

The $\overline{ ext{Voice of ISD}}$

A publication for, about, and by the employees of the Information Services Division

October 1, 2021, Volume 4, Issue 1



he employees in the Information Services Division are truly incredible. We have and have had some pretty amazing people, all with varied backgrounds. The one thing they have in common is their passion and dedication to the jobs they do here at the OSBI. Ashley Rodriguez is another example of this dedication and we are glad to have her!

Ashley, an Oklahoma transplant, originally hails from Chicago, Illinois. She first learned about the Bureau when she was a student at the University of Central Oklahoma (UCO). The OSBI Forensic Science Center is across the street from the UCO Forensic Institute, and when Andrea Fielding, the Director of OSBI Forensic Services, came to talk to the Forensics club of which Ashley was a member, she was hooked!

Ashley started her career at the Bureau as a temporary employee in September of 2020. A tough time to start a new job, in the middle of a pandemic, but she shined through and is now working as a full-time Administrative Technician in the Self-Defense Act Licensing Unit (SDA). Among her other duties, Ashley processes SDA applications for Oklahoma individuals wishing to obtain an SDA license. She says she has gained motivation to continue study or undertake further training from working with the amazing group of people that make up the SDA Unit. When asked if she had any advice for prospective candidates she stated, "Utilize and exhaust all of your resources when needed, put forth your best effort in all you do and believe in yourself and your dream!"

When asked if she could do another job for just one day, she says she would love to be a U.S. Marshal and hunt down fugitives.

When not at work, Ashley loves to play basketball, shop, and visit the gym. She states that in addition to her family, one of things she could not live without is basketball and



Ashley and her little brother Adrian

soccer. She is family-oriented, organized, responsible and self-motivated. She also loves Chickfil-a! However, her single most favorite food? Chicago deep-dish pizza! If asked what the most surprising thing on her bucket list is, she says she would love to go skydiving!

Ashley's parents have a trucking business and they get the pleasure of travelling throughout the United States and Canada. She has a little brother, Adrian, who is currently attending OU (Boomer

Sooner!), to obtain a degree in computer science. Also in Ashley's life is a 12-year old Shih Tzu named Toby.

When she retires, she hopes people will say she was passionate about her career and that she helped this agency keep achieving its goals. Sounds like she plans on being around here for a long time!

I asked Ashley if she could interview one person (dead or alive) she said, "I would interview Cristiano Ronaldo (Manchester United Soccer Player). He is one of the most selfless soccer players and he loves to always donate to anyone that needs help."

Ashley, you are an awesome person and a valuable asset not only to the OSBI but also to the friends you have made since you came here. We all hope that you achieve any and all goals you have set for yourself. We are all glad you are here!

Personal philosophy—"Always stretch and challenge yourself. It's essential if you want to grow as a human being that you stretch and challenge yourself on a consistent basis. When you put yourself on the line, you realize that you can and have to perform. Human beings can do amazing things when they put themselves on the line, they can do things that they never thought possible."

.......

INSIDE THIS ISSUE

Birthdays & Holidays
$Calendar\underline{6}$
CHIRP2
Crossword <u>11</u>
Employee Spotlight $\underline{1}$
Erin's Corner 12
Fall is Here!
Games
ISD Communication Group $\underline{2}$
Unit News3
Employee
Appreciation Committee5
Good Eats <u>8</u>
Milestones and Recognition5
New Employees4
Yearly Highlights <u>1</u>

2020 Calendar Year Highlights

- SDA received 5,012 initial and 16,927 renewal applications.
- 87% of all fingerprint submissions were received electronically, 94% of criminal submissions were received electronically.
- 91.66% of SDA applications were automatically approved by the SDA program.
- BFSU conducted a combined total of 612 Livescan and ink site audita
- 207,178 name-based criminal history record checks were conducted.
- CHMU closed 3,073 expungements.
- SIBRS reporting agencies:
 - PD's 286
 - Campus PD's 26
 - Sheriff's 72
 - State 6
 - Tribal LEA 12

One small POSITIVE THOUGHT in the morning can change your whole day.







