



After what seems like a very long winter, warmer weather and longer days will be a welcome change for everyone as we move into Spring. Even though the days have been shorter during the winter months, here at PPP we have taken advantage of every opportunity during this time to continue to make progress on a number of fronts.

As you are all aware by now, the 2007 "Prevention of Underage Drinking and Access to Alcohol Act" mandated an Ignition Interlock Device Program (IIDP) to be administered by PPP in partnership with the DMV and DAODAS. A "stop-gap" IIDP program was implemented on January 1, 2008, in compliance with the 2007 legislation. PPP is preparing a grant application requesting funding to support the IIDP until funding can be secured from the General Assembly. Last fall, PPP was awarded funding under the Violence Against Women Act (VAWA) which will allow us to provide statewide training focusing on enhancing communications skills of staff to victims of crime. It is our hope that this training, with delivery beginning in early April, will aid all staff in communicating more effectively with victims of crime through a better understanding of the victimization process. Our GPS program continues to grow and expand with 163 offenders being monitored utilizing this technology as of March 2008. PPP submitted grant applications in February to SCDPS under the Victims of Crime Act (VOCA) to request funding for the continuation of teleconference capacity in both Charleston and Spartanburg which allows victims to participate in parole hearings via this technology.

We have provided data and information to the South Carolina Legislature during this year's session on a wide range of topics under discussion related to new legislation being considered. Ignition Interlock technology continues to be a topic of interest in conjunction with proposed new DUI legislation. Also being discussed this session with the potential to affect supervision of offenders under our jurisdiction involves restricting residential zones for sex offenders in South Carolina. Finally, one of the most significant concerns this legislative session is the state's current fiscal situation. Legislators, as well as state agency leaders, will be making every effort to continue to administer essential systems and services and to meet the expectations of the state's citizenry within an environment of diminishing budgets and resources.

I am proud of our agency's ability to get the job done on a daily basis across the state; as well as make progress on the many special initiatives we are mandated to oversee. We have a lot to keep us busy as we move into spring. Keep up the great work!

Sam Glover, Director

2008 MARK HART AGENT OF THE YEAR AWARD

AGENT MIKISHA L. FREEMAN

By Kimberly Brantley, Orangeburg County Agent-in-Charge

The recipient of the 2008 Mark Hart Agent of the Year Award is Orangeburg county's Mikisha L. Freeman. Agent Freeman was hired in September of 2005, and has made her mark within the office by volunteering "to help any way she can when she notices that work is needing to be done" (say those colleagues nominating her for this year's award). Her co-workers credit her with being very involved with assisting members of her team and describe her as always ready, willing and able to help with reports, or to stand in for court, admin hearings or revocations. Agent Freeman manages the Volunteer/Intern Program in the Orangeburg office and has spoken to several of the Orangeburg County schools, colleges and universities about SCDPPPS and its important mission. She enjoys recruiting for the Volunteer/Intern Program and for those wishing to have a career in community corrections.

Agent Freeman has the type of charisma, work ethic and hard-working attitude that our Department needs and wants. She is a go-getter and working with her has been a pure pleasure. Daily, Agent Freeman contributes phenomenal drive and initiative toward getting the job done. I am proud that she is not only a part of my office, but is part of this agency. It is her outlook on life and her dedication to making a difference in the lives of her co-workers, the clientele, as well as the community, that will allow for her to make a big impact in all that this Department does.



Deputy Director for Field Operations Jeff Cogdill, Mikisha L. Freeman, Agent of the Year, Kim Brantley, Orangeburg AIC; and Director Glover.

SCDPPPS 2008 Annual Awards Ceremony

“Facing the Challenge: Prepare, Provide, Protect”

By Patrice Boyd, Asst. Dep. Director for Human Resources and Records Administration



The PPP 2008 Annual Awards Ceremony was held in Columbia on February 29th at the Olympia National Guard Armory. This is the first time that the program was held in the early part of the calendar year. In years past, the ceremony was held in November. Taking a break from the awards process in 2007 gave us the opportunity to move the ceremony to the beginning of the year. Also new this year was the award category Rookie Agent of the Year.

Regional and Statewide winners were honored along with distinguished Criminal Justice Academy graduates, recent retirees, 20 and 30 year State Service pin recipients and volunteer instructors.

With the theme of “Facing the Challenge: Prepare, Provide, Protect”, the meeting also served as a forum to showcase PPP talent in that other program participants included Regional Director Robert Mitchell singing the national anthem and the Color Guard from the SC Youth Challenge Program at Camp Long in Aiken County.

