UNITED BY OUR MISSION OF PUBLIC SAFETY, RESTITUTION AND REHABILITATION.

Kay Ivey Governor
Cam Ward Director
Leigh Gwathney Board Chair
Dwayne Spurlock Associate Board Member
Darryl Littleton Associate Board Member
OUR MISSION

It is the mission of this agency to promote and enhance public safety through cooperation and collaboration with the Legislature, the Courts, the Department of Corrections, other criminal justice agencies, victims, and the community by providing investigation, supervision and surveillance services in a holistic approach to rehabilitating adult offenders.

OUR VISION

We will protect the public by providing effective supervision and rehabilitation to 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.

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. Governor Kay Ivey appointed Cam Ward to be the new Director of the Alabama Bureau of Pardons and Paroles in December 2020.

Prior to the Bureau, Ward was elected to the Alabama House of Representatives in 2002 where he served for two terms. In 2010, he was elected to the Alabama Senate representing parts of Shelby, Bibb and Chilton County. He was re-elected in 2012 and served as Chairman of the Senate Judiciary Committee, a role he held for the last nine years. Additionally, Ward served as President of the Alabama Law Institute.

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

Dear Governor Ivey:

I am pleased to present the 2021 Annual Report for the Alabama Bureau of Pardons and Paroles.

I feel in the 82-year history of the agency, the Bureau has never been in a more optimistic place. With your help, along with the Legislature, strong leaders across agencies and the dedication of employees at the Bureau, we are in a strong position to improve the lives of the public and the probationers and parolees we serve.

One theme, unity, has dominated all aspects of this year. From the heads of government all the way down to a small team in a remote field office, we serve one state and one population. We exist to improve the lives of Alabama citizens through efforts in public safety and rehabilitation. When you selected me as Director of the Bureau in December 2020, I was aware of the need for a more unified front, both internally and interagency, to truly make strides in Alabama’s criminal justice system.
COLLABORATION WITHIN THE AGENCY

The Alabama Bureau of Pardons and Paroles is an agency with more than 750 employees who excel in a large variety of specialized tasks, from counseling to victim services to special task force officers. Like with most things in life, what this agency needed most was balance; all employees working together toward common goals. The Bureau emphasizes public safety in Alabama, while also promoting the need for effective rehabilitation. With such specialized plans under one agency, it can be tempting to feel like one area of expertise – be that in special populations, field operations, or another department – takes priority over another. That is not the case.

One specialization is not higher than another. Rather, every talent area is uniquely important. Public safety and effective rehabilitation are not mutually exclusive – in fact, they feed into each other. Agency-wide proficiency in all areas creates a positive feedback loop that keeps people from returning to prison and improves public safety.

COLLABORATION ACROSS AGENCIES

I am proud to have been selected by the Legislature as the Chair of the Commission on Reentry, which I believe is the most important step this year for interagency cooperation regarding Alabama’s criminal justice system.

Each meeting, leaders from the Alabama Department of Corrections, Community College System and Ingram State Technical College, Department of Mental Health, Law Enforcement Agency, Department of Veterans Affairs, Department of Labor, Department of Human Resources, Medicaid, the Legislature, and the Governor’s Office, along with other interested parties, develop strategic plans to make communities safer and reduce recidivism.

A highlight from September 2021 included joining the Alabama Department of Corrections for the 2021 Executive Leadership Conference. During the conference, the presentations from guest speakers and open conversations between our agencies showed we are on the right path for criminal justice in the state of Alabama.

Thank you, Governor Ivey, for your positive guidance in bringing our sister agencies together in a unified mission. Your encouragement of these activities has been essential to our overall mission of public safety and rehabilitation.

COVID-19 RESPONSE

This year, COVID-19 continued to touch every element of our lives and made us thankful for things we had previously taken for granted. I praise the employees of the Bureau for their adaptability and commitment.

Support staff continued to do their job consistently and correctly every day. Even when some were required to work remotely with limited resources, they kept the agency running efficiently with solid performance of day-to-day tasks without complaint. Supervisors rose to the challenge as well, keeping their unit organized and on-task despite staff often being in different places with limited equipment.

Officers often weren’t afforded the opportunity for remote work, yet continued to be a strong law enforcement and rehabilitation force in Alabama. Officers put their life on the line in two ways: working an already dangerous job and serving Alabama citizens through a deadly pandemic.

A BRIGHT FUTURE

The Alabama Bureau of Pardons and Paroles is heading in the right direction. Public safety is first and foremost. However, achieving greater public safety in Alabama must be accomplished by balancing best practices in law enforcement and effective reentry programs. We should avoid the mistake of fixating on any one of those elements, and make sure as a team we build a bridge between incarceration and a return to society.

Sincerely,
Cam Ward
Under the present adult probation law, Alabama has a statewide uniform administration of probation. Probation Officers are appointed by the state Bureau of Pardons and Paroles, subject to the Merit System, and are supervised by the Bureau. Probation Officers act in a dual capacity in that they serve the courts in probation matters and the Board in parole matters. They are sworn law enforcement officers with arrest powers and must meet the training requirements of the Peace Officers Minimum Standards and Training Act.

The legislature passed an enabling act in August 1939 providing for the creating of a three-member State Board of Pardons and Paroles with complete and final authority in matters of pardons, paroles, restoration of civil and political rights, and remissions of fines and forfeitures. This act was substantially amended in 1961, (Title 42, Code of Alabama, as amended). The present statutory authority is Title 15, Code of Alabama 1975, as amended. The three original members of the Board were Judge Alex Smith, Chairman; Mrs. Edwina Mitchell, Associate Member; Judge Robert M. Hill, Associate Member. They were appointed on September 1, 1939, for staggered terms of two, four, and six years. All subsequent terms are for six years. The Board appointed 13 probation and parole officers on Oct. 1, 1939, for six years. The Board appointed 13 probation and parole officers on Oct. 1, 1939. Adult probation in Alabama began on Aug. 24, 1939, when the Governor approved an enabling act giving the legislature power to authorize adult probation. Prior to this act, it had been held that the Alabama courts did not have inherent power to suspend sentences. The courts’ action in suspending sentences was held to be an encroachment on the executive power to pardon, commute and reprieve. In 1931, the legislature passed a law giving courts power to suspend execution of sentences and place offenders on probation. This act was declared unconstitutional in 1935. Had it been constitutional it would have done little more than authorize suspended sentences since, in most cases, there was no provision for investigation and supervision.