INFORMATION SERVICES COMMUNICATION GROUP

In July of 2019, the *Information Services Division Communication Group* was formed. The group consists of non-supervisory level employees from each unit, nine primary members with alternates per division.

This group gives ISD employees the opportunity to bring any issues, comments, or questions that affect them or their co-workers to the division director's attention. It also gives the division director the opportunity to provide information to the group members who can then deliver it to their co-workers.

Here is a list of the members from each division. If you have anything to communicate, please send the information to your unit's representative. They will then bring it to the next meeting. The group meets quarterly, shortly after the Director's Non-Commissioned Advisory board meets. Check with your units' representative for the complete schedule of meetings.

Unit	Representative	1st Alternate	2nd Alternate
BFSU	Sue Garrett	Dave Wood	Dillon Davidson
СНМИ	Clint Terry	Donna Robertson	
CHRU	Louise Myers	Nanci Nugen	
DSU	Sawyer Davidson	Emma Hood	
FSU	Corey Morris*	Jackie Cruise	
ID	Stephanie Burton	Zach Chael*	
OVDRS / SAC	Lorna Beckloff		
SDA	Rose Howard	Kali Leon	Kimberly Stiles
Director's Non- Commissioned Advisory Board Representative*	Corey Morris	Zach Chael	



ABOUT CHIRP

With a few clicks you can get peace of mind about the people you, your family, friends or employees interact with including:

- A new employee
- Son or daughter's significant other
- Babysitter
- Eldercare
- Potential roommate
- Pet or house sitter
- Personal relationship
- Yourself

Page 2

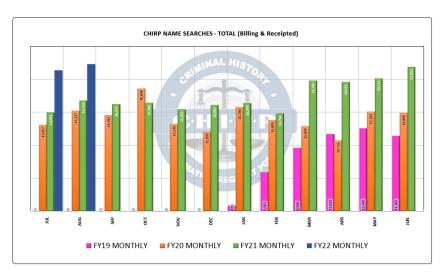
WHAT IS CHIRP?

You've heard the name, but what exactly is it and how is it doing?

The OSBI's **Criminal History Information Request Portal (CHIRP)** is an online system that allows anyone to request a name-based criminal history record check *electronically - from anywhere*.

Calendar year 2020 saw 207,178 name-based searches completed. Of those, 179,014 or **86.4%** were processed through the CHIRP system. As of September 14, 2021, there were 43,450 users and 149 companies on CHIRP.

Look for more about CHIRP on the OSBI's social media, our website, and future media releases.



Unit News

BFSU - Mobile ID



LEO utilizing a Mobile ID device during a routine traffic stop

What is Mobile ID?

OSBI's new Mobile ID is an investigative tool used by law enforcement in the field to help make quick identification of individuals of concern using finger-prints. The devices use a two finger submission that searches both the **OSBI AFIS** database and the **FBI RISC** database. This tool does not replace the fingerprints taken during the booking process but is to be used in conjunction with other investigative information to help identify an individual.

What is AFIS?

AFIS stands for *Automated Fingerprint Identification System*. The OSBI AFIS database is the entire criminal and applicant file for Oklahoma's state repository of fingerprints.

What is RISC?

RISC stands for *Repository for Individuals of Special Concern*. The RISC database is not a search of the entire FBI database. It is a subset of the FBI Crimi-



nal Master File - NGI and III containing fingerprint records of persons of heightened interest (wanted persons, known or suspected terrorists, a National Sex Offender Registry subject, or other person of special interest) warranting more rapid responses to inquiring criminal justice users.

Mobile ID

The first Mobile ID search was submitted on July 31, 2019. From July 31 to December 31, 2019, there were 555 searches from the Oklahoma City Police Department to the OSBI AFIS and FBI RISC. These searches resulted in 34 RISC hits and 301 OSBI AFIS hits.



Mobile ID is already being used for

- Positive ID at booking and release
- Positive ID in the court room
- Positive ID at traffic stops
- Positive ID prior to serving a warrant
- Positive ID of victim at a crime scene
- Sexual offender registration
- Medical examiner's office, medical history
- Watch-list of high priority suspects
- Mobile applications for positive ID in the field



WELCOME NEW ISD EMPLOYEES

(SINCE LAST NEWSLETTER YES, IT'S BEEN AWHILE!)

