

ANNUAL REPORT 2024

FIRST DISTRICT
DEPARTMENT OF CORRECTIONS

TABLE OF CONTENTS

Vision, Mission, Values & Beliefs, Goals-----	3
Department Overview-----	4
First District Offices & Facilities-----	5
Advisory Board Information -----	6
Program/Treatment Services Overview -----	7-14
Financial Information -----	15
Intern/Volunteer Services -----	16
Staff Trainings -----	17
Special Recognitions -----	18

VISION

AN IOWA WITH NO
MORE VICTIMS

MISSION

CREATING
OPPORTUNITIES FOR
SAFER COMMUNITIES

VALUES/BELIEFS

PEOPLE CAN CHANGE

OUR EFFORTS HELP MAKE
PEOPLE SAFER

WE MUST WORK AS A TEAM IF
WE ARE TO SUCCEED

EVERY PERSON SHOULD BE
TREATED WITH DIGNITY AND
RESPECT



GOALS

To implement evidence-based practices in treatment and supervision for the purpose of supporting consistency and decreasing recidivism.

To increase offender satisfaction in their treatment and supervision experience.

To embrace diversity through enhancing sensitivity to differences, recognize the commonalities, and respect the uniqueness of all individuals.

To provide training to all staff consistent with their job responsibilities and the department's mission.

To provide a safe environment for visitors, employees, and offenders.

To provide technological and information resources for staff to more efficiently and effectively do their jobs.

To provide office space and residential facilities which meet the needs of the offenders being served.

To provide accurate and efficient accountability in all fiscal activities.

DEPARTMENT OVERVIEW

The First Judicial District Department of Correctional Services is an agency established under Iowa Code Chapter 905 to provide correctional services throughout the eleven counties of Northeast Iowa, comprising the First Judicial District.

In October of 1973, the first efforts at establishing community-based corrections in the First Judicial District revolved around a Waterloo based agency established to provide correctional services in Black Hawk, Grundy, and Buchanan Counties, named the "Tri-County Department of Court Services."

In late 1974, a similar office was established in Oelwein to provide correctional services in Fayette, Chickasaw, Clayton, Howard, Winneshiek, and Allamakee Counties.

In November of 1976, the two agencies were merged into one to provide most of the basic pre-institutional services in nine of the eleven counties of the district and a limited level of service in Dubuque and Delaware Counties. In 1977, all eleven counties merged into one agency called, "The First Judicial District Department of Correctional Services."

Early efforts to establish a residential facility/probation office in the Waterloo-Cedar Falls area finally paid off in late 1976 with the establishment of a residential facility in the old Ellis Hotel building in downtown Waterloo. A second residential facility was leased in 1978 in Dubuque at an old house on Garfield Street. In November of 1981, Waterloo probation staff separated from the residential setting and moved from the Ellis Hotel to the current Waterloo Probation/Parole Office at 527 E. 5th Street. In 1984, a 36-bed facility was built in Dubuque on Elm Street; and in 1985, the Waterloo Residential Facility moved from the condemned Ellis Hotel to a newly constructed 56-bed facility at 310 East 6th Street.

On July 1, 1984, the State Department of Corrections turned over the administration of all community-based correctional services to the eight judicial districts, bringing on Parole, Compact Services, and Work Release for those inmates released from prison. The Work Release Facility in Waterloo had been in operation since November of 1971. In March of 1991 an addition was completed to the Waterloo Residential Facility to house Work Release and Administrative Offices. In this transition Work Release expanded from a 20-bed facility to a 64-bed multi-program facility.

