GEORGIA PAROLE REVIEW

Albert Murray, Chairman; Terry Barnard, Vice Chairman;
Member Robert Keller; Member James Donald; Member James Mills

Winter/Spring 2013

STATE BOARD OF PARDONS AND PAROLES

Parole Board Chairman Albert Murray

As I work into the second half of my first year term as Parole Board Chairman, I am truly excited about this agency and what we've already accomplished early in 2013.

I see improvements and advancements throughout the agency. From improvements in Clemency including to CONS, the agency's electronic file management system, to the many changes to Field Supervision, Georgia's Parole Board is preparing well to meet the challenges that surely are ahead.

Everything must change, and whether you're in business, or facing personal challenges, individually and collectively we must plan ahead.

I can speak for the entire Board when I say the agency has made tremendous strides in the last three years. The ingenuity shown, will help us as we meet head-on the challenges that I assure you will always be a part of paroling and supervising offenders.

As Board Members, we're excited as we see new concepts such as the M.O.R.E. program and our "Virtual Office" continue to take shape.

I also want to congratulate new Field Operations Director David Morrison on his promotion and the Board offers its full support to the division's continued success.

No matter our role in the agency, we all fill key roles and we must not only perform but we must take our roles and responsibilities seriously. They are all extremely critical to continued success. Let no one doubt our continued commitment to public safety.

Albert Murray

Parole Board Begins New Program to Transition Offenders; M.O.R.E. is Max-Out ReEntry

Parole officers are now working in the Department of Corrections' Transition Centers, providing transition services to offenders as they return to the community.

The **Max-Out Reentry (M.O.R.E.)** program's offender population includes inmates who are ineligible for parole due to their court mandate to max out their sentences in prison and those offenders who have been denied parole. The Parole Board and the Department of Corrections carefully screen inmates for possible placement in the program.

State Board of Pardons and Paroles Executive Director Michael Nail says the officers will assist offenders as they transition back into the community, in line with Georgia's Criminal Justice Reform strategy.

"Recidivism research shows offenders are less likely to re-offend, being arrested for new crimes, when transitional and reentry services are provided to the offender prior to release back into the community," stated Nail.

Tami Stubbs is Parole's M.O.R.E. Program Manager and Hearing Examiner James Hill serves as the M.O.R.E. Coordinator. Parole officers are now working in all thirteen Department of Corrections' Transition Centers in Georgia. (M.O.R.E. cont., page 2)

Georgia's Parole Board Members discuss the M.O.R.E. program with Department of Corrections' Transition Center Directors in February.

Board Promotes David Morrison to Lead Field Operations

David Morrison
Director of Field Operations

The State Board of Pardons and Paroles has announced the appointment of David Morrison as Director of the Field Operations Division. The appointment was effective April 1st. Morrison will lead the division that is responsible for the supervision of nearly 24,000 parolees statewide. Morrison, a native of LaFayette, Georgia, was promoted from Assistant Division Director, the position he's held since August of 2010.

Morrison's career with parole has spanned fourteen years beginning in 1999 as a Parole Officer I with the Marietta Parole Office. In November of 2000, he was promoted to Senior Parole Officer and Field Training Officer. Promoted again in 2001, Morrison became an Electronic Monitoring and Sex Offender Specialist, supervising a high risk parole caseload in Cobb County, Georgia. In 2003, he joined the Warrants and Violations Unit as the Southeast Field Operations Officer.

In 2007, Morrison was promoted to Director of Interstate Compact and served as the Georgia Compact Commissioner. While in this role, Morrison served on the Interstate Commission for Adult Offender Supervision (ICAOS) Technology and Rules Committee and was chair of the Georgia State Council, Interstate Commission for Adult Offender Supervision. As a part of his responsibilities, Morrison trained Parole and Probation personnel as well as Superior Court Judges on ICAOS rules. Additionally, he worked closely with Homeland Security, Immigration and Customs Enforcement (ICE), drafting a memorandum of understanding and state law, codifying the practice of deporting foreign born inmates.

As Assistant Director of Field Operations, Morrison supervised five Regional Directors and the Director of Interstate Compact.

"Over the last two years, David Morrison has been instrumental in moving this agency forward," stated Michael Nail, Executive Director of Parole. "The Field Operations Division has undergone great change including our move to the Virtual Office environment and David has been at the forefront of ensuring these changes have occurred while furthering our mission of public safety," added Nail, as he made the promotional announcement.

As Director of Field Operations, Morrison will be responsible for the oversight of the agency's nearly 300 Parole Officers.

Morrison is a graduate of the University of West Georgia receiving a bachelor of criminology in 1999. In 2013, he is scheduled to graduate from Columbus State University with a master of public administration through the Georgia Law Enforcement Command College.

