

STATE OF ALABAMA BOARD OF PARDONS AND PAROLES



ANNUAL REPORT FY 2015

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

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Message from the Executive Director



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December 31, 2015



PHIL BRYANT
Executive Director

EDDIE COOK, JR.
Assistant Executive Director

DARRELL MORGAN
Assistant Executive Director

On behalf of the Alabama Board of Pardons and Paroles, I am pleased to present the agency's Annual Report of the activities of the Board, its Probation and Parole officers, and support staff members during the previous fiscal year.

I am equally honored to have served as the agency's Executive Director over the course of this fiscal year.

I sincerely believe, and the Board agrees, that community supervision under the purview of our agency is the most viable, economically responsible way for Alabama to manage scarce resources. Alabama's criminal justice system continues to be one of the lowest funded from a national perspective. This trend has certainly affected Pardons and Paroles from a resources, staffing, and functionality standpoint, especially after the agency has suffered a 34% reduction in funding from the General Fund since 2009 and lost 51 officers since 2011.

I do, however, continue to be amazed at all Pardons and Paroles is able to accomplish with little in comparison to other states. Undeniably, credit for the agency's accomplishments must go to our exceptional employees who value the agency mission and continually go above and beyond on a daily basis, attempting to affect life change for the thousands of individuals supervised.

Pardons and Paroles is committed to moving the state in the right direction by making Alabama safer from a community supervision standpoint, successfully assisting ex-offenders with reentry, which is the right thing to do, and doing so in a fiscally responsible way. The state's recent efforts to increase its investment in the critical function served by Pardons and Paroles will enable us to do even more with the funding we have received as we strive to increase our workforce and implement policies that will improve our outcomes.

This report details this agency's accomplishment during the course of this past fiscal year, which was a significant year for Alabama. State policymakers passed comprehensive "prison reform" legislation that will enable Pardons and Paroles to play a significant role in addressing the state's prison overcrowding crisis. The agency has undertaken measures to successfully implement many of these reforms, as evidenced by this report, even before the effective date of that legislation. While we have much yet to do, FY2015 has indeed been a historically significant year for Pardons and Paroles and there is much to be recognized for as an agency.

I sincerely look forward to embracing the opportunity Pardons and Paroles has been given to move Alabama forward and in line with other states to better protect public safety. I am eager for the agency and our state to realize the full impact of the investment that has been made in community supervision through Pardons and Paroles, our staff, and the ex-offenders we serve.

Sincerely,


Phil Bryant
Executive Director

Mission Statement

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

Values

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

Ethics

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

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



JUSTICE REINVESTMENT INITIATIVE:

Reforming Alabama's Probation and Parole System



Remarkable, interbranch leadership from the Governor and the Legislature, with Senator Cam Ward and Representative Mike Jones as key players, members of the state's Prison Reform Task Force, composed of system stakeholders, including the Chief Justice of the Alabama Supreme Court, along with expert assistance from the Council of State Governments Justice Center, resulted in the passage of "prison reform" or Act 2015-185 during the 2015 regular session. The Act's reforms target Alabama's "prison overcrowding crisis" with policies intended to reduce recidivism rates and increase public safety by essentially redefining Alabama's community supervision practices. Policies adopted are "evidence-based" reforms pursued in other states that have been proven successful through data collection and analysis.

In addition to sentencing law modifications, the major focus of the Act's reforms is on the state's probation and parole system. The Act requires use of a data-driven, risk-based model to guide supervision practices for probation and parole. Cases posing a manageable risk of reoffending will drive parole release decisions and sentences to probation. Risk of re-offense will be measured by a validated risk and needs assessment tool. The amount of time and resources invested by supervising officers in specific cases will also be determined by the offender's assessed risk; higher risk cases will require an investment of greater time and resources to decrease the likelihood of re-offense. The risk assessment will be incorporated into presentence investigations prepared by probation and parole officers. Substantial training for probation and parole officers in assessment techniques and other evidence-based practices is required to successfully implement reforms.

Probation and Parole Officers have been endowed with administrative authority to impose short, 2-3 day, jail-based sanctions ("dips") with supervisory approval and subject to statutory limitations and requirements. These sanctions are intended to be swiftly applied and are evidenced to curtail further

violations/escalation by nipping technical violations in the proverbial bud. Revocation caps of up to 45 days (“dunks”) were also instituted for both probation and parole for the court and Board as another evidence-based, intermediate sanction. Pardons and Paroles is mandated by the Act to develop a “supervision response Matrix” to identify appropriate sanctions or responses to violations, factoring in the risk level of the probation/parole violator. The Matrix will guide an officer in determining whether a dip or dunk may be appropriate for a particular violation, as well as a lesser response. The Matrix will also provide incentives to encourage offender compliance with supervision terms.

Parole reform touches on the Board’s parole decision-making process to encourage the use of scarce prison beds to lock up the most violent/high risk offenders while paroling offenders whose risk level can be safely managed in the community. These reforms specifically include clearly defining the parole standard of release, establishing actuarially based “parole guidelines,” requiring reasons for granting and denying parole, and increasing the amount and quality of information available for the Board. Reforms involving the Board’s paroling process also achieve



greater transparency for the public, crime victims, inmates, and system stakeholders regarding the process, itself, and factors guiding release decisions. At the time of this report, the proposed guidelines have been developed with technical assistance from the Council of State Governments and are currently posted to the agency’s website for public comment in accordance with Act 2015-185.

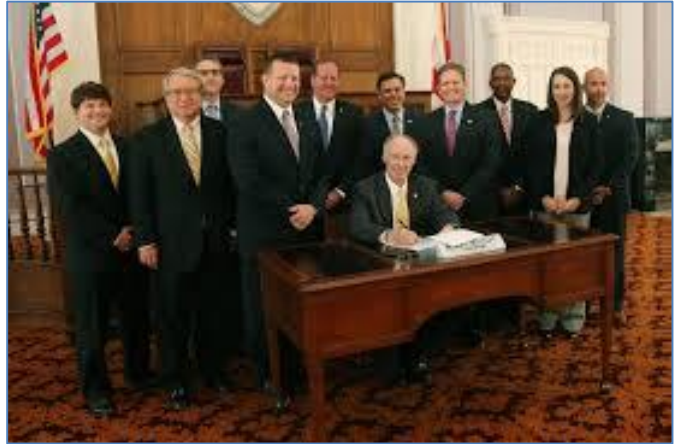
The Act also creates a new category of supervised offenders to be supervised by Pardons and Paroles called “mandatory releases.” These individuals would have ended their sentence with no supervision under the previous system, but will now be released for a mandatory period of time by the Department of Corrections to be intensively supervised by Pardons and Paroles. Mandatory release will apply prospectively to offenses committed on or after the effective date of the Act: January 30, 2016.

Funding to substantially increase the state’s probation and parole workforce and create capacity to implement the Act’s requirements, accomplish training to equip officers to more meaningfully supervise offenders, and establish quality assurance measures to ensure that reforms are implemented properly and having the anticipated effects is a critical aspect of the reform effort. Requisite funding to Pardons and Paroles will increase programing and treatment services for those offenders who need it the most. Cost-effective Day Reporting Centers, which have proven to work in other states, will strategically be opened throughout Alabama in addition to the agency’s new grant-funded center in Birmingham. Other needed programming and treatment services proven to curb recidivism will be provided through local probation and parole field offices to address offenders’ identified, individual needs to the extent funding allows.

Additional funding was provided to complete and expand the state’s automated Victim Notification System. Importantly, the Act accomplished substantial modifications to Alabama’s existing victim

notification law, as recommended by the state's Victim Notification Implementation Task Force, increased representation on the task force, and formally assigned ownership of the system with the Alabama Law Enforcement Agency. Additional funding was provided to the State's Victim Notification Task Force, through ALEA, to complete and expand the state's automated Victim Notification System—AlabamaCAN at: victims.alabama.gov—as part of the recent reform effort. Pardons and Paroles will continue to play an integral role in the Task Force to refine and expand Alabama's remarkable notification system to better serve Alabama's crime victims and the public.

Pardons and Paroles is working rigorously on implementing all of these reforms and requirements, along with other criminal justice system stakeholders, with continued technical assistance from the Council of State Governments Justice Center, and oversight from the Prison Reform Task Force and Governor's Criminal Justice Oversight and Implementation Council.



Intensive Supervision Defined

Act 2015-185 requires the Alabama Board of Pardons and Paroles and the Alabama Sentencing Commission (ASC) to collaborate in defining intensive supervision before the effective date of the act (January 30, 2016). Accordingly, the agency has worked with the ASC to establish the following definition, adopted by the ASC on December 11, 2015 and formally by the Board on December 16, 2015:

“Intensive supervision” is supervision provided by the Alabama Board of Pardons and Paroles’ Probation and Parole Officers for probationers, parolees, and mandatory releases that requires compliance with more stringent conditions of supervision established by the Board, emphasizing:

- heightened control over the offender in the community,
- punishment, and
- rehabilitation.

Intensive supervision is achieved by providing for smaller officer caseloads, which allows for increased surveillance through more frequent personal and collateral contact requirements and a range of potential required activities, to include, but not limited to:

- payment of court ordered monies, including victim restitution,
- community service,
- employment,
- drug and alcohol testing,
- electronic/GPS monitoring,¹ and
- payment of an intensive supervision fee.

Specific, evidence-based programming offered by Pardons and Paroles to address offender needs, including drug/alcohol and mental health treatment, as well as education and vocational training, qualify as intensive supervision programs:

- LIFE Tech,
- Day Reporting Centers (DRC), and
- Alabama Certain Enforcement Sanctions (ACES).

¹ Alabama currently lacks a funded, statewide, electronic/GPS monitoring program.

This definition is important for the implementation of prison reform in that Act 2015-185 mandates intensive supervision for: (1) “mandatory releases” (under Section 9), specifically calling for an “intensive program” provided by Pardons and Paroles and (2) class D split sentence offenders under the modified Split Sentence Act (Section 15-18-8) for jurisdictions without a CCP program where the court has the option of placing an offender on “high intensity probation” with Pardons and Paroles in lieu of a CCP for the split portion to serve. Intensive supervision is required for these offenders regardless of the individual offender’s assessed risk of re-offense.

State of the Agency



Meeting Statewide Community Supervision Needs

The Alabama Board of Pardons and Paroles currently operates 61 probation and parole field offices throughout the state, its Central Office in Montgomery, and a residential LIFE Tech transition center in Thomasville. The Board has recently completed efforts to open the State's first non-residential Day Reporting Center, located in Birmingham. The first participants entered the program during December 2015.

Over the course of FY 2015, the agency supervised 56,089 probationers, 10,285 parolees, and 362 offenders serving both probation and parole (altogether nearly 67,000 adult felons), through its field offices and LIFE Tech program. On any given day during the last fiscal year, the agency averaged supervising 47,755 total offenders—39,415 probationers, 8,044 parolees, and 296 offenders under supervision for both probation and parole. The number of offenders under supervision in Alabama remains high.