On July 11, 1939, a constitutional amendment was adopted, providing for the removal of the pardoning and paroling authority from the Governor and placing it in the hands of the legislature. This amendment, which was placed on the ballot for a constitutional convention to consider and recommend amendments, was adopted by a vote of 134,912 “yes” votes. The amendment was then submitted to the voters of the State of Alabama in the November election, and was adopted by a vote of 129,839 “yes” votes. The amendment provided for the establishment of a Board of Pardons and Paroles with complete and final authority in matters of pardons, paroles, restoration of civil and political rights, and remissions of fines and forfeitures.

The Constitution of 1901 gave the Governor the power to grant pardons. It also provided for the establishment of a Board of Pardons composed of the Attorney General, the State Auditor, and the Secretary of State to advise the Governor on parole and clemency matters. In 1919, an act was passed providing for the imposition of indeterminate sentences upon certain persons convicted of offenses and for the parole of such persons at the expiration of the minimum sentence by the Board of Pardons without the approval of the Governor. This act was repealed in 1939 and now only definite sentences are authorized.

In 1939, the Governor created by executive order the Alabama Parole Bureau to make an independent study of prisoners confined in the prisons of Alabama to recommend to the Governor those worthy of trial parole. The bureau was composed of a chairman, an associate member, and a secretary. Only one parole officer was provided for the investigation and supervision of prisoners.

The Bureau of Pardons and Paroles is a state agency established by the Alabama Constitution in 1901 and has been continuously active since that time. The Bureau is responsible for the administration of the laws relating to the granting of pardons, paroles, and the restoration of civil and political rights to offenders upon payment of fines and the satisfaction of all legal obligations. The Bureau is also responsible for the administration of the laws relating to the supervision of parolees and probationers after their release from prison. The Bureau is supervised by the Governor and operates under the direction of a three-member Board of Pardons and Paroles. The Board is appointed by the Governor and is responsible for the administration of the Bureau. The Board has the power to appoint and remove the Director of the Bureau and other employees of the Bureau. The Bureau has the responsibility of ensuring that parolees and probationers are supervised and that they comply with the terms of their release.

The Bureau’s mission is to provide effective and fair parole and probation services to offenders in order to reduce crime and increase public safety. The Bureau strives to achieve this mission through evidence-based practices, collaborative partnerships, and a commitment to continuous improvement. The Bureau’s programs and services are designed to meet the needs of offenders and the community, and to promote successful reentry and rehabilitation. The Bureau’s goal is to provide a safe and effective transition for offenders back into the community, where they can contribute to their families, communities, and society.

The Bureau works closely with other state agencies, such as the Alabama Department of Corrections, the Alabama Law Enforcement Agency, and the Administrative Office of the Courts, as well as local correctional agencies and community-based organizations. The Bureau also collaborates with local and national organizations to develop and implement innovative programs and practices that address the unique needs of offenders. The Bureau’s partnerships with other agencies and organizations help to ensure that parolees and probationers have access to the resources and support they need to successfully reenter society and contribute to their communities.

The Bureau is committed to providing high-quality services that promote public safety and offender success. The Bureau is dedicated to providing fair and effective services to parolees and probationers, and to ensuring that offenders have the opportunity to become productive members of society. The Bureau is committed to continuous improvement and is always seeking new ways to improve its services and programs. The Bureau is committed to providing safe and effective services that promote public safety and offender success.
ALABAMA DEPARTMENT OF MENTAL HEALTH
We coordinate with ADMH to develop crisis response intervention strategies. ADMH guides mental health and substance abuse treatment provided to probationers and parolees by vendors.

ALABAMA COMMUNITY COLLEGE SYSTEM
ACC develops the post-correctional education curriculum for Day Reporting Centers. Work-ready curricula also help probationers and parolees acquire important job skills after incarceration.

INGRAM STATE TECHNICAL COLLEGE
ISTC partners with us to provide educational programs and work-ready curricula at the Thomasville Regional Day Reporting Center and future transitional and reentry concepts.

BOARD OPERATIONS
SUPPORTIVE SERVICES FOR THE ALABAMA BOARD OF PARDONS AND PAROLES
The Board Operations Division prepares and schedules all parole and pardon hearings, restoration of voting rights, and remission of fines and forfeitures considered by the Board of Pardons and Paroles. In addition, the Board Operations Division assists the Department of Corrections with the release process of inmates eligible for mandatory release. The division works with Field Services to ensure proper transfer of information when inmates are granted parole or released on mandatory supervision and to process any parole violators who will be required to undergo a revocation hearing. The division also collaborates with the Special Populations Division to ensure that the Board of Pardons and Paroles is educated on the various forms of rehabilitative programming that are available throughout the state and which inmates qualify for this programming based on their risk and needs.

Revocation Hearing Outcomes

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<tr>
<th>Hearing Type</th>
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<tbody>
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<td>648</td>
<td>3584</td>
<td>4232</td>
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<tr>
<td>Pardons</td>
<td>353</td>
<td>944</td>
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Revoked New & Technical

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<th>Revoked New &amp; Technical</th>
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Revoked New Offense

<table>
<thead>
<tr>
<th>Revoked New Offense</th>
<th>33%</th>
</tr>
</thead>
</table>

The 4,764 inmates were assessed in FY 2021.