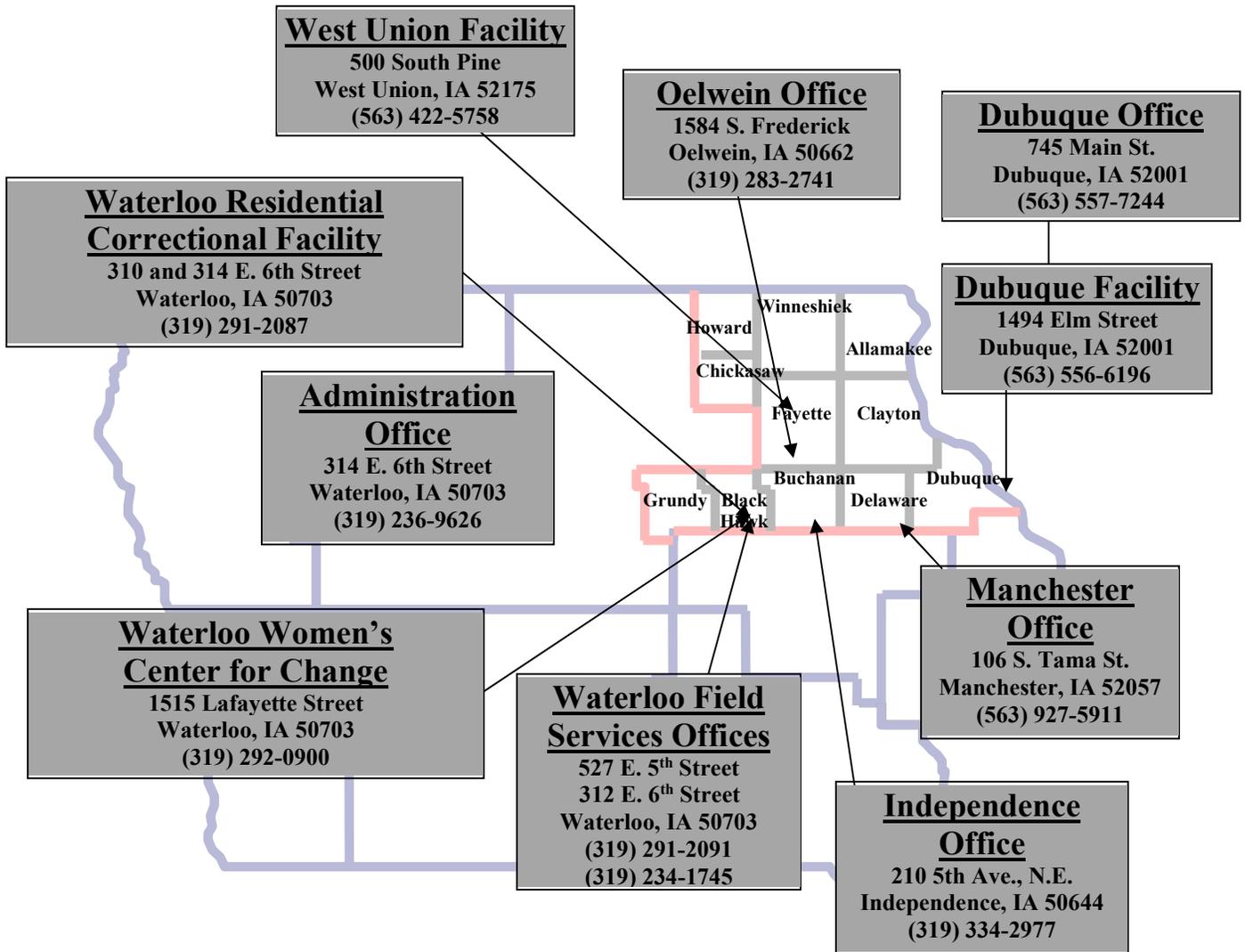
In 1992, a 32-bed multi-program correctional facility was completed in West Union. In 1995, an 8-bed expansion was built creating a 40-bed co-correctional facility. In 2001 an additional 8 beds were added, raising capacity to 48. In May of 1999, the Dubuque Field Services Offices moved to a new location at 745 Main Street. In early 2001, a 44-bed expansion of the Dubuque Residential Facility was completed bringing the total design capacity to 80 beds. In June of 2004, the Oelwein Field Services Office moved to 1584 South Frederick Street in Oelwein. In April of 2005, the Decorah Field Services Office moved to 1014 South Mill Street in Decorah.

