

The Academy Connection

Where South Carolina Law Enforcement Training is Defined

SOUTH CAROLINA
CRIMINAL JUSTICE ACADEMY



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Director's Message Hubert F. Harrell

With all of the things going on at the Statehouse and with our own reorganization, we have found ourselves extremely busy. Change is always difficult when you become accustomed to a certain routine or format, and find the function associated with the format or routine changing.

The changes implemented by the Legislature concerning the retirement system have kept speculation brewing and created a great deal of uncertainty for many of our employees. Now that the changes have been made and voted upon, we can see what the future may hold a little more clearly. As I have said before, the decision to retire or not to retire is an individual decision and I would expect that each person making that decision would consider the needs of their family, and how they will

be affected by that decision for the long term.

The issue of returning to work and the parameters under which we must work to allow persons retiring to return are being adjusted to comply with the new plan. For the Academy, our decisions will depend heavily on what our budget can stand and the needs of the Academy to meet its mission. I know that some are anxious to solidify their situation after retirement, but I would suggest that before you leap, you check with your division manager to see if we will be retaining your current position or not filling it for a while. Our decision will be based on our needs and ability to sustain the position.

The other changes we have made in our organization are to allow some of our personnel to see if they are capable of managing certain functions



within the Academy. They will be given a six month trial period to see if they are capable of making competent decisions and not just carry the title. I have instructed the senior staff to allow their subordinates to make their own way and to step in only when it appears that they are about to make a fatal error. We learn from our mistakes as well as our successes.

Some of those reassigned have been placed in those positions

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Director's Message Continued

because of their expertise and experience. It is human nature to become so accustomed to a particular job or circumstance that we eventually lose our ability to change or to develop new ideas. I can assure them that I expect to see them re-energize their abilities and add a new dynamic to our function. Should they not prove capable of change, we will give someone else a chance. We do not have a shortage of talent here.

I am reminded every day, as I read the news, how critical our mission is here at the Academy. Hardly a week goes by when some officer somewhere in our country is involved in a deadly encounter. Whether or not the officer survives it will depend

on how well trained and prepared they are. I had occasion to attend the Police Chief's meeting a month ago and was given feedback on how well prepared their new recruits are as they return from our twelve week basic training. That is a credit to the entire staff and a positive indicator that we are on the right track.

On the advanced side of the house, Wayne Harris has distinguished himself with his "Executive Management Workshop". The comments I am receiving from the field are extremely complementary and Wayne is to be commended for that successful addition to our curriculum.

We as a staff are making some

real tough decisions to get through this fiscal year and we are making those decisions early. Someone made a comment that I give the staff only bad news. Unfortunately, bad financial news is all I have had to give during the worst recession of our time. I am hoping that I do not have to create furloughs or layoffs to remain solvent. The good news is that there seems to be a glimmer of light at the end of the tunnel and next fiscal year may allow me to be a lot more positive in our outlook. We should be proud of what we have accomplished over the past four years and I am proud to tell the field that this is once again, their Academy.



Pictured From left to right: Gayle Whitlock, Brian Bennett, Kendra Brown, General Roberts, Mike Baker, and Rita Yarborough

TOP COP COMPETITION 2012

By: Rita Yarborough

On June 4-5, 2012, several Academy Instructors were invited to participate as evaluators for the Top Cop Competition that was held at Fort Jackson. This event was sponsored by the 17th MP Detachment of Fort Jackson. The event included various MP Detachments from both Army and Air Force installations along with several local police and sheriff's departments competing for top honors.

The instructors who served as evaluators during the competition were Kendra Brown and Mike Baker who were assigned to evaluate the Stress Fire and Active Shooter portion of the competition. For the response to Domestic

Violence portion of the competition, the evaluators were Brian Bennett, Gayle Whitlock, and Rita Yarborough.

As a thank you for helping with the competition the Commanding General of Fort Jackson Brigadier General Bryan T. Roberts presented the instructors with the Achievement Medal for Civilian Service.

Cliff Miller: Graduate of the Certified Public Manager Program

On May 24, 2012, the South Carolina Budget and Control Board's Division of Human Resources recently awarded the professional Certified Public Manager (CPM) credential to 32 state government employees. Cliff Miller, Basic Training Manager for the Criminal Justice Academy was one of the 32.

As described on the South Carolina Budget and Control Board, Office of Human Resources (SCB&CB-OHR) website, "The South Carolina CPM program is a Nationally Accredited management development program for managers and supervisors in South Carolina state government. The program was initially accredited by the National CPM Consortium in 1996 and was reaccredited in 2006."

"Philosophically, the South Carolina CPM Program strives to encourage innovative management practices and high ethical standards. The mission of the CPM Program is to provide quality training for public administrators, to assist agencies in developing future leaders, and to recognize management as a profession in the public sector. The CPM Program promotes on-the-job application of learning, gives participants experience in solving agency problems, develops human resources and encourages networking with CPM graduates in other states."



Cliff Miller (left) and Marsha Adams, Executive Director, Budget and Control Board (right)

It should be noted that the South Carolina Society of Certified Public Managers is recognized by the American Academy of Certified Public Managers (AACPM) as a member Society of the AACPM along with the states of Arizona, Arkansas, Florida, Georgia, Idaho, Kansas, Kentucky, Louisiana, Mississippi, New Jersey, North Carolina, New Hampshire, Oklahoma, Ohio, Texas, Utah, Washington, and Wisconsin in addition to the National Capital Region.