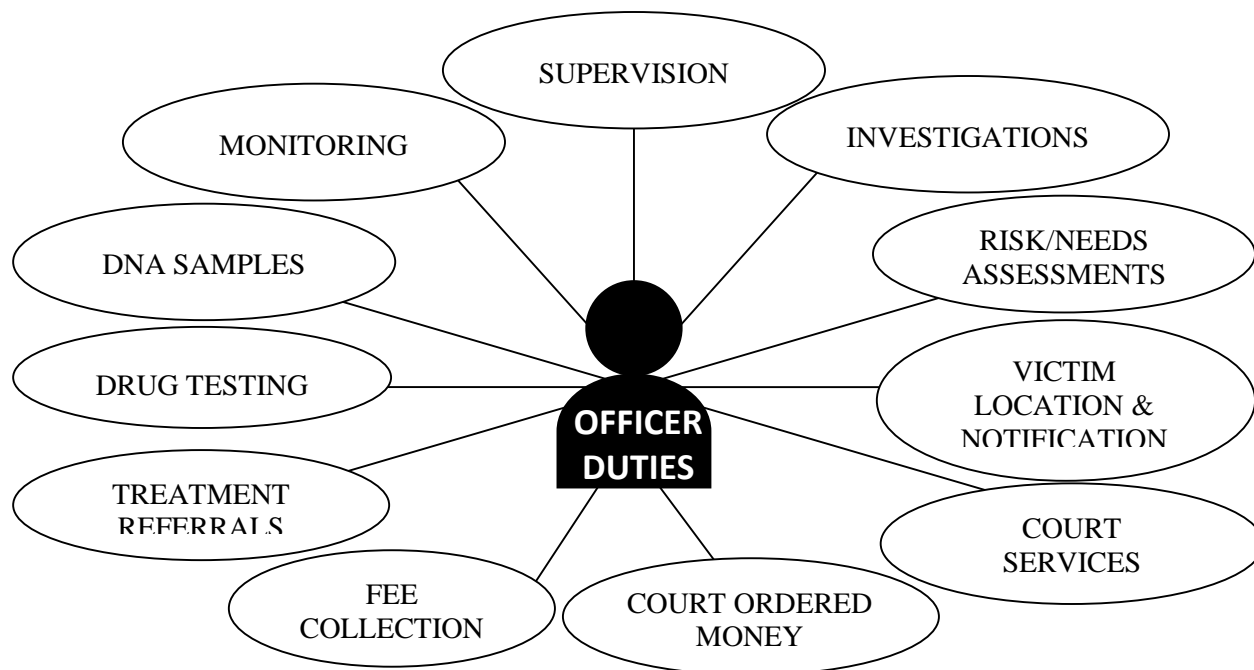
Probation and Parole Officers: Despite the agency's efforts to hire and retain enough probation and parole officers to keep pace with increasing supervision needs, officers continue to manage large caseloads. Pardons and Paroles currently employs 229 supervising Probation and Parole Officers. These officers are state law enforcement officers, holding the power of arrest. Based on the agency's daily average breakdown from January to September 2015 of active supervisees, the active caseload average per officer on any given day is measured at 202:1.

Alabama caseloads still far exceed recommended national caseload standards of 75:1 (in reference to mixed caseloads). Other states handling combined parole and probation caseloads have instituted by law or otherwise much lower caseload numbers, some of which limit caseloads to ratios of 60:1 or 65:1, with even lower numbers for specialized caseloads in the realm of 30:1 for high risk offenders and 20:1 for sex offenders.

Following the example of other states, Act 2015-185 specifically requires the Board to "maximize case supervision practices such that no probation and parole officer is assigned more than 20 active high-risk cases at any one time." Funding provided to Pardons and Paroles to accompany this mandate should help reduce existing caseloads for officers supervising high risk offenders as the agency takes measures to increase its officer workforce over the coming year by hiring, training, and equipping more Probation and Parole Officers.

The basic supervision duties of a Probation and Parole Officer in Alabama have always included: monitoring compliance with supervision conditions of parolees/probationers on assigned caseloads; imposing available sanctions in response to violations; seeing offenders during reporting periods; conducting home visits, employment verifications, and making other collateral contacts; drug screening offenders; collecting DNA samples as statutorily required; collecting and monitoring supervision fees as statutorily required (\$40.00 per month); monitoring payment of court ordered monies/restitution;

making referrals to treatment/programs; completing violation reports/delinquency reports; using arrest authority when necessary; preparing for revocation proceedings for parolees/probationers; among other things.



Not only are the agency's 229 supervising probation and parole officers charged with supervising probation and parole offender caseloads, they are also required to perform a variety of other important duties and functions, all within a 40 hour work week.

Probation and Parole Officers are statutorily charged with completing electronic pre-sentence or post-sentence investigation reports for every offender convicted of a felony in the state, preliminary investigations, personal/social history investigations, Youthful Offender investigations, and sentencing standards worksheets. During FY 2015, the Board's officers completed 80,780 investigations. Officers working as Institutional Parole Officers (IPOs) are responsible for completing IPO Reports regarding candidates for parole consideration by the Board.

The agency's supervising officers utilize a risk and needs assessment to provide court services and perform supervision functions, as well as to assist with identifying state inmates for parole consideration by the Board. The results of assessments are incorporated into presentence investigations prepared for judges throughout the state. All officers were trained, certified, and began using the Ohio Risk Assessment System (ORAS) during FY 2015. The ORAS is a nationally validated risk assessment tool. Data will be collected on Alabama's supervised population over the course of the next 2-3 years to scientifically validate the tool for Alabama's offender population. The results of the ORAS assessments are now being used statewide to guide sentencing decisions by courts, parole decision-making, supervision intensity, case planning, program referral and placement, and treatment intervention.

Other officer duties involve handling out-of-state transfers and supervising offenders from other states through the Interstate Compact, determining eligibility and docketing inmates for parole consideration, completing pardon and voter restoration investigations, docketing pardon applicants for Board

consideration; conducting revocation hearings for parolees, investigating and approving parole plans, locating, registering, and notifying crime victims and officials as required by law of Board hearings, and meeting law enforcement training and qualification requirements.

Probation and Parole Specialists: Over the last four years, the agency has strategically invested in creating and hiring Probation and Parole Specialists (non-law enforcement personnel). The Board believes the Specialist solution for report writing is a cost effective way to enable limited staff to accomplish the agency's mission. The position was developed to alleviate some of the burden on probation and parole officers by having Specialists perform investigative and report writing functions, thereby freeing up the agency's law enforcement officers to focus on managing caseloads and supervising offenders. The position also allows for the quality of reports and investigations completed by the agency to increase.

As of September 30, 2015, the agency has employed 8 Specialists.

The Board also intends to hire, train, and equip 22 additional Specialists throughout the state to foster the successful implementation of prison reform.

Training: The Board embraces the fact that public policy and practice must be based on the best available, scientific evidence to be effective in the achievement of goals and to be efficient in the use of taxpayer dollars. To be *evidence-based* means to implement practices, both at the individual and the organizational levels, guided by sound, empirical research. Practices that are evidence-based in the realm of community supervision include policies, procedures, and programs proven by widely accepted and published research to reliably produce reductions in recidivism. The result is more efficient and effective outcomes—outcomes that make better use of public resources and, ultimately, reduce future crime by preventing re-offense. Using a combination of grant funds and state dollars, the agency has provided officer training on evidence-based practices, including Motivational Interviewing, Moral Reconation Therapy, Thinking for a Change, and other proven techniques to be employed at various locations throughout the state. The Board will continue to invest scarce resources in this critical area and seek out further grant-funded opportunities to promote and bolster the agency's use of evidence-based practices to successfully implement prison reform.

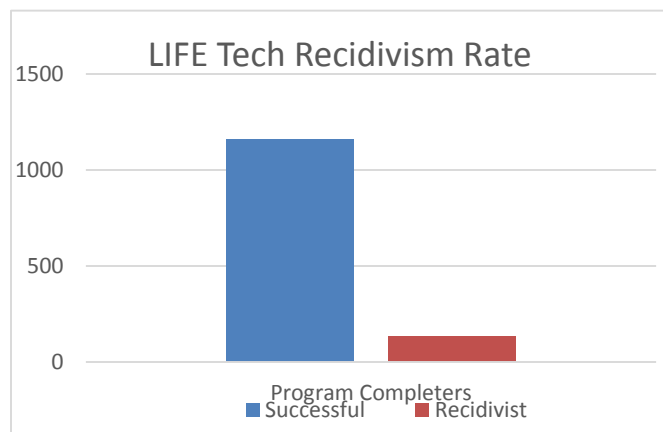


LIFE Tech Thomasville: The Board, in collaboration with the Alabama Department of Mental Health, Alabama Department of Postsecondary Education, Alabama Southern Community College, ADECA, Alabama Department of Rehabilitation Services, the City of Thomasville, local law enforcement, local faith-based ministries and community organizations, operates LIFE Tech Thomasville, a residential transition



center offering vocational and educational training, in conjunction with mental health counseling and drug treatment for offenders on parole or probation who would not otherwise be eligible for community supervision. Offenders' needs are assessed upon admission and long term, individualized services are provided. Since the program's inception, over 4,650 male offenders have entered the program.

The adult education program, through Alabama Southern Community College's LifeTech Institute, gives parolees and probationers, without a high school diploma, an opportunity to better themselves by earning their General Education Development Diploma (GED).



LIFE Tech defines recidivism as re-arrest, reconviction, or return to incarceration with or without a new sentence during a three-year period following a resident's completion of the LIFE Tech program. Both new offenses and technical offenses are included. Of the 1,157 program completers being tracked, 75.96% are employed or receiving Supplemental Security Income (SSI). The recidivism rate of program completers over the previous 3 years has remained close to its current rate of 11.4%.

The Board will duplicate the LIFE Tech model, should funding permit, placing campuses strategically throughout the state, and modifying programmatic components to address local workforce needs.

Pardoning/Paroling Authority: The Board docket cases for parole consideration so inmates can be paroled with supervision by the agency's Probation and Parole officers to foster successful reentry into the community. Over the course of FY 2015, the Board considered 5,958 paroles, of which 2,236 were granted. The Board granted 548 pardons of 720 pardons heard and processed 572 voter rights restorations.