In June 2011, construction of the Waterloo Women's Center for Change at 1515 Lafayette Street was completed. This new facility is dedicated to serve female offenders in the Waterloo area. The center combines both residential and field services programming with 45 residential beds and office space for probation officers and other staff.

The First Judicial District Department of Correctional Services provides a comprehensive program of community correctional services, including: Pre-trial Services, Pre-sentence Investigations, Probation Supervision, Residential Correctional Facilities, Work Release, Parole, Interstate Compact Services, and Special Programs.

With the passage of The State Government Alignment Act (Senate File 514), signed by Governor Reynolds on April 4, 2023, the eight Community Based Department of Correctional Services agencies were merged with the Department of Corrections.

LOCATIONS



ADVISORY BOARD

ALLAMAKEE COUNTY
BLACK HAWK COUNTY
BUCHANAN COUNTY
CHICKASAW COUNTY
CLAYTON COUNTY
DELAWARE COUNTY
DUBUQUE COUNTY
FAYETTE COUNTY

DENNIS KEATLEY
LINDA LAYLIN
DAWN VOGEL
STEVE BREITBACH
STEVE DOEPPKE
SHIRLEY HELMRICH
ANN MCDONOUGH
JEFF BUNN

GRUNDY COUNTY
HOWARD COUNTY
WINNESHIEK COUNTY
JUDICIAL
JUDICIAL
JUDICIAL
ADVISORY
ADVISORY

VIC VANDEHAAR
PAT MURRAY
MARK FALDET
LENA HEIT
MARY SCHLICHER
LES BLAIR
JOHN SHOOK
LYNN NEILL

FY 24 MEETINGS SUMMARY

October 10, 2023

- Approved the FY 23 Financial Report
- Update on FY 24 Budget process
- Recognized New and Promoted Staff
- Special Recognition – Jessica Houselog and Tim McFarland

February 23, 2024

- Held elections for Advisory Board positions and approved such
- Update on FY 24 Budget
- Update Bylaws – changes suggested
- Presented Annual Report
- Recognized New and Promoted Staff
- Special Recognition – Tanner Michels and Kody Hampton

June 21, 2024

- Update on FY 24 Budget
- Presentation: Jail Diversion by Teena Williams
- Approved changes to the Table of Organization.
- Special Recognition – Marvin Spencer, Supervisor of the Year; Lisa Dow, Employee of the Year; Kathy Dunt, special recognition. Life Saving Award: Cam Schares, Sierra McFarlane, Tanner Michels, Kody Hampton, Tim McFarland, and Jessica Houselog.
- Special Recognition (Safety Instructors) – Doug Dietz, Sam Shoger, Tanner Michels, McKenzie Eckert
- Recognized New and Promoted Staff

SPECIAL PROGRAMS

DRUG COURT

Drug Court represents a non-traditional approach to criminal offenders who are addicted to drugs. Rather than focusing only on the crimes and punishments, Drug Court also attempts to solve some of each individual's underlying problems. The program is built upon a unique partnership between the criminal justice and drug treatment communities, one which structures treatment intervention around the authority and personal involvement of a single Drug Court Judge.

Drug Court is dependent upon the creation of a non-adversarial courtroom atmosphere where a single Judge and dedicated correctional and treatment staff work together toward the common goal of breaking the cycle of drug abuse and criminal behavior. An environment with clear and explicit rules is created and a participant's compliance is within their own control.

The mission of Drug Court is to enhance public safety and benefit the community through a judicially supervised, collaborative effort to more efficiently work with substance abusing offenders, thereby reducing recidivism and associated crime. The First District served 64 clients in Drug Court this fiscal year.

IOWA DOMESTIC ABUSE PROGRAM

Iowa law mandates anyone convicted of domestic abuse must complete the Iowa Domestic Abuse Program (IDAP). This program provides group education and treatment for offenders who have either been convicted of domestic abuse charges or who have a pattern of abusive behavior within their relationships. Classes are offered at a variety of times to accommodate offender personal schedules. To complete the program, participants must attend 24 two-hour sessions and satisfactorily complete all homework. In addition, all participants are responsible for paying for their classes. The First District served 988 clients in IDAP this fiscal year.