INSTITUTIONAL PAROLE SERVICES

Institutional Parole Services completes Institutional Parole Officer reports by interviewing the inmate, and through thorough research of Alabama Department of Corrections institutional records to assist the Board in making well-informed decisions when granting or denying parole. The IPO report is a valuable tool (which assessed 4,764 people this year) and is used to determine if the inmate is a suitable candidate for parole. IPDs determine if inmates who are up for parole meet Day Reporting Center criteria and provide those findings to the Board. IPDs obtain home plans and review conditions for mandatory release, split release and dinked inmates. The IPO is a liaison between the Bureau and ADOC institutions, and they follow the directives and precautions prescribed by them. They also conduct pre-release counseling with inmates nearing the end of their incarceration period. ADOC staff accommodates IPDs in the performance of their duties to help ensure a safe environment. After a detailed review of the IPO process, ABPP has determined a need for a new IPO Supervisor role that can assist in reviewing all IPO reports before they go to the Board. This past year Institutional Parole Services consisted of 20 IPOs and nine IPO supervisors. For more information on mandatory release, split release, and dinked inmates, please contact Public Information Unit at 334.242.8700.

Additional IPO Duties & Responsibilities
- Split Release Investigations & Home Plans
- Parole Hearing Waivers
- Assist with Alternative Home Plans
- Eligible Mandatory Release Investigations
- Conduct Risk Assessment for SRP
- Serve Notice of Parole Court Hearing and Outcome

5699

16
49

DOCKETING AND NOTIFICATIONS

The Docket Unit encompasses intake, the file room, notifications, final review, and is responsible for inmate processing after ADOC admittance, and the assessment of an inmate’s parole eligibility based on Alabama law. This unit focuses on the release of inmates who are granted parole and ensures that files are processed appropriately. They schedule hearings (once eligibility permits), send out parole-related letters, and provide a
final review for all parole files regarding accuracy and compliance with the law. All
inmate records are housed within this section and maintained to include any
correspondence, protest, and/or support statements.

Docket staff frequently communicates with Field Services, field office personnel and
ADOC personnel to receive home plans promptly, coordinate release dates between
ADOC and field services, and provide written notification to ADOC regarding parole
release docket. They have a consistent communicative rapport with ADOC to discuss
concerns regarding inmate releases. The unit also provides ADOC with any required
paperwork and notifies parole supervisors (including paroled sex offenders),
such as an approved home or work plan. Also, when the Board orders completion of a DRC
program as a special condition of parole the unit ensures that the specified program
receives the inmate’s necessary documents prior to release.

The Notification Unit locates and/or notifies victims or stakeholders of upcoming parole
considerations and sets hearing dates for all victim cases once eligibility is met by the
inmate. The Bureau is required to send notice at least 30 days in advance of the
scheduled hearing to victims involved in the indictment. The agency currently employs
three staff who help complete the required notifications for both pardon and parole
hearings. Additionally, notification must also be provided to the following: the attorney
general, the judge who presided over the case, prosecuting attorneys, police chief in
the municipality in which the crime occurred if it was committed in an incorporated area
department or their successor, the sheriff of the county where convicted or their
successor, the same officials listed above for the county where the crime occurred if
different than the county of conviction or their successors, the Alabama Crime Victims
Compensation Commission and any other interested parties.

PAROLES AND RIGHTbRIGHT RIGHTs

The Parols AND VOTING RIGHTS applications process for voting right
restorations, pardons, and remission of fines and forfeitures. This unit coordinates with
the Bureau’s field offices to complete required investigations for each application. Collaboration is a necessity for the Parols Unit to process massive amounts of requests for restoration of political and civil rights that the Board receives daily. During FY 2021, the unit processed approximately 1900 pardon and voting right applications. The Board conducted 1297 pardon hearings, with 944 denied and 353 granted.

1,900 PAROLs AND VOTING RIGHTS APPLICATIONS PROCESSED

Board Operations hosted a food drive.
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 on the following hearing day.

FIELD OPERATIONS
MEETING STATEWIDE COMMUNITY SUPERVISION NEEDS
Field Operations supervises adult offenders in a community setting and consists of four core areas: Probation and Parole Offices, Training, Alabama Interstate Compact, and Special Populations. The first section will provide supervised populations statistics, to aid in the understanding of the scope of responsibility entrusted to this division.

SUPERVISED POPULATION STATISTICS
In FY 2021 the average number of active offenders supervised daily was 23,680. Based on this number, ABPP’s officer to offender ratio was one for every 68 offenders for most of 2021. In addition to these active offenders, ABPP managed on average 22,236 inactive offenders. Inactive offenders include approximately 10,846 delinquents wanted, 2,086 delinquents in-custody, 1,672 out-of-state offenders, 577 seeking inpatient treatment, 2,955 awaiting splits, 54 serving dunck sanctions and 4,048 other offenders in investigatory or transitional statuses.

The fiscal year started with a combined active and inactive supervised population of 48,036. This year, 635 inmates were placed on parole, 1,517 inmates were released by the Alabama Department of Corrections on mandatory release, 9,282 individuals were put on probation and 209 individuals were placed under investigation status. In total, the Bureau received 11,702 new placements during FY 2021.

This year, 15,504 offenders were closed out from active or inactive supervision statuses. Of those, 10,308 offenders successfully completed their sentence, or were released early; 3,160 offenders were revoked either for violating a technical term of their release or for committing a new crime. During FY 2021, 572 offenders died while serving supervised release and an additional 1,464 were closed for other reasons such as transferring back to a sending state. Based on these counts, ABPP supervised a cumulative population of approximately 60,000 offenders this year.

Where do I mail protect or support letters? Protect or support letters can be emailed or mailed to the Bureau.

For additional probation, parole and supervision questions, call (334) 242-8700 or visit our website.