M.O.R.E.

cont. from page 1

Inmates in their final twelve months of incarceration selected for M.O.R.E., will be placed in a transition center where the parole officers will assist them in finding employment, housing and other services they'll need, preparing them for life after prison. Offenders will sleep at the transition centers and be required to work with a portion of their earnings used to cover program costs.

Parole eligible offenders placed in the M.O.R.E. program can be reconsidered for parole based on their success in the program. Likewise, offenders who are non-compliant can be returned to a secure state prison.

(l-r) M.O.R.E. Program Manager Tami Stubbs, Executive Director of Parole Michael Nail and Macon Transition Center Parole Officer Lamario Harris speak with an offender in the M.O.R.E. program at the Macon TC.

Two hundred forty-six offenders had been placed in the M.O.R.E. program by mid March. Of those, 106 were not eligible for parole according to their prison sentence, and 140 were previously denied parole but were eligible for reconsideration based on their progress in the program.

A Better Trained Community Supervision Officer

Georgia is now training a better community supervision officer as a result of the State Board of Pardons and Paroles and the Department of Corrections combining their individual agency basic training courses into one.

Last fall the Georgia Peace Officer Standards and Training Council or P.O.S.T., granted the new Probation/Parole Officer certification which means all new probation and parole officers in Georgia are trained to perform both parole and probation supervision. The joint certification and training eliminates the need for separate agency training courses, a cost savings to Georgia taxpayers, but not the main priority.

Officers train their approach to a house where they intend to serve a warrant.

"The end result," says Michael Nail, the Parole Board's Executive Director, "is a better overall trained community supervision officer resulting in better offender supervision and improved public safety. This is the result of a continued strong relationship on the part of the two agencies."

Officers graduating from the Basic Probation/Parole Officer Training Courses (BPPOTC) are dual certified; however they work for only one of the agencies and supervise only a caseload for that agency. Officers who want to go to work for the other agency will not have to complete an agency specific training course to do so. In March, all of the Parole Board's employed officers were certified probation/parole officers by POST.

Proper placement of officers reduces possible escape options for the offender.

Through March 2013, three BPPOTC graduations have been completed with twenty three graduates employed by the Parole Board. One of the benefits is a shorter waiting period for training after the officers are initially hired, due to the increased number of training classes available.

Nail says, "Our community supervision officers, Probation/Parole Officers, will continue to develop stronger confidence in each other and this joint certification will also help strengthen relationships developed over the last several years with our other law enforcement partners across the state."

"The end result is a better overall trained community supervision officer." - Michael Nail, Executive Director of Parole

Officers train to ensure safety for themselves and everyone inside the dwelling.

Parole Officers Graduate Combined Training

Three combined training courses have now been completed through March 2013 adding twenty-three parole officers to the field. The Basic Probation/ Parole Officer Training Course (BPPOTC) includes both probation officers with the Department of Corrections and parole officers working for the Parole Board. The two agencies combined their training last year after the Peace Officer Standards and Training Council (P.O.S.T) made the decision that it would certify the officers as Probation/ Parole Officers.

Parole Board Chairman Albert Murray, Brunswick Parole Officer Kyle Grimes and Department of Corrections Commissioner Brian Owens at the first BPPOTC.

Classes graduated in September and December of 2012 and in March of this year.

Implemented in 2012, through a joint agreement between the Parole Board and the Department of Corrections, the dual officer certification eliminates the need for separate agency training courses. Officers are trained to perform parole and probation supervision; however the officers will only supervise offenders under their respective agency's authority. A major benefit, along with eliminating the need for an agency specific training course, is stronger community supervision of felony offenders in Georgia, says Parole's Executive Director Michael Nail.

2nd BPPOTC New Parole Officers: (l-r) South Metro Parole Officer Kinnetta Hamilton, Ellijay Parole Officer Kandace Powell, Gainesville Parole Officer Chase Thomas and Rome Parole Officer Ryan Evans.

"The Probation/Parole Officer is a better trained community supervision officer. We've taken the best of both agencies' training and combined it into a state of the art curriculum. Additionally I want to thank Stan Cooper, Director of State Probation for the Department of Corrections, for his leadership."

Because of the combined training course, the Parole Board has the ability to hire officers throughout the year, allowing the officers to begin training without a long waiting period after being hired initially.

The course work includes supervision techniques, investigation procedures, intervention strategies, criminal and Georgia law, policy and procedure, interview skills, physical fitness, arrest procedures, defensive tactics, computer interaction and firearms qualification.

The Parole Board employs approximately 300 officers. The average parole caseload of offenders is 84.