Paroles	
Considered	5,958
Denied	3,722
Granted	2,236

Pardons	
Considered	709
Denied	171
Granted	538

Probationers	
Supervised	56,089
Revoked Technical	700
Revoked New Offense	663
Revoked Both Technical and New Offense	782

Parolees	
Supervised	10,285
Revoked Technical	188
Revoked New Offense	248
Revoked Both Technical and New Offense	228

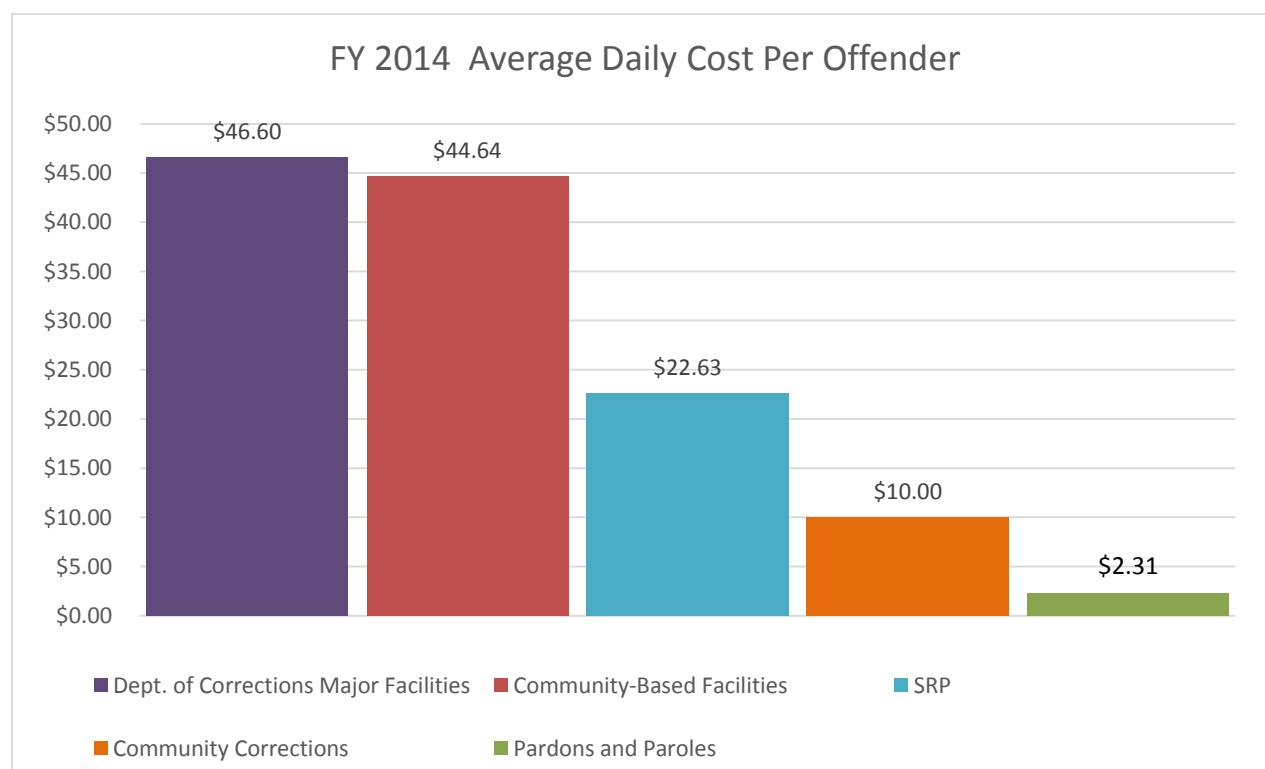
On Both Probation and Parole	
Supervised	362
Revoked Technical	4
Revoked New Offense	5
Revoked Both Technical and New Offense	9

Other Statistics	
Number of Completed Investigations	80,780
Voter's Rights Applications Processed	2,009
Voter's Rights Restored	572
Drug Screens Conducted on Offenders Under Supervision	22,700

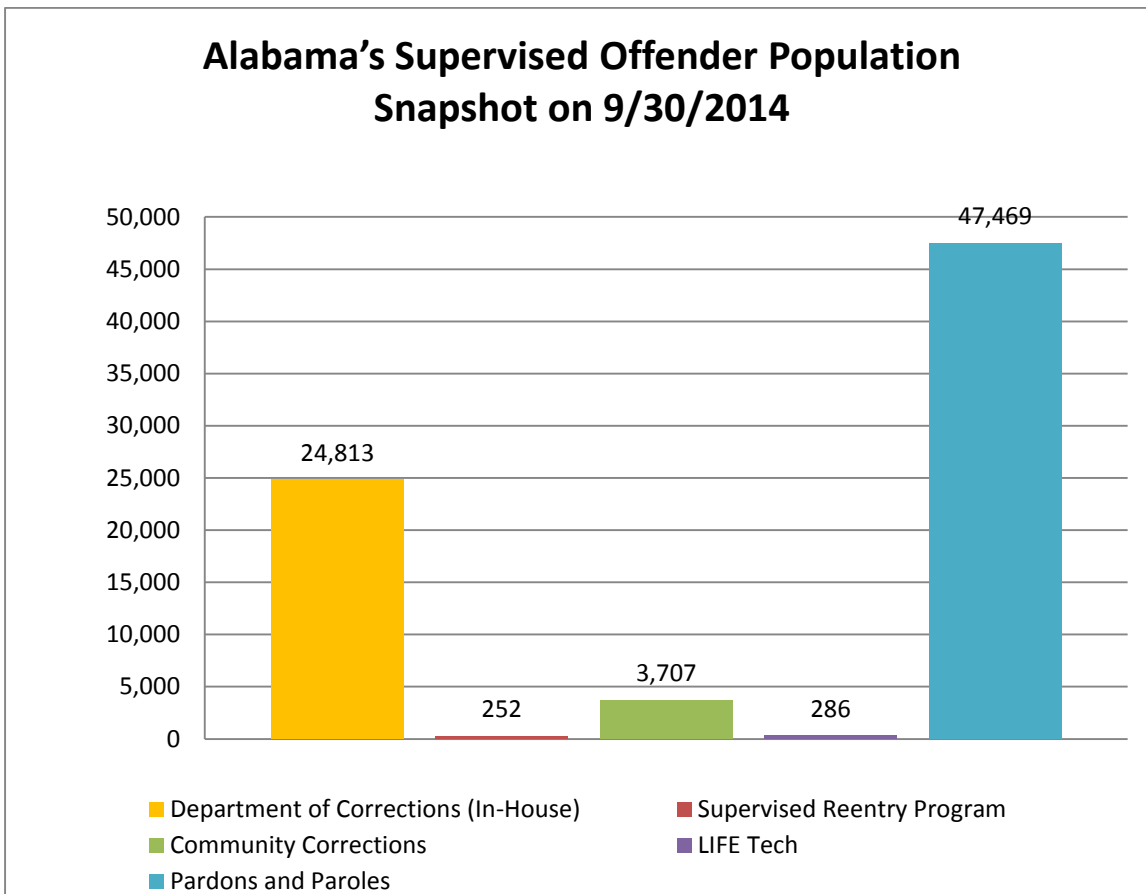
Supervision by Pardons and Paroles is the Most Cost Effective

Community supervision under the statewide purview of the Board of Pardons and Paroles—including court ordered probation, parole, LIFE Tech, and other programs—when viewed as alternatives to incarceration—remains the most viable, economically responsible way for the state to manage its scarce resources. Parole not only frees up beds in overcrowded state prisons at a significantly lower cost per day, but also encourages payment of court-ordered restitution and court costs, taxes by employed offenders, and reduction in welfare, food stamp, and Medicaid costs (although parole also makes Medicaid and other benefits an option after reapplication for offenders under supervision when such are terminated upon incarceration).

Per the Alabama Department of Corrections FY 14 Annual Report, average daily system-wide cost per inmate is \$44.09 per day. The department's reported average daily cost for incarcerating an inmate in its major facilities is \$46.60. The average daily cost for those in community-based programs is \$44.64. ADOC pays reimbursement costs for inmates supervised by Community Correction Programs in 45 counties (served by 35 programs) at a rate of \$10.00 per day. Over the course of FY2014, \$8,221,450 was paid by the department in reimbursements to CCPs and \$299,875 was spent in administrative costs for oversight of these programs, totaling \$8,521,325 for supervision services of 3,707 CCP participants. The ADOC also operates a Supervised Release Program (SRP), with correctional officers and "sponsors" who supervise inmates in a residential environment, averaging a reported \$22.63 cost per day.



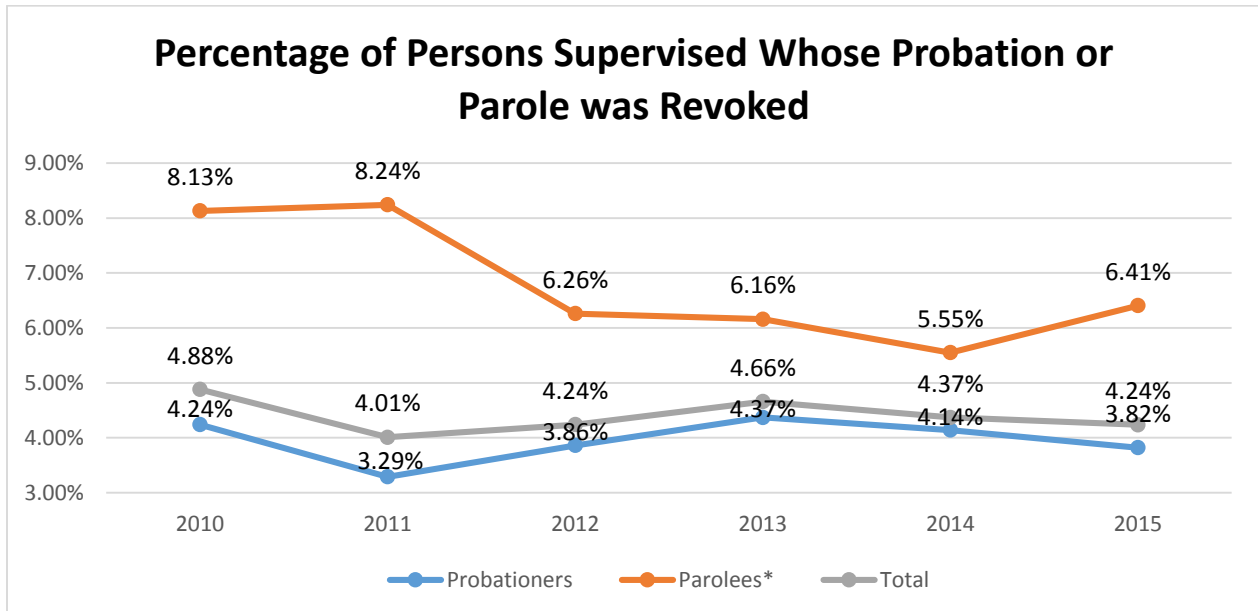
Pardons and Paroles supervises a greater number of offenders than the ADOC's in-house prison population and all other community supervision programs that receive state funding combined and does so at a significantly lower cost—in FY 2015, at only \$2.32 per day per offender and \$2.31 per day in FY 2014.