The Keynote Speaker was City of Sumter Police Chief, Patty Patterson, who is a prominent figure in the South Carolina Criminal Justice arena. Chief Patterson quoted the poem by noted scholar and social activist Benjamin E. Mays, “I Only Have A Minute” and shared with us how meaningful the poem has been to her as she has climbed through the ranks of law enforcement. She used key words such as commitment, tenacity and integrity. She encouraged us to be the best at our tasks because we all bring different resources to the team. She said that we are all in this together and that we should keep a “P-M-A” (positive mental attitude) in daily tasks. She reminded us that disappointment and shock are a part of life, and that “you have to pick yourself up and brush yourself off and keep forging ahead.”

Chief Patterson closed commending the PPP family on the awesome contributions we make every day to the criminal justice system in South Carolina.



Sumter Police Chief Patty Patterson was the keynote speaker at the awards ceremony. Listening closely were Director Glover and Asst. Deputy Director for Human Resources and Records Administration Patrice Boyd, ceremony emcee.



Charleston AIC Lynne Moldenhauer and Agent Kathleen Nadobny smile for the camera before the Awards Ceremony.



Helping out at the registration table for the Awards Ceremony were (from left) Legal Services' Dawn Nichols, Paul Angus and Valerie Watts of the Human Resource Office.

And the Winners are...



STATEWIDE AWARD WINNERS

John Benjamin Aplin, Employee of the Year; William M. Freestate, II, Rookie Agent of the Year; Mikisha L. Freeman, Agent of the Year; Director Glover; Jennifer D. Long, Support Staff of the Year; Randy D. Raybon, Supervisor of the Year.

C.O.D.E.

Connecting Our Deployed Employees

By Jodi Gallman, Director of Community Affairs

Our deployed employees were elated to receive the cards, e-mails, and packages from you throughout the holidays. Your thoughtfulness made a difficult season so much brighter. As they continue to give "their today so that we can have a better tomorrow", our expressions of thanks will help to keep them strong!

HA Blackwell

HA_Blackwell@hotmail.com

Michael Lee

MLee637574@aol.com

Fanklin Myers

Franklin.a.myers@afghan.swa.army.mil

Hardy Paschal

hardy.paschal@us.army.mil

Antonio Vaught

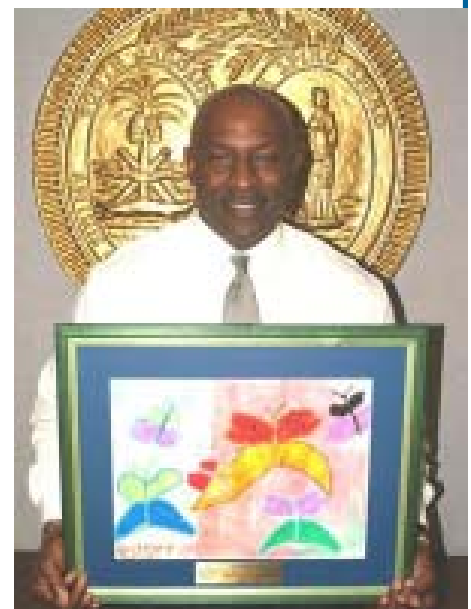
antonio.vaught@us.army.mil

Remember: Communication Matters...

Heyward Hinton

Inducted into Hall of Fame

Chief Hearing Officer Heyward Hinton was inducted into the Boys and Girls Club Alumni Hall of Fame Feb. 2 at the Midlands Annual Gala. Nearly 300 friends and supporters came out to help celebrate a tremendous year as well as the accomplishments of the Members and Alumni of the organization. Hinton was presented with a framed drawing by a B&GC member as a memento of his honor (shown in photo).



2008 REGIONAL WINNERS



REGION 1 AWARD WINNERS

William M. Freestate, II, Rookie Agent of the Year; Jean M. Stutler, Agent of the Year; RD Robert Mitchell; Jennifer D. Long, Support Staff of the Year; Randy D. Raybon, Supervisor of the Year; Director Glover.



REGION 2 AWARD WINNERS

RD Clift Howle; Sheila L. Funderburk, Support Staff of the Year; R. Brannon Thomas, Jr., Employee of the Year; Gina C. Floyd, Agent of the Year; Chad A. Gambrell, Supervisor of the Year; Jenny L. Whiteside, Rookie Agent of the Year; Director Glover.



REGION 3 AWARD WINNERS

RD Chris Stepp; Christopher W. Doerr, Rookie Agent of the Year; Romeo M. Radovan, Employee of the Year; David A. Fashion, Jr.; Supervisor of the Year; Rhonda H. Hucks, Support Staff of the Year; Mr. Glover; Scott Herrington, Horry AIC.