END OF FY 2021 ACTIVE OFFENDER POPULATION BY SUPERVISION LEVEL

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<tr>
<th>Assignment Type</th>
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<th>Charge Count</th>
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<tr>
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<td>6</td>
<td>701</td>
<td>864</td>
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<td>Pre-Sentence</td>
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<td>33</td>
<td>2295</td>
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<td>Youthful Offender</td>
<td>1883</td>
<td>25</td>
<td>3146</td>
<td>4761</td>
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END OF FY 2021 ACTIVE OFFENDER POPULATION BY TYPE

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<tr>
<th>Assignment Type</th>
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<td>Mandatory Release</td>
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<tr>
<td>Parole Court Hearing</td>
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**FIELD OPERATIONS**

**SUPervision Type**

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<tr>
<td>Female</td>
<td>Male</td>
<td>Female</td>
<td>Male</td>
<td>Female</td>
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**Supervision**

- 251 296
- 4 2 6
- 7 17
- 1 -

**Mandatory Release**

- 75 236
- 2 6
- - -

**Mandatory Release & Probation**

- 7 17
- - -
- 1 -

**Parole**

- 268 1361 2864 6
- 20 10 114 -
- 19 -

**Probation & Parole**

- 300 6665 1203 5592
- 8 20 20 116
- 7 10 114 -

**Total**

- 3397 8418 1425 8804
- 8 23 24 134
- 16 78 2

**PROBATION AND PAROLE OFFICERS**

At the end of FY 2021 the Bureau supervised 62 field offices, five Day Reporting Centers and five Day Reporting Center Lites. These locations serve all 87 counties in Alabama. Within those offices, the Bureau staff includes 351 officers, 87 specialists, three social service case workers, one psychological associate and 96 administrative support staff members. On any given day the Bureau actively supervised 17,583 probationers, 5,373 parolees and dual supervision, 613 for mandatory release and 94 other and investigation only offenders. These individuals were assessed using ABPP’s validated risk and needs assessment tool. They were all supervised according to their individual risk of rearresting.

Probation and Parole Officers are required to make various contacts with offenders based on their risk level. These contacts range from 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 are also assisted with various types of investigations that are requested by the Bureau of Paroles and Paroles as well as the courts. Officers must attend court and update judges on the progress of the probationers on their caseload. During the need for critical contacts with those offenders the community, the Bureau has set a goal to limit the officer to offender ratio to no more than 1:90. By limiting the officer’s caseload to 90, it 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 167. Through a concerted effort, the Bureau has recruited and hired 35 additional officers this year. There are currently 70 offices that have reached the target goal (96% of all offices have met the caseload goal).

**SUPPORT AND COLLABORATION WITH OTHER LAW ENFORCEMENT**

In addition to the normal supervision of offenders, the field offices house officers that are assigned to partner with both the Alcohol, Tobacco, Firearms, and Explosives Taskforce and the United States Marshals Service. The officers work directly with federal partners to ensure that the state’s most violent felons are taken off the streets. The Bureau continually seeks partnerships across Alabama with other federal, state and local agencies to improve public safety. These partnerships with agencies such as USMS and ATF have resulted from the promotion of shared missions and goals.

The United States Marshals Service (USMS) Gulf Coast Regional Fugitive Task Force in the Montgomery Office consists of three teams who arrest fugitive violent offenders throughout the Middle District of Alabama and are responsible for 24 counties. The southern team is responsible for: Barbour, Coffee, Covington, Hale, 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. To ensure officers are qualified, many routine training exercises are conducted such as firearms training.

During the COVID-19 pandemic USMS only worked priority cases and adhered to federal guidelines on social distancing protocols. Despite these challenges USMS successfully executed 693 warrants during FY 2021, which included: 211 assaults (which include 59 sexual assault warrants), 37 burglaries, one fraud, 89 homicides, 117 robberies, 86 weapons, and 153 other types. Also, in FY 2021, the Montgomery Office arrested 490 individuals.

**ATF AND USMS OFFICER HIGHLIGHT**

In 2017 Officer Rashaan Robinson was assigned to ATF as a task force officer for ABPP. Since TFO Robinson joined the ATF Birmingham Group he has been involved in over 80 investigations, and his responsibilities involve investigating cases regarding felons (most on probation) caught with firearms. He presents, refines and faciliates those cases through a completion of prosecution with the United States Attorney’s Office. Those cases have resulted in federal convictions with prison sentences ranging from two to 17 years. One case regarding violent firearms resulted in an 8.5-year federal prison sentence, and the offender had 20 previous arrests with 12 prior convictions.

In 2017, TFO Collier Philips was assigned to USMS for ABPP. Since then, TFO Philips has acted as the lead investigator of 182 cases locally, closed 46 collateral leads, worked on investigative leads from other districts/task forces and has been involved in over 900 arrests of state and federal fugitives wanted for a variety of violent crimes. TFO Philips and his team has promoted public safety in his community on numerous occasions by helping with things such as reducing gang violence, conducting searches of property and seizing items like weapons and illegal substances when necessary.
Officer Ira Brown was assigned to USMS as a TFO for ABPP in 2018. He serves the Gulf Coast Regional Fugitive Task Force at the Montgomery Office and his duties include interviewing family members, associates, and co-workers and utilizing any necessary resources to locate violent offenders. Over the past 15 months Officer Brown has participated in apprehending over 300 violent offenders. He was responsible for the research and documentation needed to legally arrest 39 offenders out of those 309 arrests. He has also attended numerous training courses about improving officer safety and productivity. Some of these trainings include proper vehicle take-down procedures, clearing occupied and unoccupied structures, weapons training/qualifications, night operations, and woodland operations.

TRAINING

The Training Division trains and coordinates all agency staff in mandatory agency classes (ORAS, Motivational Interviewing, Case Planning and Core Correctional Practices), and creates new agency classes like Field/Offender Contact and Tourniquet Training. The new Tourniquet Training class is a much-needed refresher course on techniques and strategies that officers learned while at the police academy and teaches the proper way to apply a tourniquet. After the classroom portion of this course, officers are then assembled at the range where they are placed into five different real-world scenarios. Officers must then practice de-escalation techniques or in extreme cases, must employ the use of force which could include the use of chemical sprays or firearms. The division coordinates training for personnel which includes Sexual Harassment Prevention, Progressive Disciplines, Performance Appraisals, FMLA, Employment Law and Dynamics of Supervision.

The Training Division is also tasked with placing new officer trainees into the state’s four Police Academies utilized by the Bureau. The academy training is 14 weeks with a total of 540 hours and results in the certification of the office as the Alabama Peace Officers Standards. The Training Division has placed 32 Probation and Parole Trainees in police academies during FY21. Training hours are reported to the Training Commission ensuring the highest possible accuracy comes to certifications in APOSTC and the Training Commission. At the Huntsville DRC the Training Division trained Officers for the SIG Transition class and used the Montgomery DRC to put on the first ever ASA Training for administrative staff.