3rd BPPOTC (l-r): Executive Director of Parole Michael Nail, South Metro Parole Officer Jamaine Pearson, Monroe Parole Officer Rachelle Lambert, Board Member Robert Keller, South Metro Officers Thomas Andris and Theophilus Lawrence.

Warrant Sweeps Keep Atlanta Safer

As Halloween rolls around, sex offenders in Georgia know to expect a visit from law enforcement to ensure they are complying with parole or probation supervision and abiding by a strict no participation rule.

Last October, parole, probation and Atlanta police again paid visits to sex offenders across Atlanta to make sure they were not decorating or handing out candy to trick or treaters.

Warrant sweeps are an effective law enforcement tool especially when agencies partner together.

Each December, parole, probation, Atlanta police, the U.S. Marshals Service and the Southeast Fugitive Task Force take to the neighborhoods searching for offenders who have absconded from supervision and searching for fugitives wanted on new charges.

Several arrests were made during the December operation. Parole continues to work successfully with law enforcement statewide in similar operations.

Top left photo: parole officers and an Atlanta police officer visit a registered sex offender during Halloween. Bottom two photographs: Atlanta's joint operation held in December.

Top left photo: Thomaston Senior Parole Officer Whit Braswell (current reservist), Thomaston Chief Parole Officer Mitch Beddingfield and Thomaston Senior Parole Officer Jay Ingrum - Below: Parole Human Resources Director Jesse Johnson, Chief Beddingfield and Parole Investigator Jacques Brown

Job Fair Targets Military Veterans

Georgia's public safety agencies partnered last September for what will be the first Military Jobs Fair. The Department of Corrections, Georgia Department of Defense and Georgia National Guard hosted the event which included the State Board of Pardons and Paroles, Department of Juvenile Justice, Department of Public Safety, Georgia Bureau of Investigation and the Department of Natural Resources. More than 200 veterans attended the job fair. The Parole Board has more than sixty veterans working for the agency.

Valdosta Hosts Victims Visitors' Day

Valdosta, Georgia hosted its first Victims Visitors' Day on October 9, 2012. Four of the five Parole Board members were able to attend and meet victims and families of victims as sixty-nine offender cases were discussed. In total, 142 visitors were seen by parole staff.

The Georgia Department of Corrections and Parole Board's Office of Victim Services, in partnership with the Victim Witness Advocacy Offices of the Southern and Alapaha Judicial Circuits, hosted the Victims Visitors' Day at the Lowndes County Judicial Complex in Valdosta.

David Miller, District Attorney for the Southern Judicial Circuit, spoke at the morning's opening ceremony and said the area's victims appreciate the Parole Board coming to Valdosta to meet with them face to face.

"The Parole Board is much different today than it was many years ago," said Miller. "It's not a faceless entity. They understand that victims are real people," he added.

Miller thanked the Board for coming to Valdosta, saying it does cost the state resources to do this, but, "It saved a heck of a lot of time and resources for our victims who are a part of the system through no fault of their own."

Parole Board Chairman Albert Murray also spoke at the ceremony. Murray said, "The Board is committed to allowing victims to be heard, and will continue to hold this productive and fulfilling event throughout the state."

Surveys are completed by each visitor and the overall satisfaction rating was 98%. One victim commented, "All of our questions were answered in a compassionate and professional manner. We were treated like people and not just a file."

The Office of Victim Services has conducted fifteen Victims Visitors' Days throughout the state since April 2006. A total of 1,458 victims were seen during these events.

Parole Board Chairman Albert Murray greeted victims and advocates at the Valdosta Victims Visitors' Day.

"The Parole Board is different today….They understand that victims are real people." - David Miller, District Attorney, Southern Judicial Circuit

Victim Offender Dialogue Program is now underway

Victim Offender Dialogue training included role play by parole staff.

The Office of Victim Services is now conducting Victim Offender Dialogue (VOD) sessions between inmates and victims.

Shalandra Robertson, Victim Services Director for both the Department of Corrections and the Parole Board, says thus far it's going well.

"Through March, we've conducted a half dozen sessions and because there is such preparation on the front-end, that's resulted in the victims being able to feel they've gained something from the experience," said Robertson.

Leading up to the first session, VOD staffers underwent extensive training to ensure a good outcome for victims. (continued next page)

Victim Offender Dialogue continued

Part of the training included role playing by Parole Board employees who posed as offenders and victims. In each case a male employee played the part of an offender and the females posed as victims. The staff being trained as VOD facilitators were not told the employees were not real offenders or victims.

The offenders told their stories as if the facilitators were preparing them for a VOD and the victims, in separate sessions, gave the facilitators their information.

Robertson says the training was beneficial as it pointed out areas where the facilitators needed to understand their roles as professionals.