REGION 4 AWARD WINNERS

Deputy Director Jeff Cogdill; Yolanda M. Burison, Supervisor of the Year; Jonathan W. Harper, Rookie Agent of the Year; Linda Green, Support Staff of the Year; Patrick N. Rowell, Employee of the Year; Mikisha L. Freeman, Agent of the Year; Kim Brantley, Orangeburg AIC; Director Glover.



RESIDENTIAL SERVICES EMPLOYEE OF THE YEAR

Thomas Scott, Director of Residential Services; Larissa Chess, Employee of the Year; Director Glover.

CENTRAL OFFICE AWARD WINNERS

John Benjamin Aplin, Employee of the Year; Joan Ritch, Support Staff of the Year; Angela W. Salley, Agent of the Year; Kenneth C. Wagner, Supervisor of the Year.



SMALL OFFICE OF THE YEAR

Chesterfield County ~ AIC Jerry Hamberis



MEDIUM OFFICE OF THE YEAR

Jasper County ~ AIC David Hotchkiss



LARGE OFFICE OF THE YEAR

Aiken County ~ AIC Mitchell Ray



CENTRAL OFFICE SECTION OF THE YEAR

Office of Legal Services



PPP AGENT BASIC AWARD WINNERS

By Melissa Ray, Director of Training Compliance and Professional Development

In addition to the personal feeling of accomplishment and the retention of knowledge needed to perform well in their job, Agents who attend the PPP Agent Basic Training have additional incentives to study and do well in the course. Honor Graduates of the PPP Agent Basic program are recognized and presented with a special gift at the graduation ceremony, held at the end of the three-week program. Honor Graduates are those Agents scoring a 98 or above on the final exam. PPP Agent Basic students are given a cumulative exam covering subjects that span the entire three-week program. Agents must recall information on a number of topics including, but not limited to, offender intake, OMS, the violation and hearing process, residential services, interstate compact, and legals.

As of the September 2007 PPP Agent Basic Training graduating class, a monetary award of \$100.00 is now being presented to the Agent(s) who receives the highest grade on the final exam. The Agents listed below were the top score recipients in their graduating class. Those denoted with a (*) were also recognized as Honor Graduates.

September 2007

*Amy Sprinkle, Greenville County

*Susan Brace, Berkeley County

December 2007

Kerri Legett, Aiken County

Crystal Owens, Richland County

Congratulations to the Honor Graduates and these Top Score recipients for their accomplishments while attending the PPP Agent Basic Training. They have proven that hard work really can pay off!

Diet and Lifestyle Recommendations

Submitted by Monica Hall, Human Resources

In honor of Wear Red Day, as published by the American Heart Association, a healthy diet and lifestyle are your best weapons to fight cardiovascular disease. It's not as hard as you may think! Remember, it's the overall pattern of your choices that counts.

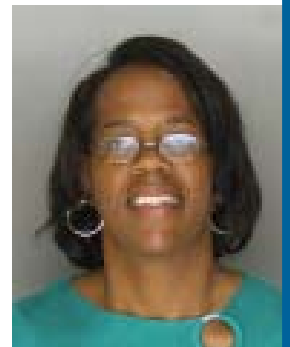
Use up at least as many calories as you take in. Start by knowing how many calories you should be eating and drinking to maintain your weight. Don't eat more calories than you know you can burn up every day. The right number of calories to eat each day is based on your age and physical activity level and whether you're trying to gain, lose or maintain your weight. Eat a variety of nutritious foods from all the food groups and eat less of the nutrient-poor foods. Limit foods and beverages high in calories but low in nutrients, and limit how much saturated fat, trans fat, cholesterol and sodium. Read labels carefully - the Nutrition Facts panel tell you how much of those nutrients each food or beverage contains. Follow the American Heart Association recommendations when you eat out and keep an eye on your portions. If you drink alcohol, drink in moderation.

Increase the amount and intensity of your physical activity to match the number of calories you take in. Aim for at least 30 minutes of moderate physical activity on most days of the week or - best of all - at least 30 minutes every day. Regular physical activity can help you maintain your weight and help you reach physical and cardiovascular fitness. If you can't do at least 30 minutes at one time, try three 10-minute sessions throughout the day.

LEARNING ABOUT OURSELVES

Submitted by the Office of Victim Services

Victim Services Coordinator Jackie Smith volunteered through Junior Achievement to teach a five week, one hour course entitled "Learning About Ourselves" to Mrs. Eaves' kindergarten class of 26 students at Rhames Elementary School in Columbia. The course contained five lessons which incorporated the "No Child Left Behind" curriculum. At the end of the five weeks, all of the children were presented with Junior Badges and a Certificate of Completion. Jackie received a picture from each child and a thank you note from the teacher, but most importantly another opportunity to make a difference.



