

South Carolina Department of Corrections (SCDC) June 2004 to Present

Deputy Director for Operations (March 2019 to Present)

- Responsible for the daily operations of SCDC's 21 Correctional Institutions
- Provide total direction and final authority for a security workforce of 21 wardens, 3,879 security staff and 590 non-security employees throughout the state who manage approximately 19,000 inmates
- Provide direct supervision of the SCDC Division of Security and its three (3) emergency teams
- Responsible for the Division of Classification and Inmate Records who provide assignment and inmate management services for all committed inmates
- Responsible for Training and Staff Development, Inmate Visitation & Drug Testing and Young Offender Parole and Reentry Services
- Serves as principal advisor to the Director of Agency on all institutional and operational matters
- Serves as the Agency Director in his absence

Regional Director-Region 2, Division of Operations (December 2018 to March 2019)

- Assisted with management for the secure and orderly operation of the seven (7) Region 2 institutions
- Oversaw daily office management as it relates to review of internal and external correspondence and subsequent response and/or actions to be taken
- Conducted institutional inspections
- Assisted with policy development and implementation
- Served as an agency liaison
- Responded to agency emergencies
- Participated on committees and tasks that directly serve the agency
- Assisted with the management for the secure and orderly operation of the State's 21 correctional institutions, which houses approximately 19,000 inmates

Director of External Security (December 2016 to December 2018)

- Coordinated efforts to combat the introduction of contraband being introduced onto the property of SCDC
- Assisted the Deputy Director for Operations with all aspects of security and control of our inmate population
- Oversaw, managed and implemented new innovative ideas to make it safer for our institutions, staff and inmates
- Responded to all emergencies statewide when needed
- Oversaw and managed external camera efforts to detect intruders before fences are assaulted by intruders
- Oversaw and managed security efforts on the perimeters of the institutions
- Oversaw the Agency's Drone Program
- Assisted with efforts inside our institutions as it pertains to safety, security and control of the inmate population

Special Institutional Assignment-Lieber Correctional Institution (August 2017 to October 2017)

• Served as Acting Warden

Special Institutional Assignment- McCormick Correctional Institution (November 2017 to December 2017)

• Served as Acting Warden

Special Institutional Assignment-Evan Correction Institution (February 2018 to April 2018)

• Conducted an Institutional Assessment and Assisted the Warden with security concerns

Special Institutional Assignment-Lee Correctional Institution (April 2018 to August 2018)

• Assisted with the Restricted Housing Unit Operation

Assistant Deputy Director of Program and Services (December 2014 to December 2016)

- Oversaw services provided throughout the state, as it pertained to Facility Management,
 Support Services, Agriculture and Prison Industries
- Oversaw Inmate Services, Victims Services, Palmetto Unified School District and Community Services
- Oversaw and managed a multimillion-dollar Construction and Maintenance operation
- Oversaw and managed a multimillion-dollar Agriculture Business operation
- Oversaw and managed a multimillion-dollar Canteen operation
- Oversaw and managed a multimillion-dollar Prison Industry operation

Division Director for Support Services (June 2008 to December 2014)

- Directed, planned and organized division functions that provide Food Services, Agriculture, Commissary, Canteen, Horticulture, Recycling and Solid Waste
- Oversaw and managed a \$26 million plus annual budget for Food Service and Agriculture
- Directed and coordinated all agricultural efforts for three large farms consisting of over 10,000 acres to include new construction and management of one of the state's largest dairies with a 1,500-cow capacity
- Directed and coordinated all statewide food service operations, which provided meals for approximately 23,000 inmates on a daily basis
- Directed and coordinated all Support Services' efforts to include the distribution of commodities and inmate necessities to 28 institutions
- Directed and coordinated Recycling and Solid Waste efforts for State Offices, State University Systems and SCDC Correctional Institutions
- Completed Class II Peace Officer Training and Certification, 2010

Warden II-Wateree River Correctional Institution-Level 2 (June 2004 to June 2008)

- Served as the Warden
- Oversaw all administrative, security, safety, welfare and programmatic missions and activities for Wateree River Correctional Institution
- Ensured that all assigned inmates were secured and held in custody until released by proper authority
- Ensured the safety of all assigned employees
- Planned and implemented programs for the inmates
- Responded to and coordinated efforts relating to disturbances within the institution