As described by the SCB&CB-OHR, "The CPM certification is designed for experienced government supervisors and managers who have demonstrated leadership potential."

"Since the agency funds the candidates' participation in the CPM program, selection decisions should be based on a combination of the candidates' demonstrated performance and potential, their level of interest and commitment to the CPM program, as well as the potential mutual benefits to the candidates and the agency."

"Candidates must be nominated by their agency leadership and applications signed by either an agency director or deputy director."

The criteria to earn the nationally recognized CPM management credential were briefly outlined in the *Impact*. Participants must complete 300 hours of coursework, pass written examinations, and apply their knowledge by completing a project related to their agency. This year, as in the past, saw a number of noteworthy projects completed by the graduates. Mr. Miller completed his project on SCCJA's Advanced Training Attendance Deficits / Instructional Capacities for South Carolina Law Enforcement Agencies.

Employee Recognition and Service Awards May 9, 2012



Outstanding Employee Award
Bill Kearns
Facilities Management



Outstanding Basic Instructor
Jimmy Fennell
Legal Unit



Outstanding Supervisor
John McMahan
Range Unit



Outstanding Advanced Instructor
Tony Taylor
Gangs Unit



Director's Award
Brandy Duncan
Chief General Counsel

10 Years State Service

Sherri Cloud
Cliff Miller
Kelly Pantsarti

15 Years State Service

Steve Baxley
James Brantley
Nina Brunet
Jim Graham
Al Morant
Monica Yarborough

20 Years State Service

Mary Brown
Dale Smith
Mark Thomas

**JP Strom Award Winners
April—June 2012**



BLE 582
Matthew A. McMillen
SC Probation, Parole & Pardon Services



BLE 583
Matthew R. Stubbs
Charleston Police Department



BLE 584
Samantha M. Lewis
Charleston Police Department



BLE 585
Aaron D. Grove
Richland County Sheriff's Department

**Bert Friday Award Winners
April—June 2012**



BJ 315
Steven B. Atwood
J. Reuben Long Detention Center

Basic Class Information

Basic Law Classes

B590	July 23–October 12, 2012
B591	August 13–November 2, 2012
B592	September 3–November 30, 2012
B593	September 24–December 21, 2012

Limited Duty

August 20–30, 2012
October 22–November 1, 2012

Basic Jail Classes

BJ 317	July 9–27, 2012
BJ 318	August 6–24, 2012
BJ 319	September 3–21, 2012
BJ 320	October 1–19, 2012

Basic TCO (formerly E-911)

BTOT 168	July 9–20, 2012
BTOT 169	September 10–21, 2012
BTOT 170	October 22–November 2, 2012

A Note From: Traffic Safety Unit

With the addition of SFST and Datamaster DMT classes in the new 12 week basic training curriculum, it will be necessary to ask the field to assist us with volunteer drinkers. I believe this training will assist officers in not only DUI detection, but also help officers to recognize when subjects are impaired. This can make a huge difference in what approach an officer will take when handling various situations. We need approximately 250 volunteers per year. I know this sounds like a lot but that is less than one percent of South Carolina's police population. If you can be of assistance or have any questions please contact Michael Brantley of the Traffic Safety Unit at (803) 896-7791 jmbrantley@sccja.sc.gov or Dale Smith at (803) 896-5556 desmith@sccja.sc.gov.

Below you will find a list of all dates for the next year. We can provide rooms to any volunteer who will need to travel and stay overnight. Alcohol and meals are provided for all volunteers; however, if they desire to bring their own alcohol that is permitted.

Dates for BLE Drinking Lab 2012-2013

August 1st & 2nd 2012
 August 22nd & 23rd 2012
 October 3rd & 4th 2012
 October 24th & 25th 2012
 November 14th & 15th 2012
 December 12th & 13th 2012
 January 16th & 17th 2013
 February 6th & 7th 2013
 February 27th & 28th 2013
 March 20th & 21st 2013
 April 10th & 11th 2013
 May 1st & 2nd 2013
 May 22nd & 23rd 2013
 June 12th & 13th 2013



Welcome Our New Employee



Kevin Butler
Defensive Tactics Instructor

WELLNESS WALK

By: Cheryl Beard

The Criminal Justice Academy held its annual wellness walk on Wednesday, April 25, 2012, from 7:30 a.m. to 10:00 a.m. We had nine employees who participated. We had one runner and the others walked which was great. The weather was perfect; we could not have asked for a better morning. Each employee who participated got a certificate for their participation. The employees who participated were: Kendra Brown, Cliff Miller, Mike Wingard, Michelle Miller, Darlene Simmons, Angela Graham, Bette Kottmyer, Gayle Brazell and Debbie Bryant. We hope next year to have more participants.



Pictured from Left to Right: Angela Graham, Michelle Miller and Darlene Simmons

EMPLOYEE SPOTLIGHT



On Saturday, May 5, 2012, Instructor Eric Brown (left) and Rita Yarborough, Police Science Supervisor, (right) graduated from Columbia College with a Master's Degree in Education.

On Friday, June 22, 2012, Jim Crosland, Basic Training Coordinator, graduated from ITT Technical Institute with a Bachelor's Degree in Criminal Justice.



On May 21, 2012, Shari Driggers was sworn in as a member of the South Carolina Bar during a ceremony conducted by the South Carolina Supreme Court. Mrs. Driggers is a December 2011 graduate of the Charleston School of Law, completing her studies while working full time in the Traffic Division of the Summerville Police Department. Mrs. Driggers joined the Academy staff in March and is the newest member of the Legal Unit.