Pardons and Paroles supervises a greater number of offenders than all other programs combined at a significantly lower cost per day.

A 95.7% Supervision Completion Rate

In FY 2015, 9,621 parolees, 53,944 probationers, and 344 offenders serving both probation and parole were supervised by Pardons and Paroles without being revoked.

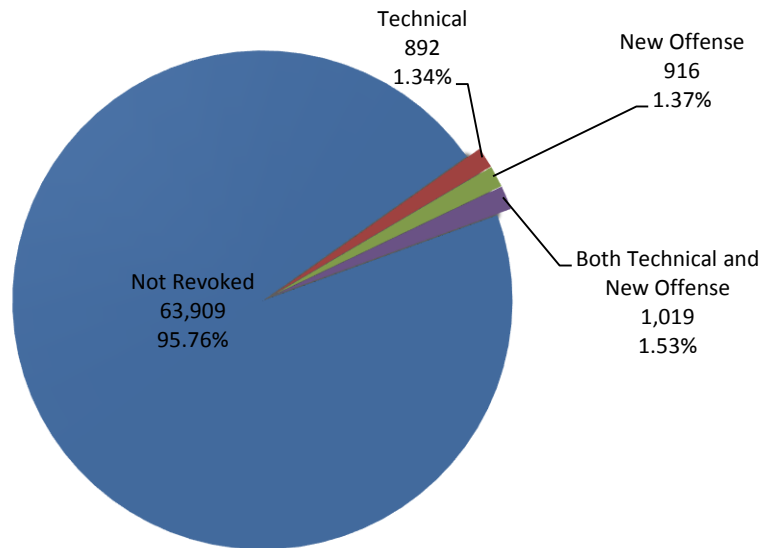


* Total includes revocation of 18 individuals on both probation and parole.

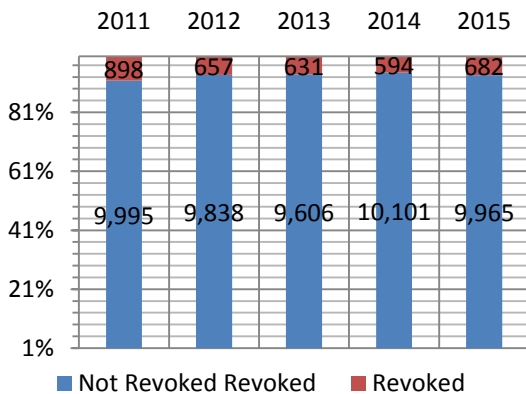
The substantial majority of offenders under supervision with Pardons and Paroles completed supervision in FY 2015 without being revoked.

The revocation rate of offenders on probation and parole supervision with Pardons and Paroles has substantially decreased over the last six years from 9.90% in 2009 to its current rate of 4.24%. Of the 66,736 people under supervision during the course of FY 2015, 95.76% completed supervision without being revoked.

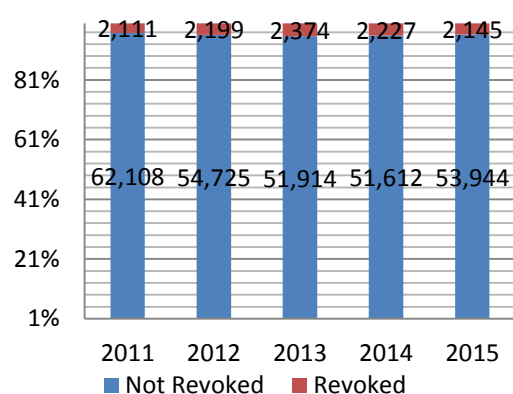
Total Non-Revocations FY 2015



Parolees Supervised by Fiscal Year*



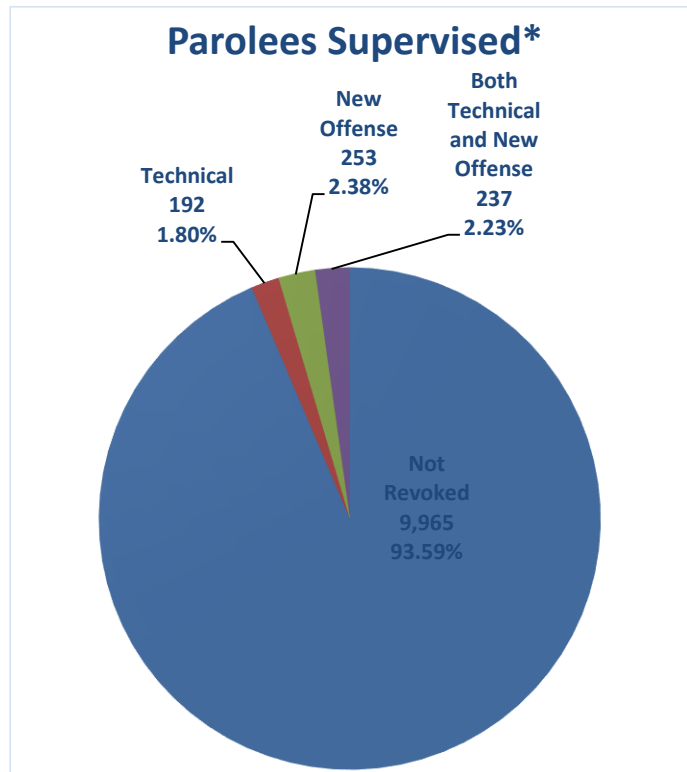
Probationers Supervised by Fiscal Year



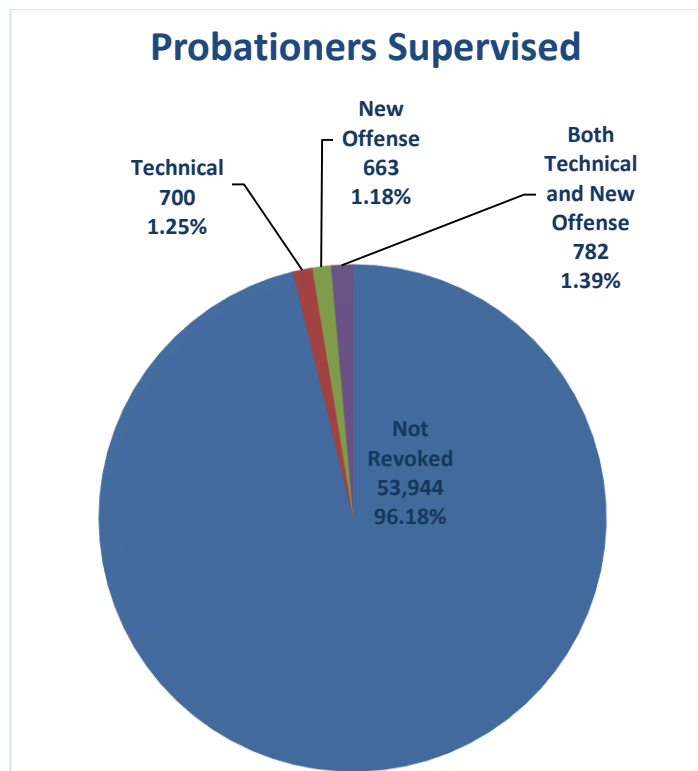
* Total includes the 362 individuals on both probation and parole.

Of the 56,089 probationers under supervision with Pardons and Paroles during FY 2015, only 1.25% (700) were revoked for technical violations. 782 were revoked for a combination of technical violations/new offenses and represent only 1.39% of those supervised. Probationers revoked for new offenses (663) represent 1.18% of those supervised.

Of the 10,647* parolees under supervision with Pardons and Paroles during FY 2015, only 1.8% were revoked for technical violations (192). A combination of technical violations and new offenses resulted in revocation for 237 parolees (2.23%), and 253 parolees (2.38%) were revoked for new offenses. (*Total includes parolees as well as those serving both probation and parole.)



* Total includes individuals on both probation and parole.



Victim Notification Task Force Launches

VICTIMS.ALABAMA.GOV



Victims of crime in Alabama now have a simpler way to be notified when an offender is being considered for parole. The State of Alabama unveiled its new Alabama Crime Victim Automated Notification System, called AlabamaCAN on October 8, 2014. The system can be accessed by the public at victims.alabama.gov. The website is intended to be a one-stop online access point for Alabama crime victims. It provides victims with control over the information they choose to access, including information about the status of offenders, and victim resources at any time of day or night, from any computer with Internet access.

The Task Force responsible for the notification system plans to pursue phasing in additional notification event options in order to make AlabamaCAN an even more valuable resource—first and foremost, to include pardon hearing notification as required by state law.

Victims will be signed up for the system by parole officers at the time a pre-sentence investigation is completed, and they may choose to create an AlabamaCAN account to manage their notification options at that time or at a later date. The system additionally allows anyone to register through the public website to be notified thirty days in advance of a parole hearing. The system is accessible twenty-four hours a day, seven days a week from any device with Internet access. Victims may choose to use an auto-update feature based on driver license records to keep their contact information current in the system. Victim Service Officers throughout the state have a web-based application to allow them to help maintain up-to-date information and manage notification preferences for victims as they make contact with them.

In 2011, the Alabama Legislature created a task force composed of criminal justice system stakeholders to implement an automated victim notification system. This task force has worked diligently since that time to oversee the notification project and development of an automated system in compliance with Act 2011-681, ensuring the system would empower victims by allowing them to be notified by a variety of different methods of their choosing. The notification system, itself, was developed



by the Alabama Criminal Justice Information Center (ACJIC). Assistant Attorney General for Pardons and Paroles Meridith Barnes served as task force chair on behalf of the Board of Pardons and Paroles. The Task Force was additionally composed of representatives from the District Attorneys Association, ACJIC, Administrative Office of the Courts, Department of Corrections, Office of the Attorney General, Alabama Crime Victims Compensation Commission, Department of Public Safety, Alabama Law Enforcement Agency, and two appointed representatives of crime victim rights organizations. Interested crime victims from all over the state additionally participated and offered valuable feedback to the process.

Expansion of Victim Notification: Closing Significant Gaps

During the course of FY 2014, the Task Force made several recommendations to state policymakers for improving the notification system that was launched in October. The state's recent Justice Reinvestment Initiative (prison reform) adopted those recommendations and included further expansion of notification requirements for Alabama crime victims, all of which were incorporated into the state's prison reform legislation to require notification of events by the state that are important to victims beyond an offender's parole or pardon hearing:

ACT 2015-185 REQUIRED NOTIFICATIONS

ABPP Notification through VNS	Post hearing notice for grants of pardons/paroles
ADOC Notification through VNS	Medical Furlough or temporary leave from prison
ADOC Notification through VNS	Work Release
ADOC Notification through VNS	Community Corrections Institutional Diversions
ADOC Notification through VNS	Supervised Reentry Program (SRP)
ADOC Notification through VNS	SIR Program
ADOC Notification through VNS	(New) Mandatory Release – Section 9
Other notifications of an offender's change in status/custody or criminal justice proceedings	As "deemed to be in the best interest of Alabama crime victims and public safety by a majority vote of the Task Force"

Additional Membership:

- ALEA,
- AOC,
- Circuit Judges' Association,
- Office of Prosecution Services,
- Circuit Clerk's Association,
- 4 crime victim advocates appointed by Attorney General (4 year terms, 2 consecutive terms),
- Additional representatives added by majority vote.