Training Categories

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<th>Classes</th>
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<th>Attendees</th>
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<tr>
<td>Firearms Training</td>
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<tr>
<td>Behavioral Health Training</td>
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<td>Agency Training</td>
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<td>State Personnel Training</td>
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<tr>
<td>JRI-Risk Assessment, Evidence Based Program Training, Effective Communication Skills Training</td>
<td>39</td>
<td>385</td>
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An overview of the Training Division’s classes, hours and number of attendees in FY 2021.

ALABAMA INTERSTATE COMPACT

The Alabama Interstate Compact Unit follows the Interstate Commission for Adult Offender Supervision rules and regulations as well as the policies set out by ABPP. The Compact Unit and Bureau officers collaborate with other local and state law enforcement agencies, various local and state agencies, and other compacting states to maintain communication between these partners. The expectations of the Compact Unit are high, and their duties consist of tracking, supervising, coordinating, and enforcing compliance of interstate movement of offenders. Most of the Bureau’s field officers use the Interstate Compact Offender Tracking System (ICOTS) and adhere to these ICOTS guidelines and follow ABPP policies to meet their established obligations and promote public safety. The Compact Unit also uses the Alabama Warrant Tracking Spreadsheet to track warrants issued on probationers and parolees ensuring the correct processes and procedures are followed. This year 134 offenders were tracked using this software. The unit, using ICOTS, supervises the state-to-state transfer of

USMS Task Force Officer Ira Brown proudly serves the State of Alabama.
FIELD OPERATIONS

FAQ ABOUT PROBATION AND COMMUNITY SUPERVISION

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.
- Submitting to random screenings for controlled substances, illegal substances or alcohol.

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?
When 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.

For additional probation and supervision questions, visit our website or call 334.242.8700.
SPECIAL POPULATIONS

RECIDIVISM REDUCTION STRATEGIES AND PROGRAMS

The Special Populations Division provides a holistic approach to supervising offenders with moderate to very high criminogenic needs and rehabilitative support services. They implement innovative supervision strategies in recidivism reduction, substance abuse, mental health stabilization, education, and job training. Division goals include the hope for expansion, the reopening of a transitional center, the expansion of regional DRC concepts, and the furthering of state agency and community collaborations.

Recidivism reduction is the main goal of the agency and the division’s programming and collaborations are linked in this goal pursuit. This division is responsible for administering the educational, behavioral, and treatment programs through the Bureau. These programs include the Alabama Certain Enforcement Supervision Program, Day Reporting Centers, and Day Reporting Center Lites. Programming provides evidence based behavioral interventions to moderate high-risk clients supervised by the agency. DRCs, ACES, the Thomasville Regional DRC, and future transitional concepts comprise this division.

Many units at ABPP work with them to promote public awareness of these vital programs, and often help screen individuals who may qualify to attend programming. The Training Division works with Special Populations staff to ensure that training is available to staff to assist in accomplishing agency goals. An example this year was the completion of mental health awareness classes.

In addition to team building and inter agency collaborations, the division has developed partnerships and best practice learning with other states and organizations. A DRC administrator went to Las Vegas to meet with the President of the HOPE Foundation to broaden ABPP programming. ABPP also works with many other state agencies such as ADOC, AOC, and many others that help offenders prior to and after incarceration. Community programs are essential in reentry programming and recidivism reduction processes and collaborations with programs like ADMH, Shepherd’s Fold, Reuniting Children after ADOC Custody, and many other programs that promote the agency’s mission are all vital components of this process.

On April 22, the Bureau hosted a Snack & Chat event and announced a partnership with Alabama Department of Corrections, Alabama Community College System and Ingram State Technical College.

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

Although the DRC program has only existed in Alabama since 2015, the Bureau has already seen evidence to its impact on individuals who complete programming. Altapointo is the vendor that provides all substance abuse and mental health treatment at the full DRC locations.

The three-year recidivism rate for 2018 program completers was 3%. There were also 21 graduations from the programs this year.

ABPP’s participants have assisted with cleaning and painting the Renascence Halfway House, painting murals at the Montgomery DRC, and planting a garden at the Jasper DRC LITE. Despite restrictions that were made necessary by the COVID-19 pandemic, DRC Probation and Parole Officers completed a total of 3,440 home visits in FY 2021. DRCs performed 9,980 drug screens this year, of which 78% were determined to be negative. DRCs provided or referred 184 participants to substance abuse treatment programs. DRCs provided or referred clients to 7,985 hours of mental health and substance abuse treatment during FY 2021.
DRC staff (who are certified firearm instructors) have facilitated firearms qualifications, use of force continuum, home visit practices, officer safety, and first aid training for the Training Division. DRC staff developed and provided agency literature and pamphlets to potential partners and judges.

In April 2021, the Special Populations Division hosted a Snack & Chat event at the Montgomery DRC to announce a partnership with the Alabama Department of Corrections, the Alabama Community College System and Ingram State Technical College. Similar events were held at the Tuscaloosa DRC in May and the Huntsville DRC in June to collaborate with community partners. Also in June, ABPP hosted Koppers, a Pittsburgh-based global provider of treated wood products, wood treatment chemicals, and carbon compounds at the Tuscaloosa DRC. Potential job opportunities for probationers and parolees were discussed. As employment is shown to reduce the possibility of recidivism, officers are trained to help probationers and parolees find employment after being released from prison. Bureau employees from both Field Operations and Special Populations divisions attended the event.

