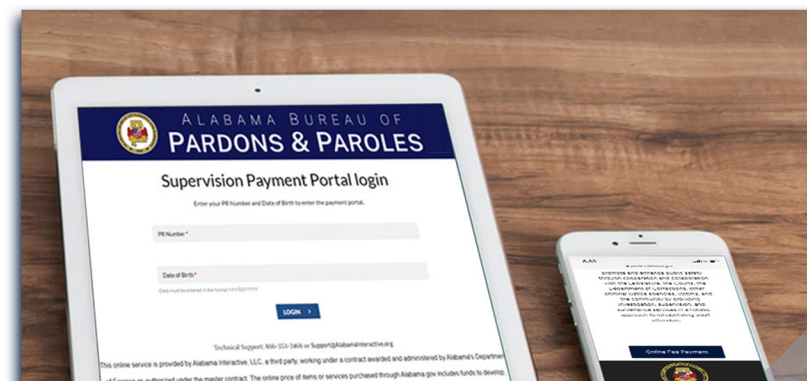
Phase two will provide an automated docketing system with a rules engine that automatically calculates parole eligibility dates. An additional feature in this step is the electronic signature component that will record Board members' votes, convert paper forms/reports for OASIS integration and the automation of transfer for required documents.

The implementation of a Laserfiche document management system will be phase three of OASIS. Despite the agency leading the state in virtualization, ABPP is still a paper-driven entity. The agency has millions of paper documents that must be stored and available for use and the Laserfiche system will allow the agency to organize these documents more efficiently thus leading to eventually going paperless.

▼ The Information Technology division ensures upcoming hearings and results are listed on the website accurately.



▼ Online Fee Payments are now available on our website through the Supervision Payment Portal.



The following applications were developed in FY 2020:

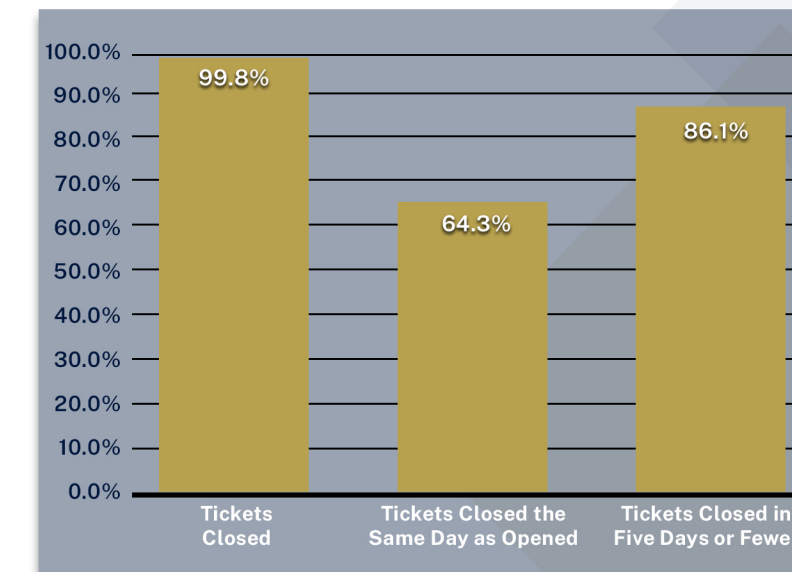
- **Supervision Payment Portal** allows probationers and parolees to pay fees, view payments and total amounts, and submit contact information online.
- **FleetMan** is a software for vehicle management and has a mobile app to record information.
- **Organizational Management System** allows agency staff to make transfer or creation requests for new positions and follows the progress of these actions. This program also gives an organizational chart and a statewide map of all offices to show how many state personnel positions are vacant.

An agencywide SharePoint Modernization Project was also started this year to update the design and functionality of the site to suit the needs of ABPP, improve presentation content and give a better understanding of SharePoint. The division provided technical and applicational support to all employees and offices through the helpdesk.