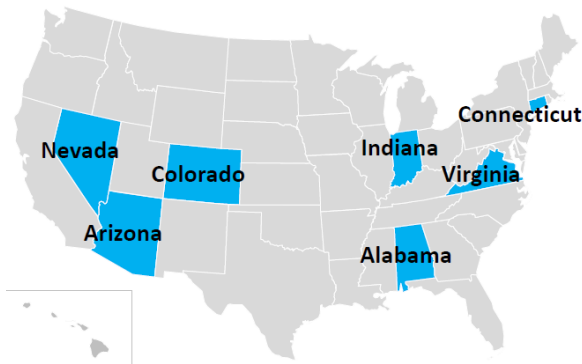
"Task Force stakeholders are committed to including additional data and making additional, relevant notifications to ensure AlabamaCAN is an even more valuable resource for crime victims and the state."

- Report of the Victim Notification Implementation Task Force (May 20, 2015)



A Plan for Statewide Recidivism Reduction

Developing a reentry approach for reducing recidivism is extremely challenging for even the most sophisticated correctional agency, requiring access to data and service delivery and coordination from multiple systems, including housing, health, employment, education, etc. A highly competitive Statewide Recidivism Reduction grant was awarded to ABPP in September that will provide funding for 12-months of strategic planning.

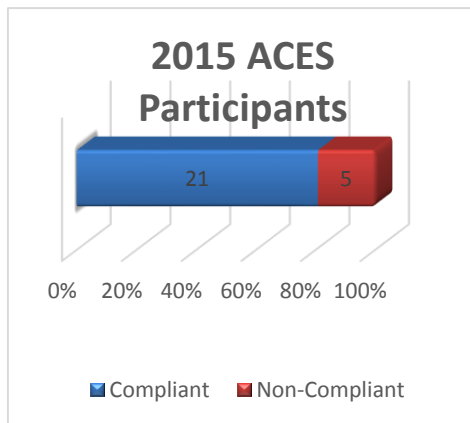


States receiving 2015 Second Chance Act-Statewide Recidivism Reduction grant awards.

During FY 2016 state-level participants will convene and work to 1) identify the drivers of recidivism in the state, 2) identify a target population and recidivism reduction goals for the state, 3) review the alignment of existing corrections programs and practices with evidenced-based practices, and 4) develop a plan to meet recidivism reduction goals using evidenced-based practices.

Upon completion of the Recidivism Reduction Strategic Plan, Alabama and other SRR planning grant awardees will be invited by the Bureau of Justice Assistance to submit applications for implementation grants of up to \$1 million with the potential for two supplemental awards of \$1 million each.

Expanding ACES: A \$600,000 federal grant will expand a Pardons and Paroles' program into five additional Alabama cities. The grant to the Alabama Board of Pardons and Paroles will bring the Alabama Certain Enforcement Supervision (ACES) program into the cities of Huntsville, Oneonta, Tuscaloosa, Dothan, and Andalusia.



This funding follows \$370,000 from the Department of Justice that established the state's first four ACES pilot sites earlier in FY 2015. Those sites were Mobile, Montgomery, Decatur, and Greenville. Those cities are located in counties that collectively contribute to more than 20% of inmates admitted annually to the Alabama Department of Corrections.

ACES is based upon Hawaii's Opportunity Probation and Enforcement program. Three months into implementation, the original HOPE program saw an 83% reduction in failed drug tests, a 71% reduction in missed appointments with probation officers and a 70% reduction in probation revocations.

ACES is not voluntary for probationers, and potential probationers are not offered any legal incentives to participate. Probationers are made aware of their probation terms as well as the consequences for violating the terms of their probation. Probationers are given a sanctions matrix that describes probation violations, such as missing a probation appointment or a positive drug test, and what sanctions they should expect as a response. Sanctions are not individualized as they are for a problem-solving courts;

and incentives, mandatory treatment, or ancillary referrals are based solely on compliance or need. Probationers are only required to appear before the judge at an initial warning hearing and for probation violations, but judges maintain the discretion to set review hearings as they see fit.

There are currently 26 participants being supervised under the ACES strategy, with more added daily. Participants are closely monitored and assigned to a color code (daily hotline call in), which requires them to drug test 3-5 times per month with no additional cost. Participants are arrested as soon as a violation is detected and the Judge imposes a sanction based on the matrix. Continued violations are addressed in a consistent manner to ensure fairness. In FY 2015, 77% of ACES participants were fully compliant and no participants had their probation revoked. The average jail stay for ACES violations was 6 days, but 71% of sanctions were 2 days or less.

Programs like ACES that follow the HOPE model have led to lower recidivism rates around the country by not waiting to take action until a probationer becomes a repeat offender and using swift, certain, and fair sanctions to encourage sobriety and rules compliance. Following the success of the state's initial pilots, Pardons and Paroles intends to establish ACES statewide.

Birmingham Day Reporting Center: On September 23, 2014, a Second Chance Act grant, totaling \$687,176, was awarded to the Alabama Board of Pardons and Paroles by the Department of Justice, Bureau of Justice Assistance for the purpose of establishing a Day Reporting Center (DRC) in Birmingham. The program opened in December of 2015, accepting its first participants. Jefferson County was chosen for the pilot site because it has the highest commitment rate of inmates to state prisons than any other county.

The non-residential, three-phase DRC program offers medium to high risk probationers and parolees in the Jefferson County area access to services, including targeted drug treatment, substance abuse intervention and rehabilitation, cognitive behavioral therapy, educational training, and assistance with employment. The program will require community service of participants and foster opportunities for life change amongst program participants.

About 35% of Alabamians released from prison commit a new crime. Community-based, reentry services, utilizing evidence-based practices, have been proven effective in reducing recidivism rates. They also cost significantly less than incarceration. The Jefferson County DRC is modeled after Georgia's successful DRC program, where a low 7% of Day Reporting Center graduates reoffend.

The DRC model promotes a holistic approach to reducing crime—that is smart on crime—through focusing efforts on prevention, enforcement, and reentry.

In FY 2015, leadership and staff members for the DRC were identified and received training in cognitive behavioral programming. The DRC director and staff traveled to Georgia, where they shadowed their cohorts at centers in that state with successful programs. A building suitable for the program was leased in downtown Birmingham and renovated for classroom spaces and meeting rooms. To provide mental health and substance abuse assessment and referrals, a treatment provider was identified following procurement guidelines, and performance measures are being incorporated into the new offender management system in order to effectively track outcomes in collaboration with a research partner.

Following the success of the state's first DRC, Pardons and Paroles intends to strategically duplicate the model throughout the state as funding allows to impact those jurisdictions that will benefit the most.

Agency Vision

Automated Offender Management: Because of the need to improve data collection processes, especially in a way that preserves data over time, the Alabama Board of Pardons and Paroles is in the process of replacing its current offender management and data systems to streamline functionality, save valuable officer time, and to allow for capabilities to track the success of implemented policies and practices more effectively.

In 2016 ABPP plans to replace its legacy application systems with an integrated offender case management system. ABPP's existing, main-frame case management system houses basic data for offenders on supervising officers' caseloads, allowing supervisor-level officers to perform audits. A separate web-based system allows users to complete electronic pre-sentence investigation reports. Statistical data can be pulled from these systems by running certain reports, but the agency is currently unable to collect historical data and it is limited on the types of reports it can run. As such, ABPP is currently able to perform only limited data analysis directly with the agency's existing data systems that have undergone very limited updating for over a decade.

The offender management project will consolidate existing databases and records to provide a fully automated system and replace some manual paper processes. This project will upgrade and standardize adult and parole data and population management practices to further enhance staff, offender, and public safety.

Until such time as the new system is implemented, the agency will continue tracking prison reform and other important data manually.

Adopting Evidence-Based Programming: Moral Reconnection Therapy (MRT) is a cognitive- behavioral treatment system that leads to enhanced moral reasoning, better decision making, and more appropriate behavior. Its approach combines elements from a variety of psychological traditions to progressively address ego, social, moral, and positive behavioral growth.

Developed in the 1980's as a cognitive-behavioral component for a prison-based setting, MRT proved to be remarkably effective. Therefore, it was tested and widely implemented in not only prison settings, but also in probation and parole, community corrections, outpatient programs, educational settings, and in drug courts. Over 200 outcome studies have been conducted to demonstrate the program's effectiveness.



The academic building at the Criminal Justice Training Center in Selma was the setting for MRT training in September.

In its move to incorporate more evidence-based programming in probation and parole settings, ABPP had 36 probation and parole officer trained in MRT during fall of 2015.