MENTAL HEALTH JAIL ASSESSMENT & DIVERSION

Community Treatment Coordinators in all three Divisions conduct mental health screenings on individuals incarcerated in local county jails to determine if appropriate services exist within the community that would allow the offender a suitable placement alternative in lieu of prison or jail. Through collaboration with multiple community agencies, each individual's mental health needs are addressed in conjunction with issues related to housing, medications, provider support, and appropriate correctional supervision. The Community Treatment Coordinators may supervise offenders in the community or make referrals to various mental health programs within the Department. The Mental Health Jail Assessment Program has proven to be a valuable asset to the First District in our efforts to more effectively address the needs and issues of mentally ill people in the correctional system. The First District served 126 clients in the eastern region jail assessment program this fiscal year and 105 clients in the western region.

MENTAL HEALTH RE-ENTRY

With the growing prevalence of mentally ill people on correctional supervision, the need to offer more rehabilitative options in conjunction with specialized supervision has become necessary. The Department has a total of four Probation/Parole Officers specifically assigned to supervise high-risk/high-need mentally ill offenders in Black Hawk County. These agents supervise male and female offenders on pre-trial, probation, parole, and in the Waterloo Residential Facilities. "Mental Health Re-entry" is a broad term used to identify this offender population. The First District served 188 mental health re-entry clients in this fiscal year.

SEX OFFENDER TREATMENT/SUPERVISION

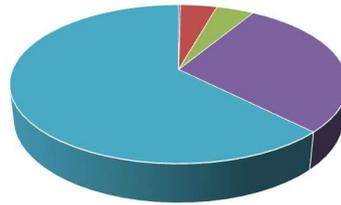
Program staff for the SOTP unit includes specialized Probation/Parole Officers located across the District. All sex offenders are supervised at an enhanced level of supervision and are expected to participate in treatment provided by the Department. Various assessments are used to determine individual risk and ascertain treatment needs and goals. Testing instruments such as the polygraph are used to verify information about sexual deviancy patterns and monitor compliance with supervision conditions.

Specialized SOTP Treatment groups using the Good Lives curriculum are conducted by Probation/Parole Officers in the Sex Offender Unit. Supervision of the SOTP unit has been streamlined in order to more efficiently address the complexities of specific laws for sex offenders, sex offender registry issues, increased periods of supervision, electronic monitoring requirements, and the development of more uniform programming across the District. The First District served 455 clients in the SOTP unit this fiscal year.

FIELD SERVICES DIVISION

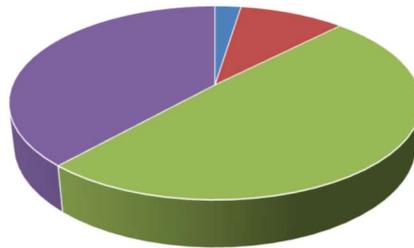
The majority of offenders supervised by the Department of Correctional Services are monitored by staff in the Field Services Division. Often referred to as “street supervision” this category typically includes pre-trial supervision, various probation supervision levels, and parole. The following pages include information about the numerous supervision types and services provided by the Field Services Division.

OFFENDERS SERVICE IN FIELD SERVICES



- OWI CONTINUUM - 12
- SPECIAL SENTENCE - 225
- INTERSTATE COMPACT - PROBATION/PAROLE - 232
- PRETRIAL RELEASE WITH SUPERVISION - 1,560
- PROBATION - 3,373

FIELD SERVICES SUCCESSFUL DISCHARGES



- INTERSTATE COMPACT PROBATION/PAROLE - 48
- PAROLE - 194
- PRE-TRIAL RELEASE WITH SUPERVISION - 968
- PROBATION - 754

STANDARD PRE-TRIAL SUPERVISION

The Department established Pre-Trial Services in 1974. Arrestees are interviewed in local jails and are assessed for their likelihood to be present for future Court appearances and their potential danger to the community. Recommendations to the Court for release may include release on own recognizance, release with supervision, release on bond, or release on bond with supervision. If release with supervision is ordered, the defendant is monitored to assure attendance at Court appearances and compliance with conditions of release. Defendants are supervised until the disposition of their cases or until further Court order. The First District served 1,560 clients on pre-trial this fiscal year.