"The role play training module helped them (facilitators) understand that they have to focus on ensuring the victims' needs are fully met. In order to do so, they have to be professional toward the offender," said Robertson.

A debriefing session after the training allowed for a critical review of the facilitators' questions and actions during the training sessions.

The VOD objective is for the victim to feel he or she has been heard and for the offender to understand fully the effects of his or her actions.

VOD can only be initiated by the victims and the offender must acknowledge the crime that was committed.

Robertson says a VOD provides perhaps the only opportunity a victim will have to ask important questions and get much needed answers from the offender.

Parole Board Chairman Albert Murray and Board Member James Mills speak to Victim Offender Dialogue staff during training in Forsyth.

Williams promoted to Assistant Director of Field Operations

James "Bubba" Williams

Northeast Regional Director James "Bubba" Williams has been selected to fill the position of Assistant Director of Field Operations.

Williams criminal justice career spans more than twenty-nine years. His career began as a deputy sheriff in Baldwin County in 1983. In 1987, Williams began his parole career in Milledgeville as a parole officer. From 1993-1997, he was sub-office manager of the Eantonton Parole Office. He served as Assistant Chief Parole Officer in Milledgeville from 1997-2000 and was then promoted to Chief Parole Officer.

In 2012, Williams was promoted to Northeast Regional Director.

Williams has a bachelor of science degree in criminal justice and a master's in public administration, both from Georgia College and State University.

Governor Appoints Barnard to Commission

Parole Board Vice Chairman Terry Barnard is serving as a member of the Georgia Commission on Family Violence (GCFV) which held its quarterly meeting in February. Shalandra Robertson, Director of the Office of Victim Services for both the Parole Board and Department of Corrections also attended the meeting.

A member of the State Board of Pardons and Paroles serves annually as a part of the commission. Vice Chairman Barnard was appointed by Governor Deal to replace Member James Donald on the commission at the beginning of the fiscal year.

The GCFV was established by the Georgia Legislature in 1992. The commission recently adopted the "Georgia State Plan for Ending Family Violence." The commission also certifies and monitors Family Violence Intervention Programs.

Parole Board Vice Chairman Terry Barnard, GCFV Executive Director Greg Loughlin, Office of Victim Services Director Shalandra Robertson and GCFV Program Manager Jennifer Thomas

Barnard says the GCFV does vital work. "The Board's connection to victims is important and through our participation we can increase awareness and ultimately we hope that will result in a decline in family violence in Georgia," said Barnard.

For more on the commission go to www.gcfv.org.

Donald Challenges Youth

Teenagers and young adults in the City of Atlanta YouthBuild Program recently received the benefit of hearing from a person who knows the value of an education and a direction for one's future. James Donald, a member of the State Board of Pardons and Paroles, spoke in early February to the students, ages 16-24, male and female, who need to finish their high school education. Some students come from a troubled background.

Board Member James Donald at Atlanta YouthBuild

The program is designed to assist the students with getting their GED and it provides programming to give them skills after they finish the program.

General Donald emphasized having an immediate and long term plan for their lives as he encouraged them to pursue those goals.

Donald Inducted into Ole Miss Hall of Fame

Board Member James Donald was inducted into the University of Mississippi Alumni Association Hall of Fame last October. He joined six others in the 2012 class. It's the highest honor awarded by the association.

Major General (Retired) James Donald is a 1970 graduate of Ole Miss, with a bachelor's degree in political science and history. He has a master's in public administration from the University of Missouri.

Addiction Recovery Awareness 2013

The State Board of Pardons and Paroles again supported Georgians recovering from addiction and those professionals who assist in that recovery. Addiction Recovery Awareness Day 2013 was held at the State Capitol on January 15th.

Governor Nathan Deal, House Speaker David Ralston, Representative Jay Neal and many others were among elected officials showing their support. Parole Board Chairman Albert Murray and Board Members Robert Keller and James Mills also were among those voicing their support for those in recovery.

Mills, speaking to supporters, stated, "We cannot punish away addictions but we can offer the road to recovery through recovery programs and professionals who want to help."

Parole Board Member James Mills speaks at Addiction Recovery Awareness Day 2013.

In Fiscal Year 2012, the Parole Board delivered substance abuse services to offenders in the community through substance abuse counselors. More than five thousand parolees were successfully discharged from recovery groups that require six consecutive sessions of negative drug tests.

Parole supports Addiction Recovery Awareness Day 2013: (l-r) South Metro Officer Craven Goodman, North Fulton Officer Gerald Pearson, South Metro Officer Taneshia Sims, Board Member Robert Keller, South Metro Officer Shekevia Hawkins, Board Member James Mills and Board Chairman Albert Murray

Parole Staff Graduate Management Training

Two more Parole Board employees recently graduated from a management training program.