30 YEARS OF STATE SERVICE~July 1, 2006 - February 29, 2008

Ann Clarke
Nan Goff

Linda Gunter
Cassandra Phibbs
Debra Shoemaker

Janice Watts
Gwendolyn Williams

20 YEARS OF STATE SERVICE~July 1, 2006 - February 29, 2008

Lisa Alston
Robert Ayers
Josephine Baccous
Renee Barrett
Patrice Boyd
Ronnie Carter
Teresa Coggins
Shirley Davidson
David Doss

William Doug Fordham
Cathy Foust
Priscilla Hegler
Michael Herd
Michelle Hughes
Jennifer Monday
Robert Owens, Jr.
Deborah Pace
Lillie Sanders
Karen Smith

Vivian Smith
Mildred Denise Sox
Steven Sparrow
Ramona Sproles
Christopher Stepp
Christopher Wells
Olivia Williams
Jacob Wilson, Jr.
Curtis Wright

RETIREES~Since November 2006

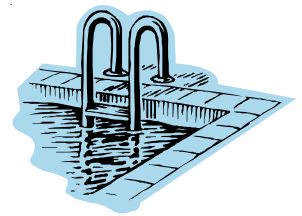
Phyllis Cole
Karen Fuqua
Hattie Halsey
Sandra Hendricks

Jennifer Hicks
Richard Loskill
Harold Mayo
Alyce Mundy

Matthew Roberts
David Stagg
Michael Stasiak
Barbara Wright

Donations to the Leave Pool

By Jyoti Nair, Human Resources



Listed below are the names of PPP employees who donated a portion of their 2007 sick and/or annual leave balance to the Leave Transfer Pool. As you know in state government, it is a "Use or Lose" situation regarding an employee's leave on the books and for many of us that is the case. At the end of the calendar year, the PPP Human Resources Office asks that employees donate any unused leave to the pool. Without an employee's authorization HR cannot just apply any unused leave to the pool. Leave donations are very important in that they are used for a good cause by our fellow employees who have run out of leave related to personal medical situations they have encountered. The total amount of annual leave donated by PPP employees for calendar year 2007 was 709.75 hours. Total sick leave donated totaled 1037.37 hours.

Joan Albert, Charleston
Patrice Boyd, HRM
Ann Clarke, ISC
Charles Coleman, Hearings
Robert Collier, Greenville
Shirley Davidson, Florence
Dedra Dickson-Phillips, Edgefield
Roy Evans, Hearings
Suzanne Foot, Beaufort
Anthony Fowler, Union

Melvia Gayle, Clarendon
Ellen Haire, Richland
Heyward Hinton, Hearings
Clifton Howle, Field Ops
Richard Loskill, Georgetown
Daniela McMillan, Richland
Vincent Mercer, Berkeley
Robert Mitchell, Field Ops
David O'Berry, ITSS

Jerry Rivers, Hearings
Donnie Rogers, ITSS
Dan Snipes, Anderson
Thomas Suber Jr., Newberry
Paul Tollison, Laurens
Caldwell Wier, Laurens
Jacob Wilson, Williamsburg
Carol Woodard, Victim Services
Babara Wright, Greenwood
Jessica Zwahlen, Anderson

Honoring Staff and Enjoying Fellowship on Awards Day 2008...



The Aiken County Office was bursting with pride as they stood to accept the Large Office of the Year Award.



Region Three's Employee of the Year Romeo Radovan of Berkeley County chats with Spartanburg's AIC Jeff Harmon and Asst. AIC Chad Gambrell.



Retiree Hattie Halsey (HRM) is congratulated by Director Glover.



Gathering for a photo with Director Glover after the Awards Ceremony are 20- and 30- year Service Pin Recipients.

OUTSTANDING PERFORMANCE BY SUMTER AGENTS

Submitted by Sharon A. Holland, Agent in Charge

Last fall, while conducting a home visit in the Cherryvale section of Sumter County, Agents Sumter and Tisdale saw an abscondee exit the residence of another offender. The abscondee made eye contact with Agent Sumter and then returned inside of the residence. Agent Sumter recognized the offender and called dispatch to request back-up from the Sheriff's Department. Within seconds, two Sheriff's deputies responded to the location. The deputies and the Agents then got into position and knocked on the door. This was done as a precaution because the abscondee was also wanted by the Sumter Police Department for armed robbery, and he was presumed to be armed and dangerous. The abscondee surrendered to the Agents and the deputies. He was then transported to the Sumter-Lee Regional Detention Center without incident. He was a DJJ parolee and was being held with no bond. This is one of the many instances in which this duo's quick actions and professionalism have resulted in the apprehension of an absconded offender.