PRESENTENCE INVESTIGATIONS

The Pre-Sentence Investigation (PSI) is a detailed report provided to the Court prior to sentencing. Because the Court has considerable discretion in most cases, it relies on the report to provide an accurate and objective description of the individual and their background. The report includes details regarding an individual's criminal history, substance abuse issues, social history, family, education, employment, and other pertinent information. Also included are proposed correctional and treatment plans to meet the needs of the offender and safeguard the public. Finally, a sentencing recommendation from the Department is made to the Court. The Pre-Sentence Investigation report also provides valuable information to other correctional staff who later supervise the offender. The First District completed 1,018 PSI reports in FY 24.

INTENSIVE PRE-TRIAL SUPERVISION

An Intensive Pre-Trial Supervision Program was initially established in 1985 to help alleviate jail overcrowding in Black Hawk County. Even after the construction of a new county jail, Intensive Pre-trial Supervision has continued to provide services for high-risk defendants who may otherwise remain incarcerated. The program is a cost-effective alternative to incarceration for people awaiting further Court proceedings in their cases. The intensive pre-trial unit served 151 clients in FY 24.

LOW RISK PROBATION

The Low Risk Supervision Program was developed to remove the majority of low risk offenders from standard supervision caseloads in order to address high caseloads for standard officers in a cost-effective manner. Offenders participate in a group intake where they are informed of their court-ordered obligations and responsibilities for supervision. Once their obligations are met, they may be eligible for discharge from supervision. 778 clients were supervised on low risk probation in FY 24.

INTENSIVE PROBATION & PAROLE

DOMESTIC VIOLENCE

Domestic Violence offenders who have been assessed as high-risk and require more assistance and supervision than those on standard probation or parole are placed on Intensive Supervision. These offenders may be subject to increased contact standards, frequent home visits, curfews, surveillance, and may be required to wear electronic monitoring devices. In addition, these offenders are required to participate in Iowa Domestic Abuse Program groups and regularly report to the Domestic Violence Court. First District served 120 clients in the intensive domestic violence program in FY 24.

PROBATION & PAROLE

Probation: Offenders are placed on probation after being found guilty of a criminal offense. They typically receive a jail or prison sentence which is suspended “with good behavior” and they are then placed on probation. This sentencing option gives offenders an opportunity to correct their behavior while remaining in the community. In order to effectively address criminogenic needs, offenders participate in an assessment process, case planning, and appropriate treatment. Probation Officers monitor compliance with supervision expectations, work with offenders to facilitate behavioral change, and report progress to the Court. The First District served 3,373 clients on probation status this fiscal year.

Parole: Offenders are granted a parole as authorized by the Iowa Board of Parole either directly out of a state institution or from a Work Release Facility. The 1st District Re-Entry Coordinator works with prison counselors and re-entry coordinators to help facilitate a smooth transition from incarceration back to the community. Parole Officers conduct assessments, make referrals for treatment and assistance, facilitate lifestyle changes, and monitor compliance with parole conditions. The First District served 931 clients on parole status this fiscal year.