FY 2020 HELP DESK TICKETS

Open Tickets at Start of FY2020	91
Tickets Opened	11,268
Tickets Closed	11,244
Open Tickets at End of FY2020	114
Tickets Closed Same Day Opened	7,226
Tickets Closed in 5 Days or Fewer	9,680

FY 2020 CLOSED HELP DESK TICKETS



▲ New responsively designed website introduced in FY 2020
ABPP.ALABAMA.GOV | 27



VICTIM SERVICES UNIT

The Victim Services Unit ensures that crime victims are heard during the pardon and parole process. ABPP staff understands the importance of victim participation in these legal proceedings. The Bureau offers multiple services to aid victims and their families. Every effort is made to provide timely notification to all victims prior to a scheduled hearing. Staff works to provide victims with the information they need to actively participate in the process through sending written correspondence to the Board, or by going to the hearing. Hearing are currently closed to the public due to COVID-19. During non-pandemic times, should victims choose to attend a hearing, they are offered a safe waiting area prior to in-person hearings, as well as dedicated ABPP staff to answer any questions and explain the hearing process. Above all, the Bureau firmly believes in the victim's legal right to be present at the scheduled hearing and to express concerns to the Board.

The office corresponds with victims, victim service providers and other interested parties throughout the state. This year, 2,700 phone calls from victims and 3,600 nonvictim phone calls were handled by staff. Victim Services assisted 5,640 victims and other interested parties at parole hearings and 5,700 correspondences were sent out to victims. Additionally, the unit assisted in training victim service providers throughout the state by explaining the pardon and parole hearing process to them. The division also participated in the State of Alabama Victim Notification Task Force this year.

6,300
PHONE CALLS
FROM VICTIMS AND
NONVICTIMS
HANDLED BY STAFF
IN FY 2020



▲ From left: Administrative Support Assistant Rhonda Carter, Victim Services Officer Kayla Mishoe, Victim Services Director Ashley Harbin, Retired State Employee Linda Adams



▲ Victim Services Director Ashley Harbin presenting at the Alabama District Attorneys Association Victim Service Officer Conference on March 2, 2020.



ALABAMA BOARD OF PARDONS AND PAROLES MEMBERS

The Board determines the grant or denial of pardons, paroles, the restoration of political and civil rights, the remission of fines and forfeitures, and the revocation of parole. The Board adopts rules, guidelines and other policies as necessary, per Alabama law.

Leigh Gwathney | Board Chair

Board Chair Gwathney has served as Deputy District Attorney for the Jefferson County District Attorney's Office and as an Assistant Attorney General in the Alabama Attorney General's Office. She was appointed by Governor Ivey in October 2019 to serve on the Board of Pardons and Paroles.



▲ Board Chair Leigh Gwathney

Dwayne Spurlock | Associate Board Member

Associate Board Member Spurlock has been an appointed member since May 2018. He started his career in Florida as a Correctional Probation Officer in 1984. He also was appointed Chief United States Probation Officer by the U.S. District Court for the Middle District of Alabama.

Cliff Walker | Associate Board Member

Associate Board Member Walker was appointed to the Parole Board in July 2009. He has worked as a Corporate Credit Analyst with the Irving Trust Company and was also appointed by Governor Bob Riley in 2003 to serve as Director of Alabama's Small Business Advocacy Effort.

To learn more about the Board's accomplishments, please visit paroles.alabama.gov.

PROBATION AND PAROLE OFFICERS OF THE YEAR **SENIOR OFFICER JOSH BOYD AND OFFICER BRANDON OLAR**



Senior Officer Josh Boyd



Officer Brandon Olar

The Alabama Bureau of Pardons and Paroles proudly announces the 2020 Officers of the Year, Probation and Parole Officer Brandon Olar and Senior Probation and Parole Officer Josh Boyd from the Huntsville Field Office. In addition to their normal responsibilities, both officers provided outstanding service to the community in times of trouble.

On July 8, 2020 Officer Olar's service was especially exemplified when he and former Officer Jacob Eddy were out in the field completing home visits around Huntsville. Due to heavy traffic in one of the neighborhoods, they were forced to walk down a community street. They passed by children who were riding bikes, and after hearing screams, they noticed that two young girls had experienced a biking accident. One of the girl's toes were pulled into the bike chain. Both officers responded immediately to administer first aid and assistance. They reunited the girl with her mother. After helping the child, the officers went on to locate the offender they were seeking.

Senior Officer Boyd's showed outstanding community service while helping an elderly woman during his lunch break on July 16, 2020. Boyd provided first aid to a woman after she fell at a Sam's Club and injured her head. Boyd immediately came to her aid and asked the employees of Sam's Club to call 9-1-1. While assessing her wound, Boyd made sure she stayed conscious by holding a conversation with her until emergency services arrived. The Sam's Club employees said his actions were heroic.