- Ensured that institutional operations and programs were conducted in accordance with state and federal laws, SCDC policy and procedures and good management practices
- Ensured that these functions were carried out in a cost-effective manner.
- Assisted in the planning, design and logistics of a new 1,500 cow dairy
- Supervised 1,100 inmates and 250 employees
- Coordinated the startup of the Thoroughbred Retirement Foundation Program
- Supported the Agricultural Branch through the classification and employment of an adequate inmate work force which ensured the smooth operation of the farm program
- Drafted, reviewed and participated in the development of multiple security policies and procedures
- Maintained a high level of security and developed improved community awareness,
 educated staff, surrounded communities and local law enforcement on correctional issues

Florida Department of Corrections from May 1999 through June 2004

Deputy Director for Administration/Support Services (June 2000 to June 2004)

- Directed, planned and organized department administrative functions that provided for Maintenance, Construction, Design and Environmental Services along with Support Services to include Fleet Management, Leased Property, Risk Management, Warehouse Distribution, Inmate Canteens, Laundry Operations and Food Services
- Oversaw and managed a \$74 million budget
- Supervised and coordinated all facility service efforts to include the maintenance of 54 major institutions and numerous fixed capital projects
- Supervised and coordinated all Support Service efforts to include the distribution of commodities and inmate necessities on 54 major institutions
- Supervised and coordinated the management of a statewide food service contract
- Implemented a statewide, automated Maintenance Work Order System
- Implemented a statewide Warehouse Distribution and Ordering System
- Coordinated and implemented the Inmate Work Program for the Edible Crops Horticulture Program
- Developed and implemented new policies and procedures for the department that streamlined processes and increased efficiencies
- Instrumental in the centralization and standardization of the department business functions that increased accountability and allowed for prioritization statewide
- Served as chairperson for numerous committees on policy development and implementation

Chief, Bureau of Food Services (May 1999 to June 2000)

- Oversaw all food service and edible crop functions for the Florida Department of Corrections
- Oversaw the direct control of the department's multi-million-dollar food service operation and the department's food production and distribution program
- Supervised the activities of the central office staff that was responsible for implementing the department's food service and edible crop programs
- Developed strategies and monitored the overall food service and edible crop operation by consulting with regional and institutional food service staff to identify and address concerns

- Directed the development of the DOC Master Menu and ensured the department's compliance with applicable state and federal laws, rules and guidelines relative to compliance with the state and federal dietary requirements
- Directed the statewide DOC food production, edible crop and distribution programs
- Monitored the food production and directed the development of additional acreage and crops to ensure an adequate supply of DOC produced food supported the master menu
- Directed the department's participation in the Federal National Child Nutrition Program and ensured that grant guidelines were met, and expenditure of grant funds were in accordance with approved budgets
- Ensured that the design of food service buildings met the needs of the food service delivery system by working with Facilities Services and Security and Institutional Management to ensure the design met the needs

South Carolina Department of Corrections May 1996 to May 1999

Division Director for Agriculture and Food Service (May 1996 to May 1999)

- Oversaw all agricultural, food service and ground maintenance functions for SCDC
- Supervised and coordinated all agricultural efforts for the three largest farms and all institutional gardens, consisting of over 10,000 acres
- Supervised beef and swine production, dairy operations, edible and row crops, hammer mill (feed mill) and egg-laying operations, with an annual budget of approximately 3 million dollars
- Supervised and coordinated all food service functions for 33 institutions which consisted of the preparation and service of over 60,000 meals per day, 365 days a year, with an annual budget of 16 million dollars
- Supervised and coordinated all grounds maintenance functions for 33 institutions, including greenhouse and nursery activities with an annual budget of \$365,000

Executive Assistant to the Director for Inmate Work Programs

- Oversaw all outside institutional inmate work programs, to include but not limited to edible crop labor performed by inmates
- Organized and supervised inmate work crews on three large farms and institutional gardens
- Served as Co-Chairperson of committees on policy development and implementation

Texas Department of Criminal Justice August 1978 to May 1996

K9 Trainer/Manager (1985 to 1996)