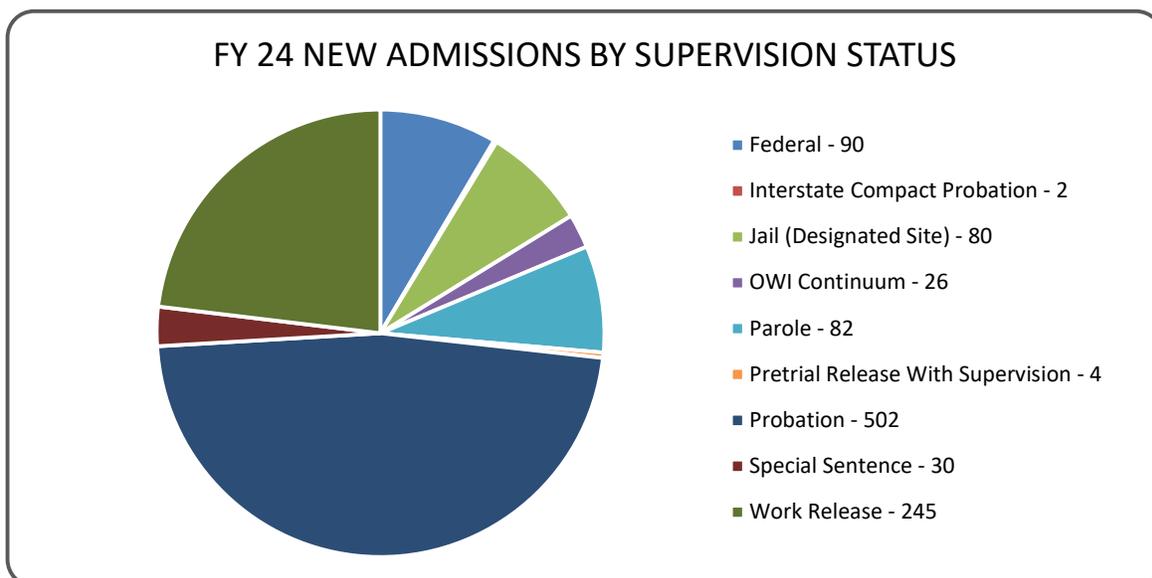
RESIDENTIAL FACILITIES: DUBUQUE, WATERLOO, & WEST UNION

Residential Supervision is provided in all four facilities for the following types of offenders:

- ❖ Work Release
- ❖ Operating While Intoxicated/321J
- ❖ Probation
- ❖ Federal
- ❖ Direct Sentence/Alternative Jail Site
- ❖ Parole

Offenders are committed to Residential Facilities either by Court order, through the Corrections Continuum, or as ordered by the Iowa Board of Parole. In addition, Federal residents may be housed in residential facilities via a contract with the United States Bureau of Prisons. Offenders may be placed in facilities on several different legal statuses such as pre-trial, probation, parole, work release, and federal.

First District Facilities provide safe and secure environments which are conducive to positive offender change. Offenders progress through facility programs via a level system, whereby privileges are gained through compliance with program rules and treatment objectives. Programming is individually tailored to meet offender needs and may include securing and maintaining employment, participating in an education program, performing community service work, substance abuse and mental health counseling, and cognitive-behavioral treatment. Probation/Parole Officers assist offenders with money management to ensure they meet their financial obligations including victim restitution and child support. Facility residents also pay rent to the facility, which helps defray the costs associated with their stay. Facilities admitted 1,061 clients into the residential facilities in FY 24.





Waterloo Women's Center for Change, Bed Capacity=45, Females Only



**West Union Residential Facility
Bed Capacity=48
Male=40, Female=8**



**Dubuque Residential Facility
Bed Capacity=80
Male=62, Female=18**



Waterloo Residential Facility, Bed Capacity=150, Males Only

COMMUNITY SERVICE WORK

The First District is committed to helping restore harm done to the many victims in our communities. One method used to help accomplish this goal is for offenders to perform community service work in our neighborhoods. While this labor certainly benefits the community, it can also provide opportunities for offenders to learn job skills and develop a sense of responsibility to society. There are several options for how and why community service work is ordered and incorporated into programming. These may include:

- ***Community Service Sentencing:*** Offenders are ordered by the Court to perform community service work as part of their probation conditions. There are currently 4,912 hours of community service ordered to clients under the First District through the Judicial Branch.
- ***Community Service In Lieu of Payment for Court Fees:*** Offenders may perform community service work in lieu of paying selected court fees, if approved by the Court. Community service work cannot be used to repay any victim damages or victim restitution.
- ***Community Service as an Intermediate Sanction:*** Offenders may be ordered by the Court or the Corrections Continuum Committee to perform community service work as a penalty for violations of supervision.
- ***Community Service as a Component of the Level System:*** Offenders may be required to perform community service work in order to advance through the Residential Facility Level System, which determines eligibility for furloughs and successful discharge from the facility.