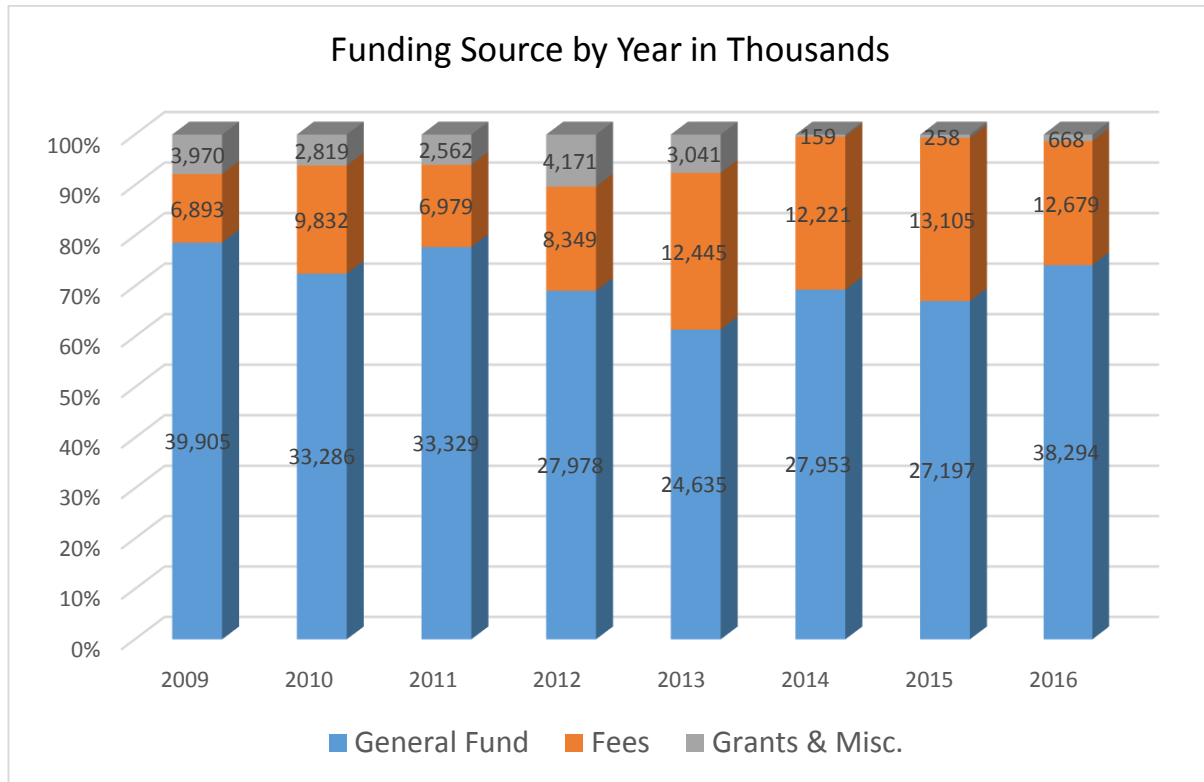
Transitional Services Program: The Board hopes to acquire funding to exercise existing statutory authority to operate half-way houses and provide transitional housing and support to offenders. Inmates are required to have a viable home plan prior to being released on parole. The transitional services program will provide monitoring and support as well as aid offenders in their reintegration into society. Offenders will be referred by staff operating these programs to community resource agencies, including the Birmingham DRC, that provide employment skills, educational classes, financial planning, and substance abuse and relapse prevention education. Stable housing and support networks are proven to reduce recidivism. This approach for Alabama will free up scarce prison beds and create a significant savings for the state while increasing public safety.

Technical Violator Center: Statistics show that the fastest growing category of admissions to Alabama prisons is composed of offenders who were under some form of community-based supervision, many of whom were recently released from jail or prison. In order to curtail this source of prison admissions and make an effort to contain spending, Alabama must find a way to manage this population.

The establishment of Technical Violator Centers will ease the burden on overcrowded court dockets and local jails, allow technical violators to pay financial obligations, as well as meet family responsibilities. Technical violators who sign waivers will not face revocation hearings or new parole dates, but will receive evidence-based programming to correct behavior and criminal thinking that caused them to violate.

Financial Report

Continued Funding Challenges



Over the course of the last seven fiscal years, the agency has suffered major cuts to General Fund appropriations, amounting to a 31.8% reduction from FY 2009 funding levels.¹



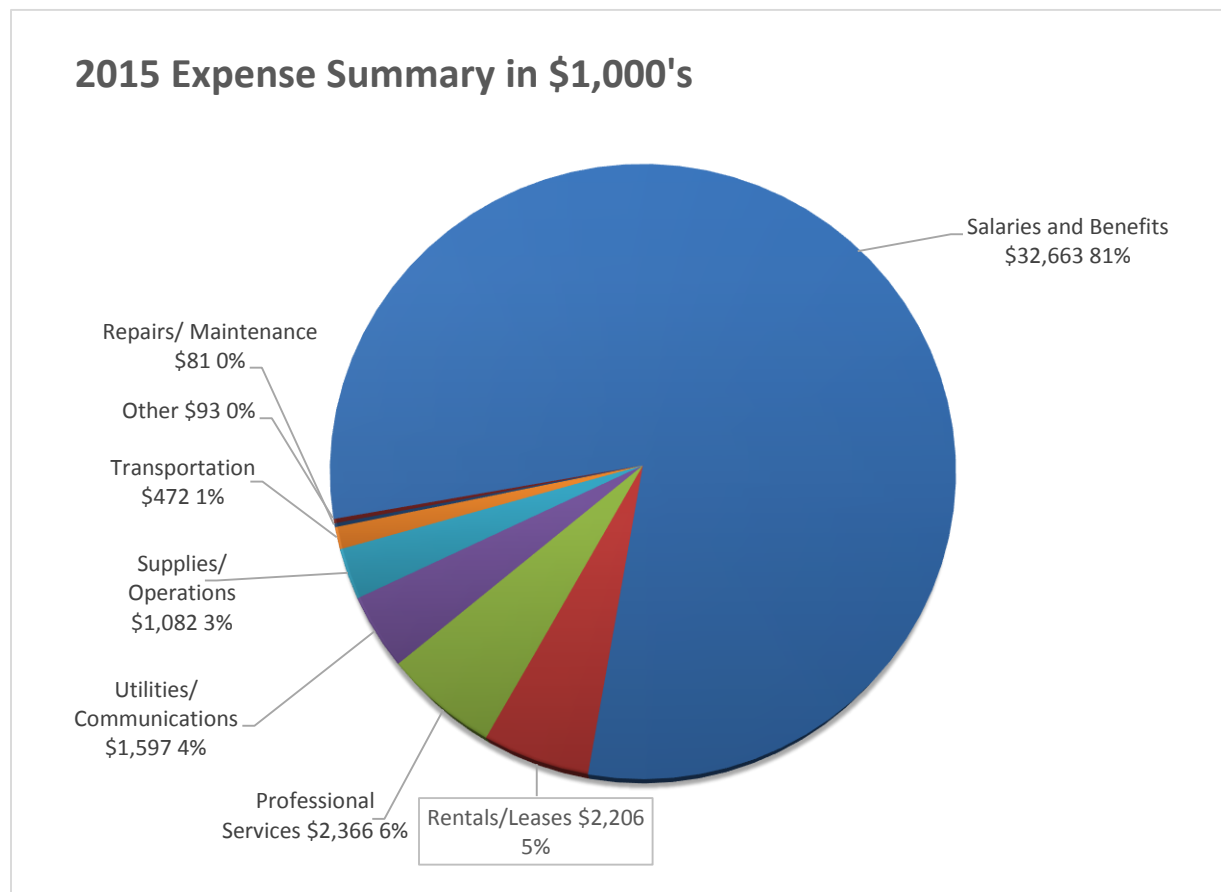
The passage of Act 2012-522 increased the amount of supervision fees collected from offenders under supervision from \$30.00 to \$40.00 per month, with exceptions for indigence.² As a result, the agency's supervision fees increased by almost \$2 Million in FY 2013 compared to FY 2012 (an approximate 15% increase). The amount collected decreased in FY 2014 by nearly 2%, but rose again in FY 2015 by 6.75% (approximately \$884,000). While this fee increase made up for some of the agency's recent general fund cuts, the agency's operations have had to match the overall decrease in available funding levels, despite increased costs

for employee benefits and other mandatory costs to the agency.

¹ Probationer's Upkeep Fund and General Fund categories include rollover funds from previous year(s). FY16 amounts are budgeted amounts.

² Even with the increase to \$40.00, Pardons and Paroles still has one of the lowest supervision fees in the nation.

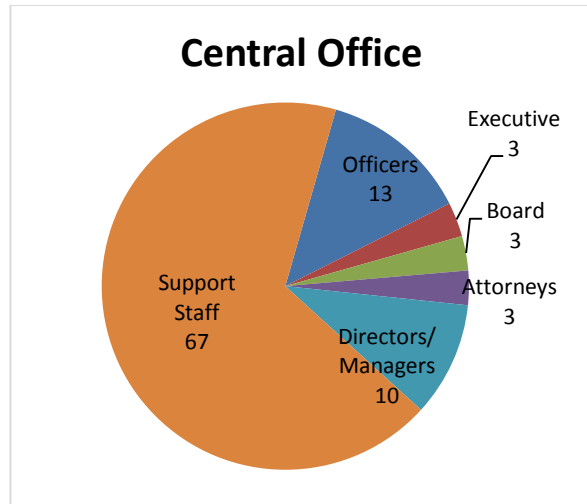
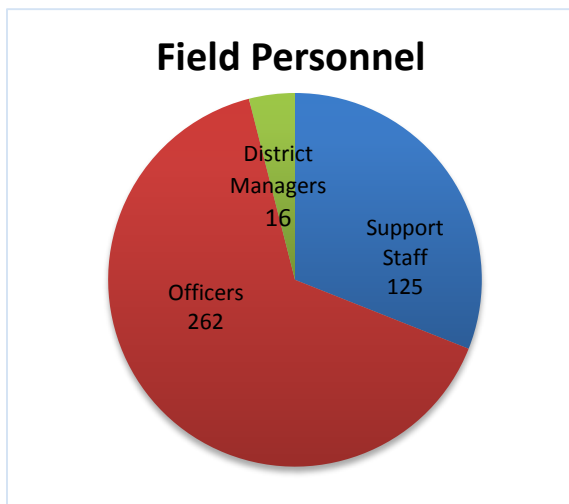
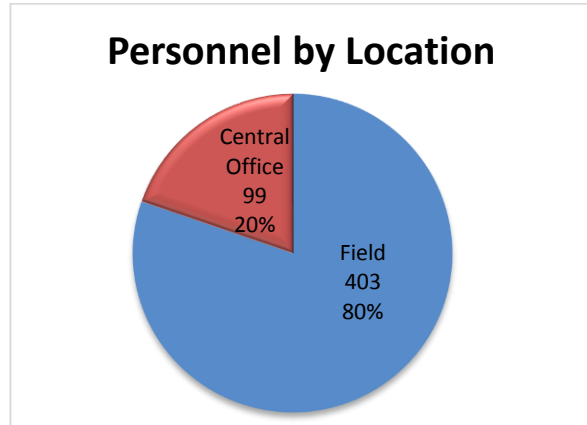
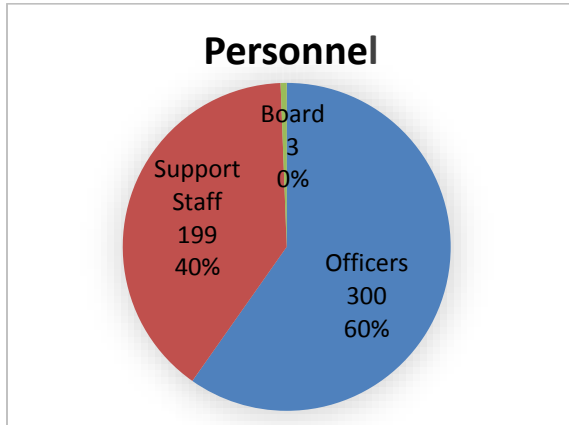
A significant majority of Pardons and Paroles' operating costs consist of salary and benefits for personnel. As funding has decreased, the agency has continued to fight layoffs and a critical personnel shortage by doing without in other areas, which compose less than 20% of the agency's budget.