Both officers care about their career and community. Officer Olar wrote an article for the Spring 2015 edition of Athens State University's student research journal on the importance of job mentoring which emphasizes his love for his profession and his willingness to study it. Likewise, Senior Officer Boyd participates in community service and works with faith-based organizations in the area.

SUPPORT STAFF EMPLOYEE OF THE YEAR **ADMINISTRATIVE SUPPORT ASSISTANT BRIDGET PRICE**

The Alabama Bureau of Pardons and Paroles proudly announces the 2020 Support Staff Employee of the Year, Administrative Support Assistant Bridget Price. Even though she has only been with the Bureau for a little more than a year, she has made a significant positive impact on the Vernon field office.

Price goes the extra mile when it comes to safety and it showed when she jumped in to assist with the development and implementation of safety precautions to protect the health of clients and employees from the COVID-19 pandemic. Her leadership skills also were exemplified through an internal office protocol that she developed to help with officer protection. Probation and Parole Officers travel to areas that have poor reception. Price now receives a detailed list of where officers plan to go for home visits. She periodically calls officers while they are out in the field to make sure they are okay.

Her organization and attention to detail is evident from her spotless desk, quality communication skills and impeccable handling of all documents, posts and files. Officers at the Vernon Field Office consistently compliment her worth ethic and appreciate her community connections. She took it upon herself to build relationships between the Vernon Field Office and local law enforcement agencies. This has been instrumental when officers need documents to complete reports for the Board of Pardons and Paroles.

District 3B Manager Jeff Floyd said "Price is beyond a doubt one of the most successful hires" he has seen during his ABPP career. He also said "I can consistently count on her to deliver a quality, accurate work product."



ASA Bridget Price

FIELD OPERATIONS DIRECTOR **DAVID PEACOCK**
ASSISTANT DIRECTOR **DARRELL MORGAN**

DIVISION I DIVISION DIRECTOR **JEFF JETER**

1A	1B	1C	1D	1E
Choctaw Butler (City) Mobile Mobile Washington Chatom	Baldwin Bay Minette Butler (County) Greenville Clarke Grove Hill Conecuh Evergreen Covington Andalusia Escambia Brewton Monroe Monroeville	Coffee Elba Coffee Enterprise Dale Ozark Geneva Geneva Henry Abbeville Houston Dothan	Barbour Clayton Lee Opelika Macon Tuskegee Pike Troy Russell Phenix City	Calhoun Anniston Chambers Lafayette Randolph Wedowee
DISTRICT MANAGER	DISTRICT MANAGER	DISTRICT MANAGER	DISTRICT MANAGER	DISTRICT MANAGER
Jeremy Ledlow	John Brantley	Derek Portwood	Elliot King	Ed Turner

DIVISION II DIVISION DIRECTOR **STACEY BROWN**

2A	2B	2C	2D	2E
Montgomery Montgomery	Clay Ashland St. Clair Ashville St. Clair Pell City Talladega Sylacauga Talladega Talladega Tallapoosa Alexander City Tallapoosa Dadeville	Blount Oneonta Cullman Cullman Jefferson Bessemer	Jefferson Birmingham	Cherokee Centre Dekalb Fort Payne Etowah Gadsden Jackson Scottsboro Marshall Guntersville
DISTRICT MANAGER	DISTRICT MANAGER	DISTRICT MANAGER	DISTRICT MANAGER	DISTRICT MANAGER
Reginald Carter	Reydonya Richardson	Kristi Smith	Terry Cauthen	Mike Brewis

DIVISION III DIVISION DIRECTOR **ASKISHA JONES**

3A	3B
Autauga Prattville Bibb Centreville Chilton Clanton Dallas Selma Elmore Wetumpka Shelby Columbiana Wilcox Camden	Fayette Fayette Lamar Vernon Marengo Linden Pickens Carrollton Tuscaloosa Tuscaloosa Walker Jasper
3C	3D
Colbert Tuscumbia Franklin Russellville Lauderdale Florence Lawrence Moulton Marion Hamilton Morgan Decatur Winston Double Springs	Limestone Athens Madison Huntsville