Since the last newsletter was published, there have been quite a few new employees that have come on board. This entire page is dedicated to all of them! Please join us in welcoming the "newest" members of the ISD Team and if you happen to see them in the hall, give them a wave and a Welcome Aboard!

- ♦ Lillian Baker, CHRU
- ♦ Kelsey Backry, ID
- ♦ Hannah Boswell, CHMU
- ♦ Jessica Brence, CHMU
- ♦ Andrew Cisper, SDA
- ♦ Miriah Davis, SDA
- Micah Dye, CHMU
- ♦ Kristie Edwards, BFSU
- ♦ James Ely, FSU
- ♦ Alaric Fierro, BFSU
- ♦ Arden Huckeba, CHMU
- ♦ Sheridan Kahne, CHMU
- ♦ Kalli Kapraun, CHMU
- Sarah Kronschnabel, SDA
- Kristen Ludwick, SDA
- ♦ Jenna Lyttle, CHMU
- ♦ Nicholas Massey, SAC
- ♦ Caroline Morgan, SDA
- ♦ Laura Nussberger, FSU
- Cheyanne Reynolds, SDA
- ♦ Rebecca Rhoades, CHMU
- ♦ Ashley Rodriguez, SDA
- ♦ Betty Stickley, CHMU
- ♦ Derek Still, SAC
- ♦ Jaime Sullivan, CHMU
- ♦ Kayron White, CHMU
- ♦ Colin Woodruff, FSU









Employee Appreciation Committee Members			
Unit	Representative		
BFSU	Lisa Merka		
CHMU	Betty Stickley, Co-chair		
DSU	Brittany Lindsey		
FSU	Anita Wood		
ID	Lesley Chu, Chair		
SDA / CHRU	Ashley Rodriguez		
ADM REP	Julie Kelly		

EMPLOYEE APPRECIATION COMMITTEE FORMED

The newly formed *Information Services Division Employee Appreciation Committee* is up and running! The aim of this committee is to come up with ways to show YOU, the ISD employee, that you are valued and appreciated.

Come by and see our "Notice" board in the ISD reception area on the 1st floor. Find out whose birthday is

coming up, and other information about our valued employees!

What is your favorite employee recognition and appreciation idea? What would make you feel valued and appreciated? Feel free to share any ideas or comments with a member of the committee or email any ideas or comments here. See the article below titled *Future Article Ideas*.



Name	Unit	Years of Service
October 2021		
Kelsey Backry	ID	1
Dillon Davidson	BFSU	10
Talia Lane	FSU	15
Jenna Lyttle	CHMU	I
November 2021		
Miriah Davis	SDA	I
December 2021		
Jaime Sullivan	CHMU	1
Mattie Tiger	CHMU	20

Future Article Ideas

What are your thoughts? What would most like to see in the next issue? If you don't see anything here that strikes your fancy, send us an <u>email</u> and let us know! Or click <u>here</u> to fill out a quick survey to email!

- I. Restaurant reviews by employees.
- 2. Top 10 inexpensive places to eat lunch around the office.
- 3. Return of the Pet Parade.
- 4. Out of Office Section A place to celebrate the milestones in employees lives that are happening outside of the office (weddings, babies, graduations, engagements, new homes, new side-hustle etsy shop, etc.)
- 5. Recommendations TV shows, movies, podcasts, restaurants, recipes, apps whatever!
- 6. FAQ Section Employees submit a question or questions and we do our best to get them answered!
- 7. Guest editors. Articles submitted/written by employees.
- 8. My suggestion is:





Stephanie Burton
Ginger Casler
Andrew Cisper
Rose Howard
Kali Leon
Casey McCarty
Louise Myers
Thu Ngo
Nanci Nugen
Debbie Repine
Rebecca Rhoades
Anne Simons
Angela Thompson

The strength of the team is each individual member.

The strength of each member is the team.

- Phil Jackson

Page 5

October 2021						
Sun	Mon	Tue	Wed	Thu	Fri	Sat
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31						

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November 2021						
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December 2021						
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26	<i>27</i>	28	29	30	31	

Wishing a very Happy Birthday to all Birthdays!