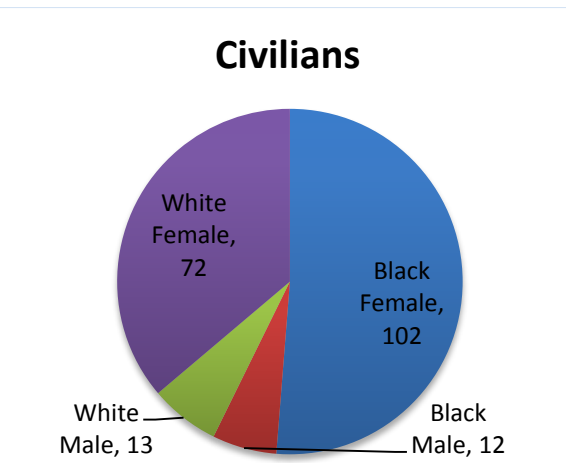
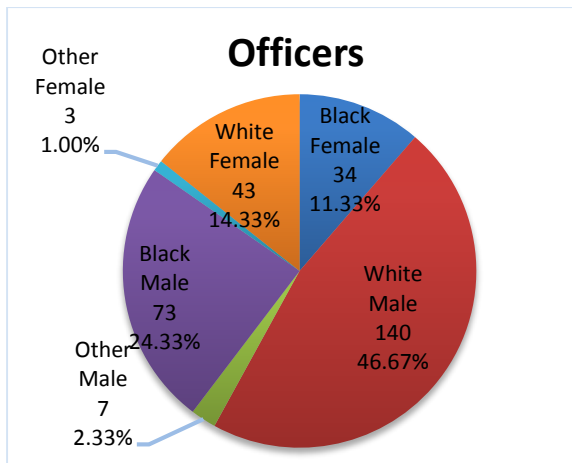
The agency's FY 2016 budget includes an additional \$11 million in funding—the state's Justice Reinvestment—to implement prison reform according to Act 2015-185. This funding will be used to substantially increase the state's probation and parole workforce, provide officers with training to employ evidence-based practices, and establish quality assurance measures to ensure that reforms are implemented properly. This funding to Pardons and Paroles will directly increase and improve programing and treatment services for those offenders who need them the most to improve outcomes, thereby reducing recidivism rates and increasing public safety.

Organization

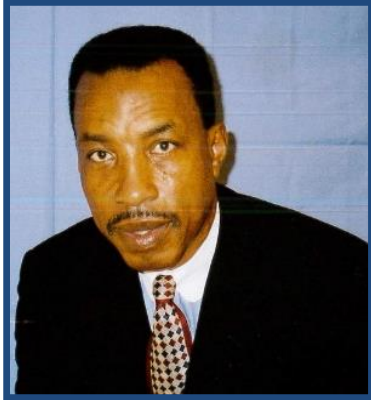
Personnel and Demographic Statistics



EEO Data



Board Members



Clifford Walker
Chairman



Robert P. Longshore
Associate Member



William W. Wynne, Jr.
Associate Member

Executive Staff



Phil Bryant
Executive
Director



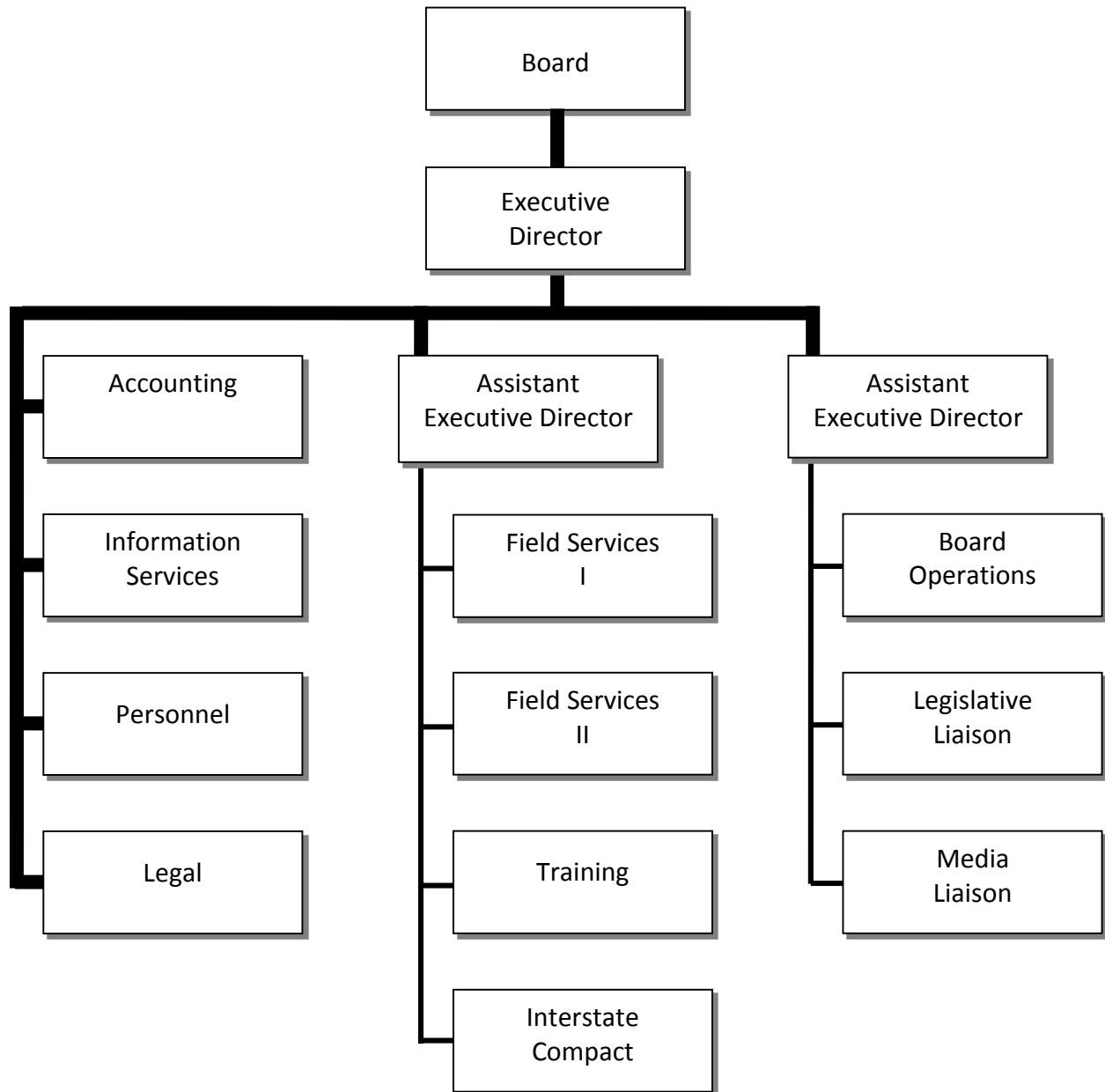
Eddie Cook
Assistant Executive
Director



Darrell Morgan
Assistant Executive
Director

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

Organizational Chart



Senior Leadership

Accounting Division	Jo Wood, Chief Fiscal Officer Jo.Wood@paroles.alabama.gov 334-353-7294
Board Operations	Vacant, Director
Field Services	Sarah Still, Division I Director Sarah.Still@paroles.alabama.gov 334-242-8725
	Vacant, Division II Director
Interstate Compact	Chris Norman, Director Chris.Norman@paroles.alabama.gov 334-242-1695
Information Technology	Vacant, Director
Legal	Meridith Barnes, Chief Legal Counsel Meridith.Barnes@paroles.alabama.gov 334-242-8710
Personnel	Jim Begley, Director Jim.Begley@paroles.alabama.gov 334-242-8780
Training	Vacant, Director
Transition Center	Will Johnston, Facility Manager LIFE Tech Thomasville Will.Johnston@paroles.alabama.gov 334-637-3103

Field Offices



Additional information is available online: www.paroles.alabama.gov

Alabama Probation & Parole,
Abbeville Office
101 Court Square, Suite H, 2nd Floor
Abbeville, AL 36310

State of Alabama Probation & Parole,
Alexander City Office
CJ Coley Tallapoosa County Courthouse Annex
395 Lee Street, Room 128
Alexander City, AL 35010

State of Alabama Probation & Parole,
Andalusia Office
1 N Court Square Suite A
Andalusia, AL 36420

State of Alabama Probation & Parole,
Anniston Office
1702 Noble St., Suite 110
Anniston, AL 36201

State of Alabama Probation & Parole,
Ashland Office
Clay County Courthouse Annex
PO Box 187
Ashland, AL 36251

State of Alabama Probation & Parole,
Ashville Office
213 6th Avenue
P. O. Box 979
Ashville, AL 35953

State of Alabama Probation & Parole,
Athens Office
412 South Jefferson Street
Athens, Alabama 35611

State of Alabama Probation & Parole,
Bay Minette Office
209 Rain Drive
PO Box 1148
Bay Minette, AL 36507

State of Alabama Probation & Parole,
Bessemer Office
1812 5th Ave North
Bessemer, AL 35020

State of Alabama Probation & Parole
Birmingham Office
2721 2nd Avenue North
Birmingham, AL 35203

State of Alabama Probation & Parole,
Brewton Office
400 Belleville Avenue
Brewton, Alabama 36426

State of Alabama Probation & Parole,
Butler Office
Choctaw County Courthouse, Suite 8
117 South Mulberry Avenue
Butler, AL 36904

State of Alabama Probation & Parole,
Carrollton Office
155 Reform St; Pickens County Courthouse
PO Box 81
Carrollton, AL 35447

State of Alabama Probation & Parole,
Centre Office
203 South River Street
Centre, AL 35960

State of Alabama Probation & Parole,
Centreville Office
320 Market Street
Centreville, AL 35042

State of Alabama Probation & Parole,
Chatom Office
100 Court Street B2
PO Box 896
Chatom, AL 36518

State of Alabama Probation & Parole,
Clanton Office
604 Jackson Avenue
Clanton, AL 35045

State of Alabama Probation & Parole,
Clayton Office
Court Square, 2 North Midway Street
P. O. Box 441
Clayton, AL 36016

State of Alabama Probation & Parole,
Columbiana Office
22708 Hwy 25, Suite B
P. O. Box 425
Columbiana, AL 35051

State of Alabama Probation & Parole,
Cullman Office
500 2nd Ave SW
Cullman County Courthouse, Room 30
Cullman, AL 35055

State of Alabama Probation & Parole,
Dadeville Office
Tallapoosa County Courthouse
125 North Broadnax Street, Room 18
Dadeville, AL 36853

State of Alabama Probation & Parole,
Decatur Office
302 Lee Street, County Courthouse
P. O. Box 937
Decatur, AL 35601

State of Alabama Probation & Parole,
Dothan Office
230 N Oates Street
Dothan, AL 36303

State of Alabama Probation & Parole,
Double Springs
24714 Hwy 195 South
Double Springs, AL 35553