The Advanced Management Training (AMT) was developed through the Carl Vinson Institute of Government (CVIOG) for the Department of Corrections. It's a 40-hour training program designed to meet organizational needs for front-line managers of supervisors. The AMT program provides training that is designed to improve managerial and leadership skills to complement Basic Management Training (BMT) and prepare participants for leadership principles that guide the Corrections Leadership Institute (CLI). Parole began participating in AMT in 2012 and has had 6 graduates to date. They are Lori Massengale, Natalie Sellers, Hank Harris, Matthew Ellis, Napoleon Robinson and Wade Wheeler.

Napoleon Robinson, South Metro Chief Parole Officer and Wade Wheeler, Clemency Senior Hearing Examiner

Young Woman's Story Inspires Lifers

Aimee Copeland, the Atlanta woman who nearly died in 2012 after an accident that resulted in multiple amputations, continues to inspire people around the world. Aimee's courage and spirit have reached a segment of the population most wouldn't think possible.

Copeland contracted a flesh eating bacteria, necrotizing fasciitis, from a zip-line accident in May 2012 and was at one point near death. Despite multiple amputations due to the disease, she recovered. She never showed any sign of defeat and in fact her triumph has touched many lives and her story continues to affect others all over the world.

Last September, a group of life sentenced inmates reached out to Copeland through Parole Board Member James Mills. They wanted to know if Copeland would come to Phillips State Prison and speak to them. They also wanted to show their gratitude toward her, saying her story had inspired them to work even harder to overcome their circumstances.

Copeland agreed and traveled to Phillips State Prison to greet the inmates. There, those convicted of murder and other violent criminal acts presented Copeland with wood bowls, crafted by the inmates in the prison's wood shop.

"I remain amazed at the incredible strength of faith and love that the Lifers at Phillips State Prison shared with Aimee and me," said Aimee's dad, Andy Copeland.

At the prison, Mr. Copeland commented that the event exceeded everything they had previously experienced including television appearances.

The inmates told Aimee that seeing her on television, doing the physical therapy and never showing any sign of giving up, inspired them to want to meet her.

Aimee's father, Andy Copeland, speaks to life sentenced inmates at Phillips State Prison. Aimee Copeland and Parole Board Member James Mills are seated.

Pardon Application Process Changes;
Pardon Unit Improved

A little more than a year ago, the Pardon Administration Unit was reorganized and the Parole Board implemented a new process for applying for Pardons and Restoration of Rights. In order to handle the volume of applications, the unit was also expanded, using existing staff, who added to their day-to-day responsibilities.

Along with the new application, each applicant is now required to submit their criminal history, certified sentence sheets for dispositions not noted on their criminal history, and a self-addressed, stamped envelope. All restoration of firearms applications require a personal interview and photo identification.

Prior to the reorganization, the unit was backlogged with approximately 1,400 pardon requests. As of this past January, the entire backlog of cases has been addressed. The Pardon Administration Unit processes approximately sixty-four new applications each month. In FY12, 1,307 applications were received and 864 were granted.

Also new is a centralized Pardon Database making it possible to immediately check the status of any request and determine where it is in the process.

The Pardon Administration Unit Pardon Coordinator is Jan Moss, who supervises the unit. The staff includes Patina Latham, Linda Winston, Natasha Clark, Priscilla Zachery, Laurie Reid and the Board Member Assistants Mattie Robinson, Carolyn

(see "Pardons" next page)

PaintFest Offers Redemption and Brings Smiles

Parole Board Members James Donald and James Mills and First Lady Sandra Deal participated in the Foundation for Hospital Art program "PaintFest," at Phillips State Prison last September. The program provides a rehabilitative and therapeutic opportunity for a select group of state inmates who paint sections of murals earmarked for hospitals around the world.

The idea to involve prison inmates and detainees in the Foundation's mission has been around for many years. The Foundation for Hospital Art has painted in numerous county jails and prisons throughout the country and in late 2010, Major General (Ret) James Donald, then the Chairman of the Parole Board, worked with the Foundation and the Department of Corrections to set up a program where inmates from Phillips State Prison in Buford, Georgia, would begin painting for others. Donald is a former commissioner of the Department of Corrections.

"At the core, we were looking for a program that would aid in the rehabilitation of inmates incarcerated by the state. We hold to the belief that every person, regardless of circumstances, has an innate desire to help others," stated Scott Feight, the Foundation's Executive Director.

Sandra Deal, the First Lady of Georgia, spent time with the inmates, encouraging them to continue to improve and work toward one day being able to rejoin society.

Each painting is donated to a healthcare facility somewhere around the world.