Birthday's

6th - Angie Avila 8th - Mattie Tiger 13th - Lisa Merka 15th Kristen Ludwick 15th - Talia Lane 26th - Laura Nussberger 28th - Lorna Beckloff 28th - Sarah Kronschnabel



No state holiday's in October

Special Events

31st - Halloween

Birthday's

8th - Jackie Cruise 10th - Anne Simons 18th - Andrew Cisper 28th - Michael Bridgford

State Holiday's

11th - Veterans Day 25th & 26th - Thanksgiving

Special Events

None

Birthday's

2nd - Becky Rhoades 5th - Debbie Repine 5th - Erin Henry 19th - Emma Hood

😭 State Holiday's

23rd & 24th - Christmas

Special Events

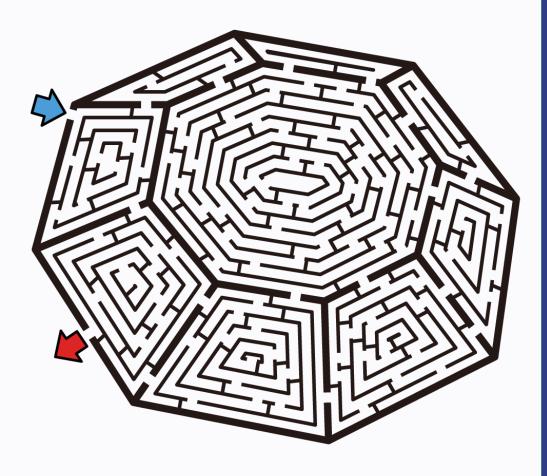
None

Rhyming Pairs

1. Think of two-word rhymes that are described by the clues below:

Clues	Answers
1. Pursuit in a near vacuum	
2. Entrée featuring an aquatic creature	
3. Cheese that's free of charge	
4. Underachiever who sits on a sofa	

Can you escape the maze?







A DOZEN FUN QUOTES, OBSERVATIONS ON LIFE, AND FACTS YOU NEVER NEEDED TO KNOW......

- Birthdays are good for you. The more you have, the longer you live.
- A chicken crossing the road is like poultry in motion.
- Always proof read carefully to make sure you haven't any words out.
- 4. A comb makes a lovely parting gift.
- 5. A pessimist's blood type is always b-negative.
- 6. A 'crash' is the name for a group of rhinos.
- 7. A 'spat' is the name for a baby oyster.
- 8. "The quick brown fox jumps over the lazy dog" was originally designed to test telegraph transmissions, and uses all the letters in the English language.
- 9. A cat has 32 muscles in each of it's ears.
- 10. A cucumber is made up of 96% water.
- 11. You can't fold a piece of paper in half more than seven times.
- 12. The shortest sentence in the English language is "I am".





Submitted by: Anita Wood

Balsamic Honey Chicken

Ingredients

- •4 boneless, skinless chicken breast halves
- •Salt
- Ground black pepper
- •1 tablespoon extra virgin olive oil
- •2 cloves garlic, chopped

- •2 medium Bosc pears, peeled, cored, and sliced
- •1 C reduced-sodium chicken broth
- •¹/4 C balsamic vinegar
- •1 1/2 tablespoon honey
- •1 ½ teaspoon cornstarch

TO PREPARE

- 1. Rinse the chicken in cold water. Then pat dry with paper towels. Place each chicken breast half between two sheets of plastic wrap and pound the chicken breasts to 1/2" thick. Remove the plastic and sprinkle both sides of breast with salt and pepper to taste.
- 2. In a large skillet over medium-high heat, heat the oil. Add the chicken and cook for 3 to 4 minutes on each side, turning once, until it is no longer pink in the center and the juices run clear. Remove the chicken from the heat and transfer it to a platter. Cover it to keep it warm.
- 3. Add the garlic and turn the heat down to medium for 2 minutes or until the garlic is soft. Add the pears and continue cooking for 3 to 4 minutes, stirring occasionally, until the pears are soft and golden brown.
- 4. In a small bowl, combine the chicken broth, balsamic vinegar, honey, and cornstarch. Pour over the pear mixture. Increase the heat to high until it comes to a boil, and then immediately lower the heat and simmer, stirring frequently for 4 to 6 minutes, or until the sauce thickens slightly. Return the chicken and any juices to the pan and cook for 1 or 2 minutes. Taste and adjust the seasoning, if necessary.
- 5. Place the chicken on individual serving plates or on a large platter. Use a slotted spoon to mound the fruit over the top. Spoon the sauce over the fruit and around the chicken. Serve immediately.