SNACK & CHAT HIGHLIGHTS

DRC Successful Completion

![Graph showing successful completions by year]

- **Success Rate**
  - 2017: 18%
  - 2018: 29%
  - 2019: 53%
  - 2020: 32%
  - 2021: 39%

- **Number of Completers**
  - 2017: 7
  - 2018: 33
  - 2019: 118
  - 2020: 122
  - 2021: 21

DRC Completion by Type

![Graph showing completion by type]

- **Success**
  - 2016: 7
  - 2017: 33
  - 2018: 108
  - 2019: 122
  - 2020: 21

- **Failure**
  - 2016: 9
  - 2017: 33
  - 2018: 80
  - 2019: 107
  - 2020: 261
  - 2021: 33

- **Administrative**
  - 2016: 2
  - 2017: 54
  - 2018: 127
  - 2019: 221
  - 2020: 254
  - 2021: 209

DRC Moral Recondition Therapy Completion

- **Successful MRT Completers**
  - Total: 123 (62%)

- **Unsuccessful MRT Completers**
  - Total: 5 (3%)

- **Administratively Withdrawn MRT Participants**
  - Total: 70 (35%)
SPECIAL POPULATIONS

DRC LITES
The Bureau has adapted the DRC Lite model for more rural communities, which can be challenging in delivering the type and scope of services typically received at full DRCs. Unlike full DRCs (that have in-house treatment), a lot of the programming that participants receive comes from community programming and services (i.e., community colleges, substance abuse treatment, and Fatherhood Initiative).

Community partners are important to DRC Lite programming. A stakeholder’s meeting was held at the Baldwin County DRC Lite in April 2021. Attendees included the circuit court judge, the district attorney’s office, the police department, the local community college, and representatives from the City of Mobile, ranging from housing assistance to peer abuse groups. A similar stakeholder’s meeting was held at the Jasper DRC Lite. Director Ward concluded the meeting and delivered clothing items donated by ABPP staff.

In FY 2021, DRC Lites enrolled 89 clients. DRC Lites are located in Opelika, Bay Minette, Fort Payne, Albertville and Jasper. DRC Lites work closely with the field offices (and take most of the Mandatory Releases) to relieve high caseload numbers for field officers. DRC Lites and DRCs were able to collaborate with the IT Division to get refurbished laptops to participants to continue participant learning and keep them involved in programming while social distancing.

ACES
The Alabama Certain Enforcement Supervision, or ACES, is a grant funded program modeled after the Hawaii Opportunity Probation with Enforcement program. ACES is ordered by the probationary judge and conducted in the sentencing county. The client contacts a toll-free number and must report for a drug screening when necessary. There is a separate Behavioral Matrix for ACES sanctions, and they are swift, certain, and proportionate to the offender’s violation. ACES is not a voluntary program for probationers, and potential candidates are not offered legal incentives to participate. Upon successful completion of ACES, an offender may return to normal supervision, or an officer can request early termination based on the offender’s success in the program.

ACES is currently implemented in 13 counties across the state including: Tuscaloosa, Mobile, Butler, Montgomery, Morgan, Madison, Covington, Lee, Talladega, Baldwin, Washington, Chilton, and Houston. 453 clients participated in this program during FY 2021. Offenders assigned to ACES are often referred to local drug and alcohol addiction programs, mental health treatment providers, GED and job assistance programs when needed. In 2021 ACES grant funds continued to pay officers overtime, as well as provide for 29 employee mental health instructor certifications, and additional equipment such as laptops, smartboards, and webcams. The ACES Grant will end on Sept. 30, 2022.

DATA POLICY AND RESEARCH UNIT
The Data Policy and Research Unit serves the agency through tracking critical Bureau data and producing statistical reports and analyses. The unit works with Field Services to supply statistical reports such as staffing reports, staffing needs analysis, district and state-wide data audits, annual reporting, training statistics, vehicle reports, and field surveys. The Data Unit also analyzes data from traditional supervision and Special Population’s programming supervision to evaluate the efficacy of that programming and the impact on multiple outcomes, including recidivism. These analyses assist in procuring state and federal funding for increased programming.

The unit is also responsible for grant-related writing, research, and administration. Members of the unit also serve on the Interdisciplinary Grant Team. The team’s goal is to research grant opportunities that allow for program expansion and explore innovative approaches to successful and seamless community integration of formerly incarcerated individuals.

89 clients enrolled in DRC Lites
5 current day reporting center lite locations

Director of Field Operations Darrell Morgan and Deputy Director of Parolee Rehabilitation Rebecca Bensema

Clothing and hygiene closets assist probationers and parolees with clothing for job interviews and everyday life.

The Data Policy and Research Unit

Founder and Executive Director of Service Dogs Alabama Frances McGowin taught a cognitive behavioral class to participants at the Baldwin DRC Lite. She brought her therapy dog, Tory.

ABPP.ALABAMA.GOV | 25
The following are some of the current grants:

- **Project Safe Neighborhood** grant award was received in 2019 to develop a project that targets active shooters 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 well-being could be threatened.

- **The 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.

**THOMASVILLE REGIONAL DRC**

LIFEtech will transition to the Thomasville Regional Day Reporting Center. TRDRC in Thomasville, Alabama provides moderate or high risk, high-need offenders with supportive services and reentry resources to reduce recidivism and increase the offender’s likelihood to succeed in becoming a productive citizen. This new concept provides the successful programming achieved at existing TRDRCs in rural Alabama counties that do not have access to support services. The TRDRC will service Clarke, Marengo, Sumter, Washington, Dallas and Monroe counties with possible expansion to other rural counties as transportation allows.

Eligible participants for the TRDRC include adult male and female offenders who are assessed as very high or high-risk offenders per the validated risk assessment tool. Moderate-risk offenders who have high criminogenic needs are also eligible. Participants are required to have a minimum of one year of supervision remaining. Participants in existing agreement with the city of Thomasville, sex offenders are not accepted. Up to 32 participants can be transported daily.

**GPS PROGRAM**

In May of 2019 ABPP established the GPS Offender Tracking program. When an offender meets the criteria and has been approved for GPS, a specialized GPS officer installs the monitor, and monitors the offender through a computer program. Any compliance issues are then reported to the supervising field officer. Due to limited grant funding for GPS tracking, ABPP only tracked 70 offenders with GPS in 2021. Thanks to appropriations by the state legislator, ABPP will seek to grow this program to enhance supervision and provide GPS for approximately 180. Additional training of GPS officers is anticipated this year based on need. The supervising field officer is responsible for reporting GPS violations to the Board or court.