SCPPA NEWS – MARK YOUR CALENDARS

By Stephanie Garrick, SCPPA President

SCPPA is looking forward to this year's Spring Conference which will be held on May 8, 2008 at the Columbia Metropolitan Convention Center. Our guest speaker will be Sheriff Leon Lott of the Richland County Sheriff's Department. Last year we had seventy-one people registered for the Spring Conference, so our goal this year is one hundred participants.



On May 7, 2008, our golf tournament will be held at Crickentree Golf Course with a tee time beginning at 10:00 a.m. If you are unable to make the golf tournament, don't worry. You can join us for "Business After Hours" in the Vista that evening.

To keep you up-to-date on all of SCPPA's latest news and events please go to our "new" website at www.scppa.net

2007 Outstanding Graduate Awards



**Top Agent Trainee
Marksman
David Gamble**



**Top Agent Trainee
Academic Graduate
Kathleen Nadobny**

Midlands Heart Walk



Deborah Watts, Loretta Goodwin, Cathy Foust, Jodi Gallman, Stacia Clark, Marguerite Brown, Tiffany Phillips and Carol Woodard participated in the three-mile walk to stamp out heart disease and stroke on March 15th. In addition to the walk, donations were collected and submitted to the American Heart Association for the Department. Not pictured: Sherri Brice.

AGENT BASIC CLASS GRADUATES



A new class of 20 prospective Agents graduated from Agent Basic class on December 21st. They will now go to the SC Criminal Justice Academy for nine weeks, after which time they will receive their badges as SCDPPPS Agents.

They are (in alphabetical order): Ra'Shad Brown, Chester; Adam Davis, Anderson; Rhonda Elliott, Horry; Veronica Gist, Pickens; James Graham, Anderson; Christian Hines, Richland; Kerri Legette, Aiken; Angela Levy, Sumter; Tyson Milhouse, Barnwell; Allan Norfus, Greenville; Crystal Owens, Richland; Matthew Pequegnat, Beaufort; Michelle Rice, Orangeburg; Eugene Rodillo, Richland; Brian Scales, Horry; Brett Schoem, Charleston; Thomas Smith, Greenville; Antiwan Thomas, Colleton; Shawn Vile, Greenville; Millicent Williamson, Greenville.

Highlighting Spartanburg County

By AIC Jeff Harmon & AAIC Chad Gambrell

There have been a number of exciting initiatives undertaken within the Spartanburg Office in 2007-08, and we wanted to take an opportunity to highlight these accomplishments, as well as share these with others in the Department.

Office Improvements. One of our 2007 goals for the Spartanburg Office was to improve the work environment and to instill a sense of pride on behalf of staff as well as a greater sense of professionalism. We formed a committee to identify areas that needed attention and to oversee the improvement of lighting to the exterior of the building for safety purposes, creation of a marked space for state vehicles closer to the building entrances, the installation of an exercise room for staff to improve their health, the removal of broken office furnishings, cleaning of the carpet, painting of the inside work spaces and lobbies,



An Agent Who's an Artist: Agent Brian Burrell uses his degree in Graphic Design to re-letter and paint the signs identifying the Spartanburg County office and decorate the interior walls of the office.

and the recommendation to purchase new office furniture. Many enhancements were accomplished by various volunteers within the office including Agent Brian Burrell using his graphic design skills to re-letter and paint the signs identifying our building and using his talents to decorate the interior walls of the office.

Violation Hearings. An important goal for last year was to address the violation hearing back-log. These hearings were being conducted months after the service of legal process. When the cases were finally introduced to the hearing authority, in many instances the violations were stale and other processes were in need of being issued. The problem also was adding to the overcrowded conditions at the local Detention Center. After working with our local Judiciary, the Public Defender's Office and our Office of Legal Services, we revised our violation hearing procedures and have reduced that back-log to less than 30 days. This has also created a less stressful

work environment when the Agents are in Court and has forged new positive relationships with the various court personnel.

Vocational Rehabilitation. Last fall, we were pleased to accept an invitation by our local Vocational Rehabilitation (VR) office to be involved in a documentary which highlighted our renewed partnership. Under this initiative, our Agents work closely with assigned counselors and provide referrals on all unemployed offenders. The VR office has continued to assign two counselors to our office with set office hours two days per week. A new in-house referral system was also developed by VR in order to better organize their ever-growing probation caseload, which has doubled in size. Since the birth of this new partnership, we have seen dramatic success in referral cases that VR has been able to close. These preliminary numbers show a 650% increase in successful cases where the offenders are now either newly trained, have completed treatment or counseling, or are employed for more than 91 days after placement. VR reports that this successful increase pertains to the case closures over the same time period for 2006. We see these early achievements as making a definite and continued difference in the lives of the offenders in our county. We have also recently made an office available to a SADAC (Spartanburg Alcohol and Drug Abuse Commission) counselor in our office one day per week to accept offender appointments, as well as answer various substance abuse questions that our Agents have.