State of Alabama Probation & Parole,
Elba Office
230 Court Avenue, Coffee County Courthouse,
1st Floor
P. O. Box 215
Elba, AL 36323

State of Alabama Probation & Parole,
Enterprise Office
Coffee County Courthouse, 1st Floor
101 S. Edwards Street
Enterprise, AL 36330

State of Alabama Probation & Parole,
Evergreen Office
111 Court Street, Suite 205
Evergreen, AL 36401

State of Alabama Probation & Parole,
Florence Office
Lauderdale County Courthouse, Room 504
200 South Court Street
Florence, AL 35630

State of Alabama Probation & Parole,
Fort Payne Office
211 South Gault Avenue
P. O. Box 680333
Fort Payne, AL 35968

State of Alabama Probation & Parole,
Gadsden Office
Judicial Building
801 Forrest Avenue, Suite 100
Gadsden, AL 35901

State of Alabama Probation & Parole,
Geneva Office
1124 W. Maple Avenue
Geneva, AL 36340

State of Alabama Probation & Parole,
Greenville Office
104 Camelia Avenue
Suite A
Greenville, AL 36037

State of Alabama Probation & Parole,
Grove Hill Office
Clarke Cty. Courthouse/Suite 302
P. O. Box 2
Grove Hill, AL 36451

State of Alabama Probation & Parole,
Guntersville Office
Marshall County Courthouse
424 Blount Avenue, Room BG01
Guntersville, AL 35976

State of Alabama Probation & Parole,
Hamilton Office
County Courthouse
132 Military Street, Room 310
Hamilton, AL 35570

State of Alabama Probation & Parole,
Huntsville Office
715 B Wheeler Avenue
Huntsville, AL 35801

State of Alabama Probation & Parole,
Jasper Office
Walker County Courthouse, Suite 201
1803 3rd Avenue South
Jasper, AL 35501-5366

State of Alabama Probation & Parole,
Lafayette Office
58 1st Ave SW
LaFayette, AL 36862

State of Alabama Probation & Parole,
Linden Office
Marengo Co. Courthouse, Basement Level
101 E. Coats Ave
Linden, AL 36748

State of Alabama Probation & Parole,
Mobile Office
1514 South Broad Street
Mobile, AL 36605

State of Alabama Probation & Parole,
Monroeville Office
65 Pineville Road #2
Monroeville, AL 36460

State of Alabama Probation & Parole
Montgomery Office
350 Adams Avenue
Montgomery, AL 36104

State of Alabama Probation & Parole,
Moulton Office
14365 Court Street
Moulton, AL 35650

State of Alabama Probation & Parole,
Oneonta Office
106 2nd Street North, Suite A
Oneonta, AL 35121

State of Alabama Probation & Parole,
Opelika Office
Lee County Justice Center, Ste. 119
2311 Gateway Drive
Opelika, AL 36801-6858

State of Alabama Probation & Parole,
Ozark Office
Dale County Courthouse, 2nd Floor, Room 2
P. O. Box 305
Ozark, AL 36360

State of Alabama Probation & Parole,
Pell City Office
1815 Cogswell Ave., Suite 136
Pell City, AL 35125

State of Alabama Probation & Parole,
Phenix City Office
510 13th Place
Phenix City, AL 36867

State of Alabama Probation & Parole,
Prattville Office
740 E. Main Street, Pratt Plaza Mall,
Suite 15
P.O. Box 680008/Zip Code/36068
Prattville, AL 36067

State of Alabama Probation & Parole,
Russellville Office
Byars Bldg, Suite 8
501 N Jackson Ave
Russellville, AL 35653

State of Alabama Probation & Parole,
Scottsboro Office
Jackson County Courthouse, Room 46
102 East Laurel Street
Scottsboro, AL 35768

State of Alabama Probation & Parole,
Selma Office
23 Broad Street
Selma, AL 36701

State of Alabama Probation & Parole,
Sylacauga Office
400 N Norton Ave, Room 211
Sylacauga, AL 35150

State of Alabama Probation & Parole,
Talladega Office
150 East Renfroe Road/Talladega County Jail
Administration Bldg
P. O. Box 1111
Talladega, AL 35160

Thomasville LIFE Tech Transition Center
2115 Bashi Road
Thomasville, AL 36784

State of Alabama Probation & Parole,
Troy Office
1119 Brundidge St
Troy, AL 36081

State of Alabama Probation & Parole,
Tuscaloosa Office
220-D 14th Street
Tuscaloosa, AL 35401

State of Alabama Probation & Parole,
Tuscumbia Office
Colbert County Courthouse Annex
116 West 5th Street
Tuscumbia, AL 35674

State of Alabama Probation & Parole,
Tuskegee Office
Macon County Courthouse, Room 201-B
101 East Rosa Parks Avenue
Tuskegee, AL 36083

State of Alabama Probation & Parole,
Vernon Office
330 1st Street NE
P. O. Box 952
Vernon, AL 35592

State of Alabama Probation & Parole,
Wedowee Office
Randolph County Courthouse/10 Broad St E,
Room#1
PO Box 876
Wedowee, AL 36278

State of Alabama Probation & Parole,
Wetumpka Office
The Elmore County Judicial Building
8935 US Highway 231, Room 173
Wetumpka, AL 36092

Probation and Parole Officers of the Year



As always, the selection committee had a difficult time deciding this year's winner of the probation and Parole Officer of the Year award. The decision was made even more difficult by the fact that two nominees' actions saved lives during the fiscal year.

James "Jamey" Wismer, assigned to District I's Andalusia office, was working on April 15 of this year when he learned Conecuh County deputies were in search of a

suspect who had recently fired a gunshot at his wife. It was believed the suspect was possibly in the Covington County area and was considered armed and dangerous, possessing a single-shot rifle with a scope. After the suspect's vehicle was located under a bridge near a wooded area, Officer Wismer assisted authorities with securing the vehicle. As officers were securing the vehicle, Officer Wismer, who is a trained hostage negotiator, called out to the suspect who advised he was watching the officers through the scope on his rifle and demanded that they back off. After seeking cover, Officer Wismer was able to obtain the suspect's cell phone number and made contact with him. After a lengthy period of time, Officer Wismer was able to negotiate the suspect's surrender. The suspect was taken into custody and was charged with Attempted Murder. A .243 rifle with a scope and 18 rounds of .243 ammunition were located in the wooded area where the suspect was apprehended. This event was the fourth time in his law enforcement career Officer Wismer negotiated the successful surrender of an armed suspect, preventing anyone from being harmed.

Officer Jamey Wismer began his career with the Alabama Board of Pardons and Paroles in March 2006. He began working in the Brewton Office and transferred to the Andalusia Office that same year. In his nomination letter, District Manager John Brantley noted, "While working in the same district as Officer Wismer over the years, I heard nothing but compliments regarding his work ethic from fellow officers and supervisors. After completing my first audit on Officer Wismer's caseload this June, it was apparent that the talk of his work ethic was very true; it's obvious Jamey has great knowledge of the offenders on his caseload. He provides excellent supervision to his offenders and is very active in conducting field work in the supervision process."

Officer Wismer graduated from Troy State University in 1995 and received a B.S. Degree in Criminal Justice with a minor in Human Services. He began his career in law enforcement as a jailer at the Covington County Jail. He has worked for the Troy State University Police Department and the City of Troy Police Department. He furthered his career by moving back to his hometown to work on Covington County's first drug task force through the Opp Police Department. He later advanced in his career to the position of investigator with the Covington County District Attorney's Office where he was nominated for Investigator of the Year. Officer Wismer worked in this capacity for three years before coming on board with Pardons and Paroles.

Married with four girls, Officer Wismer is very active in his community. He volunteers as a softball coach for his eight year-old daughter's softball team in the city of Opp. He is an active member of Westview Baptist Church in Opp, where he serves as a deacon.

Robby Robinson is assigned to District E's Moulton office. On December 18, 2014, Judge Mark Craig was holding a special restitution hearing involving a victim named Ricky Cochran. After testifying, Mr. Cochran had a heart attack while returning to his seat, which caused him to fall and strike his head. Officer Robinson and Attorney Thomas Turner gave Mr. Cochran CPR until the ambulance personnel arrived. Mr. Cochran was transported to the hospital and has since made a full recovery—though his outcome would likely have been grimmer if not for the swift, professional response of Officer Robinson and Attorney Turner in the courtroom that day.



Officer Robinson's supervisors say he is a faithful and outstanding employee. Since 2011, he has had to deal with many exceptional and unusual challenges, to include reacting to and assisting with multiple changeovers of the entire office staff, both field officers and supervising officers, as well as a continually increasing workload. His assistance was indispensable in assisting a newly promoted supervising officer in learning the day-to-day operations of the Moulton field office.

Throughout his tenure with the agency, he has remained flexible, professional, and eager to assist however he's needed in order to accomplish the tasks required of the officers. Officer Robinson is highly experienced and knowledgeable in his field. His work ethic and attention to detail are often noted by the District Manager in his audits.

The officer is not only well liked, but also highly respected by officers and other employees of District E. He additionally holds the trust and confidence of court staff, attorneys, supervised offenders, treatment professionals, and others involved in the local criminal justice system.

Outside of his job, Officer Robinson is an active member of Parkview Baptist Church. He's very involved in the school and sports activities of his two sons, to include coaching his youngest son's baseball team. A graduate of Jackson High School and Auburn University, he is been in the Moulton Field Office for seven years.

Support Staff Employee of the Year



District Manager Rodney Peak nominated Kim Wright for Support Staff Employee of the Year due to her expertise in performing her professional duties and also due to her dedication to ensuring the success of the Elba Probation and Parole Office.

Ms. Wright was employed with the Board of Pardons and Paroles in May, 2000. She had worked in the File Room, Intake Unit, and Field Services offices in the Central Office before transferring to the Elba office in May, 2004.

The Elba Probation and Parole office has just one officer. Ms. Wright, an ASA III, is very knowledgeable of the procedures concerning probation and parole work and is called on to use this knowledge with the officer is out. Kim has excellent people skills, and her professionalism is apparent whether she is dealing with an officer or a Circuit Court Judge. Senior Officer Doug Weeks reports that he has received numerous compliments from public officials and citizens in Coffee County concerning Kim's helpful assistance and professionalism.

Raised in the Springhill Community of Pike County, Kim has one daughter, Desiree Wright. She's a member of the Bethel Missionary Baptist Church in Troy, where she teaches the Junior #2 Sunday School Class for ages 9-11.

Kim performs the tasks of her job extremely well. She projects the positive attitude of finding reasons why she can accomplish things rather than finding reasons why she can't. It is Kim's professionalism and positive attitude that contribute to the successful operation of the Elba Probation and Parole Office and identifies her performance as worthy of Administrative Support Staff Employee of the Year.