**Funding by the Legislature for FY 2022 will expand GPS monitoring statewide to include offenders that meet the following criteria:**

- Violent Class A
- Violent Sex Offender
- High and very high-risk per policy

**ADMINISTRATION**

**SUPPORT FUNCTIONS NEEDED TO CARRY OUT AGENCY MISSION**

The Information Technology Division has worked diligently over the last five years to develop a web-based case management application called OASIS. This application was designed to seamlessly incorporate data sharing with other state law enforcement entities such as ADOC, ALEA, and AOC. Through this software, officers are equipped with tools that assist them in their day-to-day supervision of offenders. The flexibility of this software allows it to be adapted to changing needs within the state and to accommodate any additional data tracking needs that arise from new and innovative programming. Although this software was released in Oct, 2018, the IT division has worked with all levels of users to hone this product into the most advanced offender tracking system that Alabama has ever used.

In March 2021, IT released the agency's new fleet management system, FleetMan. The FleetMan software enables employees of the Bureau to accomplish a series of specific tasks in the management aspects relating to the Bureau's fleet of vehicles. These tasks include operations ranging from...
acquisition, vehicle maintenance and disposal. FleetMan maximizes efficiency by recording maintenance activities and facilitating accurate recordkeeping. Through the access of an iOS or Android mobile app available for the FleetMan website, users can record maintenance activities, fuel usage and mileage tracking. The mobile app also makes it possible for users to record fuel purchases, take an image of receipts, and record vehicle repairs at the point of purchase. FleetMan enables managers to monitor fleet operations in real-time and quickly resolve issues.

In FY 2021, they incorporated the new COSMOS project into OASIS. Through this effort, program staff can enroll clients into the COSMOS program, conduct assessments within the application, and make appropriate referrals to substance abuse or mental health treatment. In addition to these changes, the IT Division is working to develop a new IT system that will create efficiencies in how the Bureau identifies and dockets inmates who are eligible for parole. IT participates in researching new and innovative ways that technology can be utilized in daily operations.

In addition to the work that the IT Division has accomplished in software development, the division has the monumental task of ensuring that all 785 Bureau employees have the equipment and network connection to do their jobs. This year the IT Division has strategically placed technicians in Huntsville, Mobile, and Mobile to provide faster responses to issues arising around the state. In FY 2021, the IT Division received 12,199 helpdesk tickets and closed 12,167 helpdesk tickets. 8,833 tickets were opened and closed on the same day and an additional 829 tickets were closed in five days or less. 134 tickets remained open at the end of 2021. Since the Bureau has 63 offices, five standalone DRCs, a training center, and the Headquarters building, this means that IT professionals are routinely called upon to travel to remote locations to ensure that equipment is installed properly and that users have all necessary connections.

**FY 2021 Closed Help Desk Tickets**

- **Tickets Closed**: 12,167
- **Tickets Closed the Same Day as Opened**: 8,833
- **Tickets Closed in Five Days or Fewer**: 9662

**FY 2021 Help Desk Tickets**

- **Open Tickets at Start of FY 2021**: 134
- **Tickets Opened**: 12,199
- **Tickets Closed**: 12,167
- **Open Tickets at End of FY 2021**: 134
- **Tickets Closed Same Day Opened**: 8833
- **Tickets Closed in 5 Days or Fewer**: 9662

**Information Technology Leadership Team**

**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 agency’s FY 2021 funding sources were $56,631,588 from the General Fund, $9,647,406 from the Probationers’ Upkeep Fund, and $553,843 from federal grants. This funding was utilized to increase the 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.

**Funding Sources by Fiscal Year in Thousands**

<table>
<thead>
<tr>
<th>Years</th>
<th>General Fund</th>
<th>Probationers’ Upkeep Fund</th>
<th>Grants &amp; Misc.</th>
</tr>
</thead>
<tbody>
<tr>
<td>2012</td>
<td>6,349</td>
<td>12,445</td>
<td>476</td>
</tr>
<tr>
<td>2013</td>
<td>10,341</td>
<td>12,211</td>
<td>659</td>
</tr>
<tr>
<td>2014</td>
<td>12,105</td>
<td>14,166</td>
<td>1,039</td>
</tr>
<tr>
<td>2015</td>
<td>23,211</td>
<td>12,116</td>
<td>602</td>
</tr>
<tr>
<td>2016</td>
<td>29,166</td>
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<tr>
<td>2017</td>
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<tr>
<td>2020</td>
<td>33,965</td>
<td>9,683</td>
<td>155</td>
</tr>
<tr>
<td>2021</td>
<td>41,692</td>
<td>12,136</td>
<td>198</td>
</tr>
</tbody>
</table>

This funding provides for programming and treatment services for offenders, thereby reducing recidivism rates and increasing public safety.
PERSONNEL AND DEMOGRAPHIC STATISTICS

The Personnel Division ensures new hires, transfers and separations are processed in a timely manner. Collaborations occur with not only all ABPP divisions, but with other state agencies by providing support to 765 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 programs such as the Family Medical Leave Act, and Employee Assistance. During this reporting period, the Bureau hired 36 Probation and Parole Officer Trainees and 23 Probation and Parole Specialists. The Personnel Division works together to keep the agency running smoothly and efficiently when it comes to personnel changes.

PERSONNEL

VICTIM SERVICES UNIT

The Victim Services Unit ensures that crime victims are heard during the pardon and parole process. The Victim Services Officer also attends Parole Revocation Hearings with victims who are needed to testify. ABPP staff understands the importance of victim participation in these legal proceedings. The Bureau offers multiple services to adult 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. Hearings are currently open to the public. If a victim chooses 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, 3,600 phone calls from victims and 400 nonvictim phone calls were handled by staff. 2,800 emails from victims and officials were also exchanged in this unit. Since the restart of in-person parole hearings on July 13, 2021 Victim Services assisted 1,429 victims, victim advocates, interested parties law enforcement and officials at parole hearings. 1,280 inmate supporters and pardon applicants were also shown support in the offender waiting room. Victim Locators are also supervised by this division and worked 2,474 victim cases this year. This group of 12 staff members locate all statutory victims of crime to ensure the victims receive proper notification at least 30 days before a parole hearing is held. This year 3,429 victims were located on parole cases. The division also participated in the State of Alabama Victim Notification Task Force this year. Additionally, the unit assisted in training victim service providers throughout the state by explaining the pardon and parole hearing process to them. The Victim Services division also attended Crime Victims Vigils across the state during National Crime Victim’s Rights week in April.