An easy, tasty, and healthy chicken recipe—low in fat and sodium. Chicken breast is topped with pears and a sauce of balsamic vinegar and honey. A recipe from *Eat Up Slim Down Annual Recipes 2006*, found on Noom. Also, good over rice! 55 cal/serving--4 servings/30 minutes



Israeli Couscous Salad

Ingredients

- Israeli (Pearl) Couscous (amount depends on how large a salad you are making, adjust other ingredients accordingly).
- Red and Yellow Cherry Tomatoes, halved.
- Red, green, yellow bell peppers (chopped small to medium/ small).
- Artichoke quarters (packed in water), halved or chopped. Remove woody parts.
- Green olives sliced or chopped chunky.
- Black olives, sliced or chopped chunky.
- Green onion, including the green parts, sliced thin.
- Small cucumber, seeded, diced small/medium.
- Good Seasons brand Zesty Italian salad dressing mix (dry). Make sure you get the ZESTY, not the regular, and I have tried "other, tastes like" brands, NO, Good Seasons only. Buy at least 4 5 packages.

- Oil (amount is according to dressing mix); I have used vegetable, canola, and olive oil. I like vegetable oil the best for the mild to no taste.
- Red Wine Vinegar. The amount called for on the dressing mix, plus a smidge more. I like my dressing tart. If you don't like red wine vinegar you can use white, or champagne. I have used both when out of red wine vinegar.

Optional:

- Various seasonings. I have used Italian, basil, chives, parsley, etc. Just add a tsp or so. I prefer not to, but this recipe is so versatile.
- Chunked cheese. I have added chunked cheddar, the kind you buy already cut up, but really prefer it without, kind of gets soggy. Same with Feta. I have made it with fresh mozzarella as well for a more "caprese" salad. Up to personal preferences.
- Chick Peas, drained and rinsed.



Submitted by: Julie Kelly

TO PREPARE

- 1. Mix your dressing according to package directions, set aside. See note about vinegar. You are going to need at LEAST two mixings to begin with. You may have to make more; this is why I said buy at least 4 5 pkts.
- 2. Toast the couscous until light brown in about a tsp or so of oil. Add recommended water to the hot pot and boil the couscous according to directions, (make sure to salt the water, mine is pretty close to "sea water"), leave a little al dente, but not crunchy. It will soak up the dressing. Drain thoroughly. I leave mine in the colander until I'm done chopping all the veggies. It almost gets "dry", but the dressing will separate it again.
- 3. Prepare vegetables as noted above. Place all in a LARGE bowl.
- 4. Add drained couscous to bowl of veggies and toss. If couscous has gotten too "dry", add a little dressing to help break it up.
- 5. Pour in the mixed dressing and stir/toss gently. This couscous is pretty tough but you still don't want to smash it up. There should be a small pool of dressing at the bottom of the bowl when pushing aside the couscous. This tells me I have enough on. Also taste it to see. If it's bland, add some more. It will get soaked up the longer it sits.
- 6. Cover with plastic wrap and refrigerate.

Note: This is the large, pearl couscous (see photo). This is a great dish to take to a potluck, holiday dinner, or a church supper. It holds up well (just don't add cheese until the last minute if using!) and it gets better the longer it sits.



FALL DRIVING SAFETY TIPS

The Dangers of Leaves on the

When leaves accumulate on the roadway and become wet, they can get extremely slippery, making the driving conditions similar to driving on ice. If the temperature drops below freezing, the wet leaves will freeze and turn into dangerous icy leaves on the roadway. Besides reducing the car's traction, causing skidding and the possibility of losing control of the vehicle, leaves often cover the painted road markings, making it difficult to know the locations of the lanes.