From Left: Heather Higgins, Leslie Duncan, Constance Taylor are part of the hard-working Spartanburg County office.

Geographic Case Assignment. In January 2007, we began a process of assigning our general probation cases to three distinct geographic areas within the county. This effort was done to reduce the drive time for Agents during home visits. As of January 2008 and after much research and assistance from Tony Dukes of the Office of Executive Programs we have begun the transition to 15 distinct zones within the county. These 15 zones were established in cooperation with Dukes and a company out of North Carolina to help in the balancing of workloads, and reducing drive time, mileage and gas consumption. These 15 zones also make it possible for Agents to become more familiar with community resources such as law enforcement for intelligence and support, civil groups, local educational programs, offender job opportunities and many other service providing groups including local churches and smaller incorporated areas of the county.

Continued on Page 15

Criminal Justice Academy Graduates



DECEMBER 14TH ~ Miranda Ware of Greenville County is joined by Asst. AIC Greg Stewart.



JANUARY 11TH ~ Greenwood AIC Steve Osborne; Sandy D. Coney, Greenwood County; Krystal D. White, Anderson; Anderson County AIC Gerald Black; and RD Robert Mitchell.



FEBRUARY 1ST ~ Michael Jordan, York; Eric Ashburn, York; William Fordham, Richland; Deputy Director for Field Operations Jeff Cogdill; Jeremy Goodman, Greenwood; Ashley Graham, Richland; and Kenneth Clarke, Greenville.



FEBRUARY 22ND ~ Aaron W. Adams, York County; Susan E. Brace, Berkeley, Deputy Director for Field Operations Jeff Cogdill; Kyle J. Radford, Aiken; Johnny G. Thrower, Orangeburg.

Meet Me at the Opera

Laura Mitchell, 7, and her father, Robert, (Regional Director Robert Mitchell) performed in the children's opera "Harmonia" by Stephen Paulus recently in the David Reid Theater at the Chapman Cultural Center in Spartanburg. The one-act opera, presented by The Spartanburg Repertory Company was performed in February. The story concerns an invisible Earth moon called Harmonia whose inhabitants are threatened by the villain Oharmo, bent upon stealing melody, harmony and everything else musical from Harmonia and its heroic leader, Sofiria. [Photograph Courtesy of GoUpstate.com]



Mark Your Calendars

By Jodi Gallman, Director of Community Affairs

MAY



During the month of May, we will celebrate **National Public Service Recognition Week** along with **State Employee Recognition Day**. This recognition is given in appreciation to state employees for dedication to service and a job well done.

May is also **Military Appreciation Month**. A special tribute will be given to our deployed co-workers and those serving the military.

JUNE

June is **Fatherhood Initiative Month**. The Department will focus on strategies for non-custodial fathers to strengthen family relationships and get appropriate skills training through available resources. More details will be sent via e-mail.

"Building Bridges for Female Offenders: Today and Tomorrow"

By Larissa Chess, Administrative Assistant, Residential Services

The SC Correctional Association Task Force on Adult & Juvenile Female Offenders will have their second conference on May 5, 2008, at the Brookland Banquet and Conference Center in West Columbia from 8:00am to 4:30pm. The \$30 registration fee covers training materials and lunch. Students pay only \$15. Registration deadline is April 25, 2008, after which the fee will be \$35.

Please e-mail or call Judy Anderson (Anderson.Judy@doc.state.sc.us) or Peggy Yobs (Yobs.Peggy@doc.state.sc.us) at 803-896-8590 to obtain a registration form or for more information.

Learning On-line

By Beverly Steele, Help Desk Manager

The Dell Learning Center is a great online training resource at your fingertips to learn more about topics such as WordPerfect, GroupWise, and Windows XP. Everyone in the agency can access the Learning Center by going to the Intranet, clicking on the Learning Center link, and using your Novell UserID and password to get into the system. The tutorials are self-paced and offer the option of experiencing the whole class at one sitting (if you have the time) or learning about subsets of your topic (for example, how to set up tables in WordPerfect). No scheduling required!

The Center also offers online training on a wide range of topics such:

- ◆ Interviewing skills
- ◆ Writing for the Business Professional
- ◆ Enabling Teams
- ◆ Managing Team Conflicts
- ◆ Organized Communication
- ◆ E-mail and Telephone Etiquette
- ◆ Facilitating and Coaching
- ◆ Making the Transition to Management
- ◆ Team Participation
- ◆ The Art of Active Listening.