- Aided in prevention of escapes and assisted in institutional security
- Supervised 35 inmates and three officers
- Cared for and bred tracking dogs
- Maintained records, cared and maintained kennel and horse barn areas
- Trained horses and tracking dogs
- Assisted law enforcement agencies in the apprehension of "free world" escapees using tracking dogs
- Served as the trainer for the New Dog Sergeant 90 Day training program
- Organized and supervised inmate community service crews for highway cleanup, state park land clearing, road building and cleanup

Major (1984 to 1985)

- Managed and supervised the Administrative Segregation security functions of the unit as related to the assignment of security personnel and custody and control of inmates
- Supervised 500 inmates and 55 employees
- Supervised daily Ad Segregation operations
- Held Ad Seg 90-day hearings
- Served as Duty Warden for weekend visitation
- Maintained shift schedules
- Oversaw inmate health and safety
- Investigated infractions of rules and regulations
- Counseled and evaluated employee job performance
- Oversaw accurate count of inmates
- Ensured achievement of farming objectives, work locations and security requirements
- Ensured thorough search and shakedown procedures
- Served as backup for Warden during emergencies
- Served as the Chairperson for Inmate Classification Committees and Disciplinary Hearings
- Taught classes on riot control, firearms use and violent inmate management

Captain (1984)

- Managed the entire field security functions as related to the assignment of security personnel and control of the inmates
- Supervised 600 inmates and 22 officers
- Served as the Chairperson for Disciplinary Hearing Committees
- Supervised agricultural duties of the unit farm

Lieutenant (1983)

- Managed the field security functions of employees and inmates assigned to perform agriculture duties
- Supervised 400 inmates and 17 officers
- Assigned field officers to inmate work squads and communication liaison between the Field Captain and the Officers
- Oversaw inmate turnout and count

Sergeant (1982)

- Supervised field security functions of employees and inmates assigned to perform agricultural duties
- Supervised 200 medically restricted inmates and 5 officers
- Oversaw turnout, count, and weapons issued to officers and officer work assignments

Correctional Officer (1978 to 1982)

- Provided security, custody and control of inmates in a correctional setting
- Maintained control in inmate dorms, cafeteria, work sites and surrounding areas
- Instructed and directed inmates assigned to various work details
- Maintained and reported inmate count and daily logs
- Prepared and submitted miscellaneous reports
- Maintained surveillance and search for contraband
- Maintained and inspected buildings for cleanliness and sanitation
- Requisitioned and directed issuance of supplies, tools and equipment

- Maintained inventory of equipment
- Escorted visitors and civilian employees through assigned facility
- Ensured that inmates received prescribed treatment including medical and behavioral prescriptions
- Controlled gate tower or other special post
- Made prescribed security inspections and searches of specified buildings, building contents, grounds, vehicles and people and took necessary action
- Maintained and operated security devices in a security setting, such as gates and doors, weapons and mechanical devices
- Instructed and counselled officers concerning duty requirements
- Investigated inmate/resident complaints and took appropriate action
- Served as backup for any dorm/building dispute requiring assistance and crisis intervention; make reports to appropriate personnel

EDUCATION AND JOB-RELATED TRAINING

- 1977 Graduate of Harlingen High School, Harlingen, Texas
- 1977 Attended Texas Southmost Junior College, Brownsville, Texas
- 1978 Texas Department of Corrections Training Academy
- 1980 Texas Department of Corrections Pre-Supervisors Training School
- 1981 Supervisors Mid-Management Training Phase I and II, Huntsville, Texas
- 1981 Crisis Intervention & Hostage Negotiation Training, Huntsville, Texas Graduate of the FBI Firearms Instructors course Certified Firearms Instructor TDCJ-ID
- 1983 The Human Side of Supervision, Texas A&M University
- 1983 Supervision: Improving Your Effectiveness, Texas A&M
- 1983 Communication at Work, Texas A&M
- 1983 Alvin Community College, Alvin, Texas
- 1997 Clemson University Cattleman's College, Lexington, South Carolina
- 1999 American Breeders Service Certified

AWARDS

- 1978 Marksmanship Award, Texas Department of Corrections
- 1994 Employee of the Year, Texas Department of Corrections
- 1997 Division Director of the Year, South Carolina Department of Corrections
- 2006 Warden/Institutional Manager of the Year, South Carolina Department of Corrections
- 2010 B.A. Garrison Marksmanship Award, South Carolina Department of Corrections