Georgia's First Lady Sandra Deal paints part of a mural as part of the Foundation for Hospital Art program "Paintfest." Board Member James Donald (far right) participates. Scott Feight, the Foundation's Director (on left) observes as does Parole Board Member James Mills at the back table.

The program gives the inmates a sense that they have helped make a difference in the recovery of patients in those hospitals.

You can learn more about the Foundation for Hospital Art program at www.hospitalart.org.

Pardons continued……

Brown, Susan Ruthven and Teresa Lee.

The application and process description is available online at www.pap.georgia.gov.

Pardon Administration Unit: (l-r) Teresa Lee, Mattie Robinson, Natasha Clark, Priscilla Zachery, Carolyn Brown, Laurie Reid, Patina Latham, Susan Ruthven and Jan Moss (not shown Linda Winston)

Parole Officers Train for Volatile Situations

Albany, Cairo and Cordele Parole staff have completed Crisis Intervention Training (CIT) taught by the Dougherty County Sheriff's Department.

Albany Chief Parole Officer Leslie Lamb called the training the best she's ever attended.

"Each and every block of instruction is relevant to the day to day functions of a parole officer. Aside from the intrinsic value of the class, it was a highly enjoyable class and never dull," stated Lamb.

(l-r) Cordele Parole Officer Norris Howard, Cairo Parole Officers Tanya Posey and Ron Maestas, Albany Parole Officers Rod Porter and Phil Burrell, Albany Parole Chief Leslie Lamb, NAMI Coordinator Sue Marlowe and Cuthbert Parole Officer Brandon Williams

CIT offers law enforcement officers the information, crisis intervention skills and de-escalation techniques necessary to handle situations involving mentally ill offenders and their family members.

"As parole officers, we're required to visit our offenders in their home environment, and we never know what kind of situation we may walk into," says Lamb. She adds that some offenders "self-medicate" rather than seeking the help they really need.

The class was sponsored by Dougherty County Sheriff Kevin Sproul and hosted by the Professional Standards and Training Division. The training is provided by the National Alliance of Mental Illness (NAMI).

The course coordinators were Sgt. Mark Farley and Deputy Thomas Kendrick of the Dougherty County Sheriff's Department and NAMI Coordinator Sue Marlowe.

"The instructors were great, occasionally unbelievable and all the time very professional," stated Lamb.

"I highly recommend this class to each and every parole officer. If you are lucky enough to come to Dougherty County to take it, so much the better for you," she added.

Lamb says the training included recognizing the signs and symptoms of mental illness, including personality disorders and addictive diseases.

Parole Board Chairman serves on Law Enforcement Panel

In early April, Parole Board Chairman Albert Murray again served on an annual Law Enforcement Panel aimed at benefiting Clark Atlanta University students. The Georgia Chapter of the National Association of Blacks in Criminal Justice (NABCJ) sponsors an annual scholarship and awards luncheon at the school.

(l-r) Helen Marberry, Southeast Region Director, Federal Bureau of Prisons; Beverly Harvard, U.S. Marshal, Northern District; Board Chairman Albert Murray; Rafiq Ahmad, ATF Special Agent; Brandi Jones, NABCJ Chapter President; Cherice Williams, Investigator, BATF&E; and Reginald Moore, Special Agent, Secret Service

Flewellen, Lance FBI GRADS

Training Director Lisa Lance and Training, Investigations and Compliance Director Bert Flewellen with the Parole Board Members.

Bert Flewellen and Lisa Lance graduated from the FBI's Executive Development Course last fall. This forty hour course of study focuses on leadership, effective communication, media relations, human resources and ethics. Lance is Director of Training for the Parole Board. Flewellen is her supervisor and is Director of Training, Investigations and Compliance for the agency.

Flewellen says the media relations aspect was interesting and helpful but also the ability to learn alongside other law enforcement officials for a week, was most beneficial.

The training was conducted at the FBI's Atlanta field office.

Paroles' Management Leadership Program

Part of the MLP classroom work includes a review of the agency strategic plan.

The Parole Training Unit hosted the second Management Skills and Leadership Development Program last October. The program is designed to develop the participants' leadership skills, while emphasizing professional growth in an effort to give the leaders the ability to assist the agency in meeting its challenges.