This unit is also responsible for supervising the Public Information Unit. The unit addresses general questions from the public regarding an inmate’s eligibility for parole consideration, consideration hearing dates and hearing results by communicating with the Docket Unit, Victim Services, and the Revocation Unit. The Public Information Unit made 13,172 phone calls and 2,184 emails for the agency this year. Also, this unit took 302 statements over the phone on behalf of inmates.

On Jan. 4, 2021, Director Ward swore in the largest group of officers in many years.

Locators contact all statutory victims of crime to ensure the victims receive proper notification.
OFFICER OF THE YEAR

OFFICER JAMES SPINOSEO
HUNTSVILLE FIELD OFFICE

The Alabama Bureau of Pardons and Paroles proudly presents Probation and Parole Officer James Spinoso with the 2021 Officer of the Year Award. In 2018, Officer Spinoso began his tenure with the Alabama Bureau of Pardons and Paroles. In February 2020 he transferred to the Huntsville Field Office under the supervision of Senior Officer Robert Keefauve, and it was clear that Officer Spinoso was diligent in completing his duties. Keefauve expressed that his experience with ADOC (where he started his state career) and the military (since 2006) adds an immense value to his team. In 2018, Officer Spinoso was hired by ABPP and he graduated from the Northeast Law Enforcement Academy in November of 2018. Officer Spinoso attended the University of Alabama where he graduated in May of 2005 where he studied Criminal Justice, proving that his love for the subject started early. He served in the United States Coast Guard from October 2006 until October 2018 (on active duty until October of 2011). He is married with three children and resides in Huntsville, AL. In January 2021 Officer Spinoso and Officer Mitchell helped with some traffic accident cleanup due to being in the area at the time. In Madison County on January 15 Officer Spinoso and Officer Mitchell secured the scene and checked drivers for injuries. They assisted with traffic control and ensured that accident victims received proper medical care. In Hazel Green, AL the same officers assisted with another traffic accident of similar caliber later that month.

SUPPORT STAFF OF THE YEAR

ASA II JOSIE PERRY
MONTGOMERY FIELD OFFICE

The Alabama Bureau of Pardons and Paroles proudly announces the 2021 Support Staff of the Year, Administrative Support Assistant Josephine Maryland Perry. She has been employed with the State of Alabama for 35 years and dedicated to the Bureau of Pardons and Paroles for 33. She is an unsung hero in the Montgomery Field Office, and her work never goes unnoticed. Through participation in daily Bureau operations such as court services, field services, community outreach, and her consistent contribution to Project Safe Neighborhood (a grant-funded program that creates proactive activities to aid in reducing violent crime rates in Montgomery) have all made her a vital employee of ABPP.

Perry was born in Casablanca, Morocco in 1959, and became a citizen in 1964. She comes from a large family with five sisters and two brothers. Perry would describe her family as caring, loving, and very competitive. She is devoted to the church and often brings light wherever she goes (in her personal and work life). Perry’s children think that she is the best mom the world has seen, and she enjoys traveling, and being a mentor to young adults. The most important thing in her life is her family and friends because they always give her the strength to carry on. She fosters a devotion for helping young people and raising awareness about domestic violence in her community.

Perry’s church involvement paired with being a three-time cancer survivor has contributed to her strong work ethic, motivation and servant’s heart. Her passion for community organizations like the Family Sunshine Center fuel her compassion, dedication and loyalty, making her an inspiring individual.
**Alabama Board of Pardons and Paroles**

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 polices 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.

**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.

**Darryl Littleton | Associate Board Member**

Associate Board Member Littleton was appointed by Governor Kay Ivey on July 9, 2021. He proudly served as an Alabama State Trooper for 17 years and was an Alabama Law Enforcement Executive Security Officer for eight years. He also served in the U.S. Army and U.S. Army Reserves.

**Alabama Bureau of Pardons and Paroles**

The Bureau oversees field operations and administrative functions in support of the agency’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.

**Cam Ward | Executive Director**

Governor Kay Ivey appointed Ward to serve as Bureau Director in December 2020. On July 28, Ward was appointed by Gov. Kay Ivey to serve on her cabinet. Ward was elected to the Alabama House of Representatives in 2002 where he served for two terms. In 2010, he was elected to the Alabama Senate and was re-elected in

**EXECUTIVE ASST. TO THE DIRECTOR***

**Bill Stallworth**

Provides administrative support to the Director and executive staff.

**Field Operations Director***

**Darrell Morgan**

Oversees responsibilities related to the field, training and interstate compact.

**Chief of Staff***

**Carol Bullard**

Facilitates the effective duties of all Bureau staff.

**Special Populations Director***

**Rebecca Bensema**

Facilitates all rehabilitative operations, programs and grants.

**Director of Administration***

**Mark R. Hall**

Monitors daily operations and oversees projected growth for the agency.

**Board Operations Director***

**Gabrielle Simmons**

Overssees preparation for all hearings and applications reviewed by the Board.

**General Counsel***

**Claudia Kennedy Smith**

Provides strategic legal advice, manages litigation and oversees agency policy.

**Director of Victim Services***

**Ashley Harbin**

Provides oversight for all operations that assist victims of crime.

**Personnel Director***

**Tasika Fielder**

Oversees employee relations and enures compliance with employment policies.

**Information Technology Director***

**Ira Shaw**

Manages all information technology and telecommunication operations.

**Accounting Director***

**Beth Estes**

Manages the agency finances, payroll, fleet management and inventory.

**Communications Director***

**Matthew Johnson**

Develops effective internal and external communication strategies.