VICTIM SERVICES

Addressing the needs of the victims in our community is another way to facilitate restorative justice. The Department is committed to providing the following services for victims:

- Registering victims
- Referrals for victim services
- Informing victims regarding restitution, pecuniary damages, confidentiality
- Notification of release dates of offenders
- Providing victims with “Wrap Around Services”
- Educating victims on the correctional process

FINANCIAL INFORMATION

FIRST DISTRICT DEPARTMENT OF CORRECTIONS
FISCAL YEAR ENDING JUNE 30, 2024

Name of Fund: GENERAL FUND

Revenues:

State Allocations	16,207,339.00
State Allocations - T & T Carryforward from Previous Year	
Taxes	
Receipts from Other Entities	543,459.81
Interest, Dividends, Bonds, Loans	50,722.78
Fees, Licenses, & Permits	705,939.68
Refunds & Reimbursements	3,262,856.93
Sales, Rents, & Services	-
Miscellaneous	-
Gross Revenues	<u>20,770,318.20</u>
Less Refunds	
Net Revenues	<u>20,770,318.20</u>

Expenditures:

Justice & Public Defense - Current	21,776,541.20
Justice & Public Defense - Capital Outlay (equipment & capital)	
Total Expenditures	<u>21,776,541.20</u>
Revenues Over (Under) Expenditures	<u>(1,006,223.00)</u>

Other Financing Sources (Uses):

Net Change in Inventory	
Operating Transfers In	1,007,034.00
Operating Transfers Out	(545,717.37)
Reallocation In	
Reallocation Out	
Reversion **	
Reversion - T & T **	
Acquisition of LTD	
Total Other Financing Sources (Uses)	<u>461,316.63</u>

Excess of Revenues and Other Financing Sources Over (Under) Expenditures & Other Financing Uses	<u>(544,906.37)</u>
--	---------------------

Fund Balance July 1, 2023	<u>545,717.37</u>
---------------------------	-------------------

Restatement Amount

Fund Balance June 30, 2024	<u>\$ 811.00</u>
----------------------------	------------------

INTERN/VOLUNTEER SERVICES

The Department partners with local colleges and universities to provide students with an opportunity to complete internships or volunteer work experience in community-based corrections. Numerous Department employees were interns/volunteers before being hired.

Benefits to the student:

- Practical experience will help with career planning and decisions.
- Provides an opportunity to learn and practice new skills.
- Increases their knowledge and enhances their chances of obtaining employment in the corrections field.
- Networking opportunities with professionals in the corrections field.

Benefits to the Department:

- Develops a more experienced employee applicant pool.
- Improves the employee selection process by providing an opportunity to observe potential employees in the work environment.
- Assists Department staff with job tasks which may be performed in a supervised capacity.
- Gives Department staff an opportunity to help students grow and learn.

Intern/Volunteer hours performed during FY '24:

Western Division=1,470

Eastern Division=880

Northeastern Division= 120

STAFF TRAINING

Training is an important part of every role to learn and maintain best practices. Staff complete required annual, skill specific, and developmental training each year. For Fiscal Year 2024, First District staff completed 5,532 hours of training.

First District welcomed 15 new staff during the fiscal year. New employees complete a minimum of 120 hours of training during their six month probationary period. New employees also participate in a Swearing-In Ceremony led by a District Judge and the First District Director. The swearing-in consists of taking an oath to uphold the Employee Creed and Code of Ethics. All District staff and new employee family members are invited to attend in person or virtually to support and welcome the new employees. This fiscal year, six staff took the oath at a swearing-in ceremony in August 2023.