Class Graduates: Tiffany Clark, Paula O'Neal, Ray Ho, Dessie Perry, Janeth Lewis, Persita Braswell, Phillip Richardson, Charles Arnold, Brenda Locklear, Deborah Hughes, Melanie Eblen, Toni Fernander, Jennifer Jenkins, Constance McCrary, Craven Goodman, Tim Lindsay, Kim Patton-Johnson, Julia Sancken, Rhonda Morrison, Tamaria Hodges, Bob Eady, Mitch Beddingfield, Chris Glover, Paul Parker, Barney Boyer, Reginald Huley, Chuck Chancey, Harris Childers, and Traci Watson. Also shown from the Training Staff: Lori Massengale, Lisa Lance and Vicky Rollins

PAROLE ASSOCIATION OF GEORGIA (PAOG)

Debbie Timms, Assistant Director of Clemency receives the Distinguished Service Award For POST Certified Employee

Presenter: Parole Board Chairman Albert Murray

Patricia Allen, Athens Parole Officer, Northeast Region Employee of the Year

Region Director James "Bubba" Williams, Presenter

Parole Officer of the Year Kimberly Williams, LaFayette Parole Office

(l-r) Field Operations Director Jay Lacienski, Vice Chairman Terry Barnard, Chairman Albert Murray, Members James Donald, Robert Keller and James Mills

Assistant Chief Parole Officer William Curry, Cordele Parole Office, Southwest Region Employee of the Year

Regional Director Caryl Deems, Presenter

Central Office Employee of the Year, Deena Davis, Interstate Compact

Executive Director of Parole Michael Nail, Presenter

2012 PAOG ANNUAL AWARDS

Terry Roberson, Volunteer Service Award, Project S.H.I.E.L.D.

Board Member James Mills, Presenter

Michelle Robinson, South Metro Parole Office, Metro Region Employee of the Year

Region Director Cynthia Sneed, Presenter

The Albany Parole Office, Innovations Award, Albany Community Supervision Virtual Office Project

Board Members Robert Keller and James Mills, Presenters

Northwest Region Employee of the Year, Victoria Carter, Gainesville Parole Officer

Region Director David Tibbits (L) and Gainesville Chief Parole Officer Matthew Ellis

Shane Sasser, Savannah Parole Office, Southeast Region Employee of the Year

Region Director Darryl McGee, Presenter

Robin Hudson, Eatonton Parole Office, Distinguished Service Award, non-POST Certified Employee

Board Member James Donald, Presenter

Quarterly Employee Recognition 3rd Quarter 2012

Clemency Hearing Examiner Steve Baustin

Executive Director of Parole Michael Nail, Director of Victim Services Shalandra Robertson, Parole Board Chairman Albert Murray, Board Member James Donald and Operations Support Director Scott Maurer

Jeff Reece and Marsha Hopkins, Information Technology

Executive Director of Parole Michael Nail, Information Technology Director Phil Sellers, Board Chairman Albert Murray, Board Member James Donald and Operations Support Director Scott Maurer

Clemency Hearing Examiner Lisa Copeland, Pardons Assistant Patina Latham and Pardon Coordinator Jan Moss

Executive Director of Parole Michael Nail, Clemency Director Melodee Stewart, Board Chairman Albert Murray and Board Member James

Quarterly Employee Recognition 3rd Quarter 2012

Valdosta and Moultrie Parole Staff:

(l-r) Operations Support Director Scott Maurer, Victim Services Director Shalandra Robertson, Executive Director of Parole Michael Nail, **Moultrie Chief Parole Officer Michelle Smith, Valdosta Assistant Chief Parole Officer Laura Weaver, Valdosta Chief Parole Officer Willie Carswell,** Board Chairman Albert Murray, **Valdosta Parole Officer Tyler Barkhaus, Valdosta Parole Officer Coleman Lynn, Valdosta Parole Officer Columbus Carter,** Board Member James Donald, **Valdosta Senior Parole Officer Jeff Cutchens**

Programmer Chandra Somaraju, Analyst Rhonda Morrison and Programmer Bob Eady

Executive Director of Parole Michael Nail, Information Technology Director Phil Sellers, Board Chairman Albert Murray, Board Member James Donald and Operations Support Director Scott Maurer

Trainers Lori Massengale, Scott Greear and Jim Sikes and Training Director Lisa Lance

Executive Director of Parole Michael Nail, Director of Training, Investigations and Compliance Director Bert Flewellen, Parole Board Chairman Albert Murray, Board Member James Donald and Operations Support Director Scott Maurer

Quarterly Employee Recognition 4th Quarter 2012

Pardon Administration Unit, (left to right, back row) Jan Moss, Pardon Coordinator, Carolyn Brown, Susan Ruthven, Mattie Robinson and Teresa Lee

(seated) Board Member Robert Keller, Board Chairman Albert Murray and Board Member James Donald

Hearing Examiner Crystal Moon

Board Member James Donald, Board Chairman Albert Murray, Board Member Robert Keller and Clemency Director Melodee Stewart

Budget Contracts Specialist Constance McCrary and Business Operations Manager Dan Nesbitt

Board Member James Donald, Board Chairman Albert Murray, Board Member Robert Keller and Operations Support Director Scott Maurer