New courses are added quarterly, so take a moment to visit the Dell Learning Center at your convenience. You never know what you might learn!!

"Ms. Ruth" Pays a Visit

Ruth Brown, who retired several years ago from the Central Office, paid a visit recently to catch up with old friends and report on her health.

She said she is doing well and misses her friends at PPP.



Truth or Lies – Interpreting Behavior

By Margarette Parrish, Agent in Charge, York County

SLED Agent Rick Charles has obviously done his homework when it comes to deception. At our December AIC Meeting, Agent Charles spoke to us in depth about how to interpret body language as well as written and verbal cues in order to determine if someone is telling the truth. The science of lie detection goes back many years and utilized many different techniques. We learned how, before the inception of the polygraph, people used everything from food to animals in various ways to determine what the truth was. One truth is, everyone lies. And using the tools he described to us will allow us to discern, without the use of equipment, when our offenders are being deceptive. Body language is a big indicator of truthfulness. Generally, those being deceptive have dilated pupils and use less hand gestures. Their posture is also very guarded, with arms crossed and legs in almost a defensive position. It is also a good idea, according to what we learned, to have suspects write out their own statements. This can offer many signs of deception. For instance, if a suspected arsonist

begins his statement speaking of “my house” and later changes to “the house,” he has obviously removed himself from the ownership of that house. The same holds true for those who begin with “my son” to “the boy.” In verbal language, one can also pick up on the tense of verbs used by a suspect. Agent Charles used many examples of well known cases to reiterate this point. For example, in the Susan Smith case, when Smith was first interviewed regarding her children she referred to them in the past tense. She was already indicating, through her speech, that she knew what had happened to her children.

Overall, the presentation by Agent Charles was very informative and entertaining. He has had many years of experience in dealing with suspects and interpreting their behavior. We can all utilize what we learned from him in dealing with our offender population and continue to be more observant of not only what they are telling us, but how.

Highlighting PPP

In January, the American Correctional Association held its 2008 Winter Conference in Grapevine, Texas. ACA conferences focus on presenting best practices in the arenas of corrections, detention and community corrections. Teresa Knox, Chief Legal Counsel and Rhonda Grant, Director of Executive Programs (and current South Carolina Correctional Association President) presented a workshop titled: **Community Corrections: Trends and Challenges in the Supervision of Sex Offenders**. The workshop included information about South Carolina’s approach to implementing Jessie’s Law and programmatic changes within the state related to the supervision of sex offenders in the community.



SC-NABCJ 13th Annual One-Day Training Conference

Submitted by Deon Wilform, Interstate Compact

SC-NABCJ celebrated its 13th Annual One-Day Training Conference at the beautiful Brookland Banquet and Conference Center in Columbia on December 7th, 2007. Although there was similar attendance of past years, we had the pleasure of welcoming new conference attendees which demonstrates the power of networking!



The SC-NABCJ annual conference provided the perfect opportunity for PPP employees to network with SCSU students as well as many others in the criminal justice community.

The program included dynamic and influential community figures who brought insightful and encouraging information through panel discussions, workshops and group lecture. Moderated by WIS TV Anchor, Craig Melvin, the panel discussion addressed community issues involving the increase in gang violence and the legislative action that has been enacted to combat it. Mr. Vince Ford, Sr., Vice President of Palmetto Health Community Services, delivered the luncheon address encouraging attendees to get “back to the basics” in being involved with youth in an effort to steer them in the right direction. Workshops of the day focused on financial education, personal motivation, sex offender management and gang investigation.

If you were not able to make the SC-NABCJ Conference in ‘07, you certainly want to make plans to attend in ‘08. We have already begun plans for another exciting event, so get ready to join us on Friday, December 5, 2008.

Please Welcome OUR NEW EMPLOYEES



DECEMBER 2007 - FEBRUARY 2008

Marietta Boykin	HRM
Sally Cargile	Fiscal Mgmt
Justin Cohen	York
Fanta Coleman	Fiscal Mgmt
Jonathan Horne	Greenville
April Lawson	Fiscal Mgmt
Cheryl Martin	York
Brandy Morrell	Lancaster
Maurice Nelson	Sumter
Carla Oglesby	Anderson
Julia Pilgrim-Richardson	Laurens
Howard Sanders	Materials Mgmt
Melinda Schlock	Greenwood
Matthew Smith	HRM
Katura Stephens-Miley	Hampton
Lisa Thomas	Richland
Frank Williams	Sumter
Renje Zeeff	Spartanburg

Highlighting Spartanburg, Cont.