Iowa Department of Corrections
GOVERNOR KIM REYNOLDS BETH SKINNER, PHD, DIRECTOR
LT. GOVERNOR ADAM GREGG DENISE COOPER, DISTRICT DIRECTOR

Employee Creed - Code of Ethics

As an employee of the Iowa Department of Corrections First District, I pledge the following:

1. I will bring honor unto my profession through maintaining the highest standard of conduct at all times when interacting with offenders, fellow employees, and the public.
2. I will render professional service to the justice system and the community at large in effecting the social adjustment of the offender.
3. Recognizing that I am accountable to the citizens of Iowa, I will uphold the law with dignity, displaying an awareness of my responsibility to offenders while recognizing the right of the public to be safeguarded from criminal activity.
4. I will strive to be objective in the performance of my duties, recognizing the inalienable rights of all persons and appreciating the inherent worth of all individuals.
5. I will cooperate with my co-workers and related agencies and will continually strive to improve my professional competence through the seeking and sharing of knowledge and understanding.
6. I will distinguish clearly in public, between my statements and actions as an individual and as a representative of my profession.
7. I will encourage and enforce policy, procedures, personnel practices, safety and security, which will enable others to conduct themselves in accordance with the values, goals and objectives of the Department of Corrections.
8. Recognizing that I am a Change Agent, I understand my role is not to punish society's offenders but is rather to encourage their pro-social conduct. When using corrective interventions with offenders I will deliver the intervention in a timely manner and in the least restrictive manner necessary to achieve the desired prosocial behavior.
9. I will promote credibility and integrity of myself and my fellow employees through maintaining appropriate boundaries and sharing only authorized information about the department, myself, my fellow employees, other offenders, victims etc.
10. I recognize my position as a symbol of public faith and I accept it as a public trust to be held as long as I am true to the ethics of the Department of Corrections.

With respect to the above, I affix my signature, and give my oath to fully devote myself to my chosen career as an employee of the Iowa Department of Corrections First District, for as long as I may serve.

Employee	Date	District Director	Date
District Court Judge	Date		

Creating Opportunities for Safer Communities
DOC Website <https://doc.iowa.gov>

SPECIAL RECOGNITION



Shawn Chestnut was hired with 1st District on June 7, 1991 as a Probation/Parole Officer I in Waterloo. In December 1992 he was promoted to Probation/Parole Officer II, and on August 11, 2006 he was promoted to Probation/Parole Officer III in Waterloo. Shawn has continued his career as a POIII for over 17 years. Shawn has devoted over 32 years with the Department and will retire on November 1, 2023. Congratulations and Best Wishes!



Dave Campbell was hired with 1st District on July 8, 1991 as a Residential Advisor in Waterloo. In May 1997 he was promoted to Probation/Parole Officer II for the Western Division. In March 2000 he was reclassified to a Probation/Parole Officer III and in October 2000, Dave was promoted to Residential Supervisor. He continued his career as a Residential Supervisor until March 2019 when he reclassified to the Probation/Parole Supervisor in Waterloo. Dave has devoted over 32 years with the Department and will retire on December 22, 2023. Congratulations and Best Wishes!



Richard Howard was hired with 1st District on September 30, 1994 as a Residential Advisor, which would be reclassified to Residential Officer, in Waterloo. Richard has devoted over 29 years with the Department and will retire on December 30, 2023. Congratulations and Best Wishes!



Michelle Shepherd was hired with 1st District on May 17, 1991, as a Residential Advisor at the Waterloo Residential Facility. In August of 1992 she transferred, as a Residential Advisor, to the West Union Residential Facility. Michelle was promoted to Probation/Parole Officer II in Northeast Iowa on October 20, 1995. She transferred back to the Waterloo Residential Facility as a Residential Counselor in June of 1996. In February of 1999 Michelle was reclassified to Probation/Parole Officer III, at the Waterloo Residential Facility. Michelle has devoted over 32 years with the Department and will retire on March 29, 2024. Congratulations and Best Wishes!



Ross Todd was hired with 1st District on May 17, 1991, as a Residential Advisor at the Waterloo Residential Facility. In June 1991 he was promoted to Probation/Parole Officer I. Ross was promoted to Probation/Parole Officer II on December 4, 1992. On October 27, 2000 Ross was promoted to Probation/Parole Officer III, at the Waterloo Residential Facility. Ross would promote to Executive Officer on February 22, 2008. Ross has devoted over 33 years with the Department and will retire on June 28, 2024. Congratulations and Best Wishes!