Dalton Chief Parole Officer Beverly Parker

Assistant Field Operations Director David Morrison, Board Member James Donald, Board Chairman Albert Murray, Adairsville Chief Parole Officer Paul Parker, Board Member Robert Keller and Field Operations Director Jay Lacienski

Quarterly Employee Recognition 4th Quarter 2012

Compliance Auditor Maryann Dillard and Director of Investigations and Compliance Barbara Stayton

Bert Flewellen, Director of Training, Investigations and Compliance, Board Member James Donald, Board Chairman Albert Murray, Board Member Robert Keller and Operations Support Director Scott Maurer

Cuthbert Chief Parole Officer Kelvin Hawkins

Assistant Field Operations Director David Morrison, Board Member James Donald, Board Chairman Albert Murray, Board Member Robert Keller and Field Operations Director Jay Lacienski

Clemency Program Manager Carrie Goldring

Board Member James Donald, Board Chairman Albert Murray, Board Member Robert Keller and Clemency Director Melodee Stewart

Parole Investigator Jackie Young, Dublin/SE Region

Board Member James Donald, Chairman Albert Murray, Board Member Robert Keller and Clemency Director Melodee Stewart

State Board of Pardons and Paroles

Parole Review is published by the Public Affairs Office, Steve Hayes, Director, 404-657-9450 www.pap.georgia.gov

Our Mission

To serve the citizens of Georgia as an integral component of the Criminal Justice System by making informed release considerations and protecting the public through effective offender supervision.

Our Vision

To be the most efficient and effective paroling agency in the nation.

Our Core Values

We value Ethics, Integrity, Fairness and Honesty.

Shop With A Cop! Parole and Probation joined Bartow County law enforcement taking over 300 needy children Christmas shopping last December providing clothes and toys for the children. **THANKS!** (from Parole; Adairsville and Dalton)

PAROLE PROMOTIONS

Specialized Parole Officer Genevin Upshaw promoted to Hearing Examiner

Assistant Chief Parole Officer William Curry, Jr., promoted to Field Operations Officer

LaTisha Wilkins promoted to CONS Program Manager

Parole Officers Jacques Brown, Mandy Kimner and Randall Wright promoted to Hearing Examiner positions

Shantel Roark selected as Help Desk Supervisor for Information Technology

North Fulton Senior Parole Officer April Moore promoted to Chief Parole Officer of the newly combined Douglas and Fitzgerald Parole Offices

Specialized Parole Officer Gayla Howard promoted to Assistant Chief Parole Officer in the Jonesboro Parole Office

Senior Parole Officer Gregg Harris promoted to Assistant Chief Parole Officer in the Lawrenceville Office

Hearing Examiner Donald Reaves promoted to Senior Hearing Examiner

Program Manager Cynthia Sneed promoted to Metro Regional Director

Parole Officer Melanie Eblen promoted to Assistant Chief Parole Officer in the Warner-Robins Parole Office

Assistant Chief Parole Officer Craig Cazier promoted to Chief Parole Officer of the Douglasville Office

Hearing Examiner Lisa Copeland promoted to Senior Hearing Examiner

Parole Officer Chip Atchley promoted to Supervisor of the Field Division Task Force Unit.

Specialized Parole Officer Julie Rogers promoted to Assistant Chief Parole Officer in the Cordele Parole Office

Lawrenceville Assistant Chief Parole Officer Colleen Manthe promoted to Chief Parole Officer in the Conyers Parole Office

Carlia Ray promoted to Program Operations Manager

Kenneth Kirksey and Nortorsha Farrow promoted to IT Field Support Specialist

Stephanie McBride promoted to Parole Investigator

Karen Autrey, Monica Cotton and Michelle Morton promoted to Lead Parole Investigator

Lashanda Johnson and Albert Goode Jr., promoted to Parole Officer

Violancia Harrell, Norris Howard, Derek Glasco, Ferlando Giles, Kevin Loop, Othello Vaughn, Ryan Evans, Thomas Green, Brandon Williams, Robin Reese, Lagina Shanks and Chase Thomas promoted to Parole Officer II

Nikia Gresham promoted to Clerk Advanced Level

Daphane Evans-Huff promoted to Imaging Team Lead

Dessie Perry and Vonetta Stocks promoted to CONS Team Lead positions

Sharee Vance promoted to Secretary 2 in Warrants/Violations

Tomeka Porter promoted to Business Operations Generalist in the Interstate Compact Office

Branndon Turner, Pamela Thrift, Justin Wilkinson, Judy Ethredge, Mike Reeves, Bobbie Jo Wilson, Kimberly Williams, Valarie Brown-Stephens, Jim Vollrath, Matthew Covington, Denise Brown, Dang Ly, Brad West and Brian Griffin promoted to Field Training Officer