- Slow down if you are driving on a road covered with leaves, especially when driving around turns.
- Allow yourself plenty of room to stop in an emergency. Keep a greater distance between you and the car in front of you.
- Leaves make it difficult to see potholes and bumps in the road.
- A pile of leaves raked to the side of the road is an inviting place to a child. Children enjoy jumping into the leaf piles or burrowing down into them and hiding. Never drive through a leaf pile. Use caution going around turns and where children are playing.
- Keep your windshield leaf free to avoid wet leaves getting stuck under the windshield wiper
- In order to avoid the possibility of a fire hazard from the exhaust system or catalytic converter, never park your vehicle over a pile of leaves.



Fall is here!

What you might not know about the season



Fall is here!

Schools are back in session, football is back to full The fall equinox has been a day of celebration for force on weekends, and the temperature will hope- cultures since ancient days. People tracked the fully start inching its way down!

What is Fall?

The first day of fall, or the autumnal equinox is on September 22nd in the Northern Hemisphere. The equinox occurs at the same moment world-

What is the Autumnal Equinox?

The autumnal equinox—also called the **September** or fall equinox—is

Earth's equinoxes and solstices

the astronomical start of the fall season in the Northern Hemisphere and of the spring season in the Southern Hemisphere.

The word "equinox" comes from Latin aequus, meaning "equal," and nox, "night." On the equinox, day and night are

roughly equal in length. (See more about this below.)

During the equinox, the Sun crosses what we call the "celestial equator"—an imaginary extension of Earth's equator line into space. The equinox occurs precisely when the Sun's center passes through this line. When the Sun crosses the equator from north to south, this marks the autumnal equinox; when it crosses from south to north, this marks the vernal equinox.

After the autumnal equinox, days become shorter than nights as the Sun continues to rise later and nightfall arrives earlier. This ends with the December solstice, when days start to grow longer once again.

Ancient Autumn Traditions

transitions of the Earth's journeys around the Sun.

- At Machu Picchu in Peru, an ancient stone monument called Intihuatanawhich means "Hitching Post of the Sun"-serves as a solar clock to mark the dates of the equinoxes and solstices.
- In Mexico, the Mayans built a giant pyramid called Chichen Itza. On the equinoxes, it looks as if a snake made of light

slithers down the pyramid's steps.

Every year on the summer solstice, thousands of people travel to Wiltshire, England, to Stonehenge, a place with huge stones that were arranged in a circle around 3000 B.C. The huge

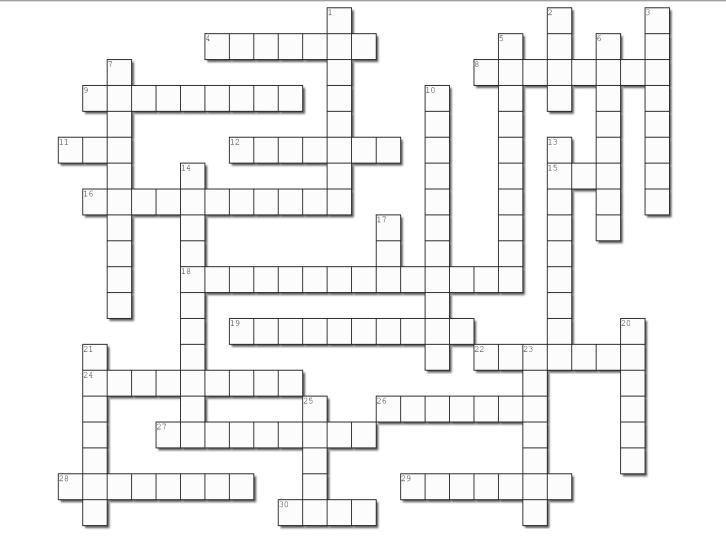
monument marks the relation between the Sun and the seasons.

The famous pyramids and Sphinx of Ancient Egypt also have their time in the Sun, so to speak. On the spring or fall equinoxes, a peculiar phenomenon occurs. If you stand directly in front of the Sphinx (facing it) at sunset on the date of either equinox, as the Sun nears the horizon, you'll observe it settle directly onto the Sphinx's right shoulder. At this angel, the Sun also sits at the southern corner of the Pyramid of Khafre, located behind the Sphinx.