Financial Summons Project. In early 2007 we began the Financial Summons Project which targeted all offenders that were in arrears on any financial obligations. This project was used by the Laurens County Office for several years successfully, and we were eager to try it on a large scale. We chose this specific project also because it requires very little Agent involvement and it does not cause a back-log in General Sessions Court or in Administrative Hearings. Conducting this project in the early spring also is found to be more productive due to offenders typically having more financial resources during this time. A team of Human Service Specialists and Interns were assembled and the offenders were mailed a "Summons" to appear in a specific courtroom to discuss their financial arrearages. They were also instructed that if these monies were paid beforehand, their appearance was not neces-



Work-Life Balance

Submitted by Julie Blanton, Human Resources

According to Prevention Partners with the SC Budget and Control Board, finding work-life balance in today's frenetically-paced world is no simple task. Spend more time at work than at home and you miss out on a rewarding personal life. Then again, if you're facing challenges in your personal life such as caring for an aging parent or coping with marital or financial problems, concentrating on your job can be difficult. Whether the problem is too much focus on work or too little, when your work life and your personal life feel out of balance, stress and its harmful effects is the result. To take control, first consider how the world of work has changed, then reevaluate your relationship to work and apply these strategies for striking a more healthy balance.

How work invades your personal life

There was a time when employees showed up for work Monday through Friday and worked eight to nine hours. The boundaries between work and home were fairly clear then. But the world has changed and, unfortunately, the boundaries have blurred for many workers. Here's why:

- ◆ **Global economy.** As more skilled workers enter the global labor market and companies outsource or move more jobs to reduce labor costs, people feel pressured to work longer and produce more to protect their jobs.
- ◆ **Advanced communication technology.** People now have the ability to work anywhere from their home, from their car and even on vacation.
- ◆ **Longer hours.** Employers commonly ask employees to work longer hours than they're scheduled. Often, overtime is mandatory. If you hope to move up the career ladder, you may find yourself regularly working more than 40 hours a week to achieve and exceed expectations.
- ◆ **Changes in family roles.** Today's married worker is typically part of a dual-career couple, which makes it difficult to find time to meet commitments to family, friends and community.

If you've experienced any of these challenges, you understand how easy it is for work to invade your personal life. Services provided by your EAP are usually free of charge and confidential. Balance doesn't mean doing everything. Examine your priorities and set boundaries. Be firm in what you can and cannot do. Only you can restore harmony to your lifestyle.

sary. On the specified appearance date, instead of a Judge sitting at the bench, we had all of our supervisors there to address their violations. If the monies were not paid, then a payment plan was computed or in some situations, legal process was served. The project reduced our total arrears by 40% and we were able to collect \$141,898 above our 2006 recorded collections. We are again poised to start this very worthwhile project during

the spring of 2008.

Victim Videoconferencing Expansion. In September the grant program that brought Parole Video Conferencing to Victims to the Charleston Area expanded into the upstate. VSC Burt Sparks serves as the liaison for 10 upstate counties. The expansion allows for victims to attend parole hearings closer to their home and forgo the long drive to Columbia.

CELL PHONE USERS PLEASE BE ADVISED...

SCDPPPS Policy 608 and Employee Cell Phone Usage Agreement



Please be mindful that Department cell phones are provided to some employees for necessary, official Department business purposes only. Employees who have been issued a Departmental cell phone may be held accountable for:

- ◆ Any downloads and personal/non-business related text messaging
- ◆ 411 Directory Assistance; use alternative directory assistance (i.e. 1-800-FREE 411 or GOOGLE TEXT 46645)
- ◆ All personal use of cell phone (this includes usage during nights and weekends)

Failure to comply with this policy may result in disciplinary actions and reimbursement. Moreover, IRS implications subject tax liability for the value associated with any personal use of state issued cell phones (see <http://www.irs.gov/govt/fslg/article/0,,id=167154,00.html>).

THE INFORMER

South Carolina Department of Probation, Parole & Pardon Services

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The Honorable Mark Sanford
Governor

Samuel B. Glover
Director

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Newsletter Editor

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Office of Executive Programs
Newsletter Designer

Blood Drive a Success

A total of 28 people “rolled up their sleeves” to donate blood at the Central Office during January. The result was three more pints than the blood drive held a few months ago. Participating offices were: Central, Lexington, Richland and Sumter counties.



AGENCY MISSION

To **prepare** offenders under our supervision toward becoming productive members of the community;
to **provide** assistance to the victims of crimes, the courts and the Parole Board; and
to **protect** public trust and safety.

AGENCY MOTTO

PREPARE, PROVIDE AND PROTECT