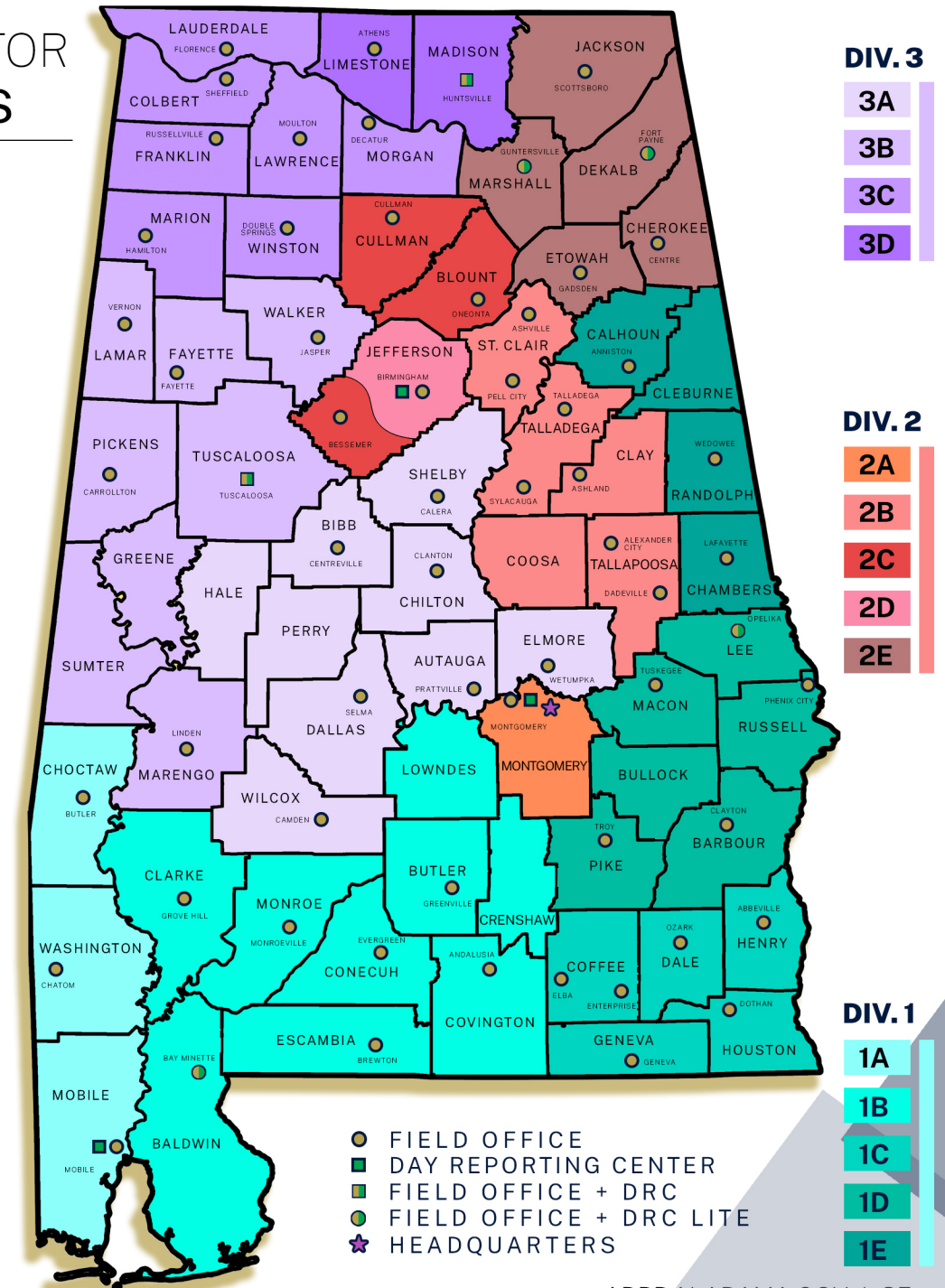
DISTRICT MANAGER	DISTRICT MANAGER
Gerald Starnes	Jeff Floyd
DISTRICT MANAGER	DISTRICT MANAGER
Sid Slate	Wendy Garth

SPECIAL POPULATIONS

DIVISION DIRECTOR
REBECCA BENSEMA

INTERSTATE COMPACT

DIVISION DIRECTOR
TOM LANGER





Alabama Bureau of Pardons and Paroles

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