Puzzle

Law Enforcement Jargon Crossword



Across

- **4.** Prisoner who is going to post bail and be released.
- 8. Handheld scanner to capture fingerprints.
- 9. Illegal cooperation between two entities.
- 11. Deoxyribonucleic acid.
- 12. Decision of judge or jury.
- 15. Dillinger foe.
- 16. To give support to a theory or finding.
- 18. Hierarchical arrangement of positions or offices.
- 19. A charge or accusation of a crime.
- **22.** Law passed by the state legislature.
- **24.** Obtaining something, such as money, through force or by threats.
- 26. A notice requiring an appearance in court.
- 27. An unprincipled person.
- **28.** To threateningly wave a dangerous object, such as a knife.
- 29. An order in writing authorizing search and seizure.
- **30.** Designation for the specific territorial assignment or district of a patrol division officer.

Down

- 1. Less than 18 years-of-age.
- 2. Automated Fingerprint Identification System.
- **3.** Conduct that incites rebellion against the authority of the state.
- 5. Property unlawful to possess.
- **6.** Which unit electronically stores images of all fingerprints?
- 7. A temporary ban.
- **10.** The sealing or destruction of a criminal record.
- **13.** A sworn statement made before a person legally allowed to take oaths.
- 14. Law enforcing group.
- 17. Shorthand for 'law enforcement officer'
- **20.** A crime punishable by imprisonment for more than one year.
- 21. Lying under oath.
- 23. To leave hurriedly to avoid arrest.
- **25.** To give up a personal right.



Erin's Corner

"I appreciate everything each of you contribute to the success of ISD and I look forward to continuing to learn and grow with all of you!"

Wow! Can you believe we are down to the last quarter of 2021? With COVID, sometimes I feel stuck in 2020, but time continues to march on! The last four months have gone by in a flash and I continue to feel incredibly privileged to be a part of the Information Services Division. I love the complexity and variety of all the work and systems we handle! From crime reporting (SIBRS, ODIS, UCR), SDA licensing and violent death reporting (OKVDRS) to criminal history (CCH, AFIS) each of our units handle systems which are incredibly detailed and intricate. Each of you master the knowledge within your area and work diligently to protect Oklahomans by ensuring information is complete, accurate and up to date. Regardless of what information you oversee, your work is critical and I appreciate your diligence and commitment to gathering, updating, reviewing and handling information to ensure its accuracy, completeness, and timeliness.

As I have mentioned previously, I have a couple of different goals for our division. First, I want to do my part to continue improving the sys-

tems we oversee and help provide resources that help each unit work more effectively, by either streamlining workflow, obtaining new tools, or updating systems appropriately. Second, I want to help make Information Services an even better place to make a career, through increased opportunities for development and growth.

For the first goal, we've made progress adjusting grants and establishing a contract to get some updates done on CCH. I submitted grant revision requests on all four active NCHIP and NARIP grants. The requests moved ~\$367,000 on the 2018 awards to fund updates to CCH. Both of these awards will expire at the end of this year, so I will be pushing our vendor(s) to make significant and timely progress on the requested changes. Out of necessity, top priority for this project will be updating the programming language and database software. After that, there are a couple of dozen enhancements planned. The top two of those priorities would impact how we are able to submit disposition information to the FBI and how we process the SYNC report which compares information in Oklahoma's criminal history system to the FBI's information. The requests for the 2019 and 2020 awards will add additional funding for the CCH update to the 2019 award, extend the 2019 award through 12/31/2022, and add money for interfacing between municipal courts and the RAPUP disposition reporting portal to the 2020 award.

For both goals, I'm still working on the functional review, although overseeing grant revisions and the projects above has slowed me down some. I will be refocusing on this during October in order to continue identifying ways to improve our effectiveness and create growth opportunities for employees. In addition, my door will always be open for new ideas even after the functional review is done.

In closing, I appreciate everything each of you contribute to the success of ISD and I look forward to continuing to learn and grow with all of you!

With gratitude,

Ein