

THE

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VOICE

Brittany Lindsey

Meet our
Spotlight
Employee
p. 2

INSIDE FOCUS

- Workplace Mental Health, pp. 3-4
- Blast from the Past, p. 5
- Cyber Security Awareness, p. 6



EMPLOYEE SPOTLIGHT

by Anita Wood

Inside THIS ISSUE

#Life	20
Awards & Recognition	7
Behind the Scenes	9
Birthday's	7
Blast from the Past!	5
Calendar of Events	8
Criminalistic Services	11
Crossword	15
CyberSecurity Awareness	6
eat where? reviews	16
Erin's Corner	22
Game Time	14
Good Eats!	16
In our State	18
Investigative Services	10
Milestones	7
Pets on Parade	21
Projects & News	13
Speaking of Health	3
Trivia	14
Welcome Aboard	12

Brittany Lindsey is in the ISD Employee Spotlight this issue. Brittany is originally from Del City, Oklahoma; she has one daughter, Delphina, who, at four years old, started pre-k this year. Delphina loves to dance and has been in dance class since before she was two years old. This year when Delphina turns five, she told her mom that she wants a scientist birthday party! (a future criminalist for OSBI someday???) Delphina is the absolute one thing that Brittany could not live without. Brittany and her parents have a total of five dogs: a Morkie name Boomer, a Chorkie, named Bellatrix, the others are, Daisy, Rusty, and Shiloh.



Something that might surprise Brittany's fellow employees is she was in choir for six years and loves to sing, but ironically, she has a case of stage fright. Brittany is very artistic, draws fairly often and enjoys doing random art projects. Hobbies and interests include doing fun things with Delphina like going to different parks in the area, doing art projects, or going on playdates. Brittany's personal philosophy is "Treat others how you would like to be treated and sprinkle kindness everywhere." Her pet peeve is "chewing sounds" even when someone is eating avocados, her favorite food.



Brittany began her career at OSBI in the Self-Defense Act Unit as a temporary employee. She quickly rose to full-time in the Criminal History Reporting Unit (CHRU). A little over a year ago she transferred to the Disposition Services Unit (DSU) where she ensures that criminal history records are updated with dispositions.

Meet BRITTANY LINDSEY

Working at the OSBI has been a learning experience for Brittany and she has gained many skills – one of them being increased confidence when working with people.

She would advise future, prospective candidates to "be confident and honest." Brittany is in the process of earning a Master's in Counseling and when asked "If you could do another job outside of OSBI for one day, what would it be?" Her answer, "A counselor."

“I hope when I retire, people will be able to say I made a difference.”



Welcome Aboard!

Join us in welcoming new employees, see page 12.



Check out the Calendar of Events

Don't miss a co-workers birthday, an important milestone, or a holiday event, see pages 7 and 8.



What's for Dinner?

Need ideas or a new recipe for dinner? Check out Good Eats! on pages 16 and 17.

Speaking of Health - Burnout

The World Health Organization has officially recognized “burnout” as a chronic medical condition, defining “QD85” as follows:

Burn-out is a syndrome conceptualized as resulting from chronic workplace stress that has not been successfully managed. It is characterized by three dimensions: 1) feelings of energy depletion or exhaustion; 2) increased mental distance from one’s job, or feelings of negativism or cynicism related to one’s job; and 3) reduced professional efficacy. Burn-out refers specifically to phenomena in the occupational context and should not be applied to describe experiences in other areas of life.

This is the first time burnout has been classified as a medical condition by any official health body.

Workplace burnout and stress have been on the rise

Work-related stress has been an issue increasingly discussed in the past few years. Making sure your people are not excessively stressed is crucial, as low stress levels are a core element of high-functioning teams. After all, who works effectively when they’re exhausted and on edge?

A recent Compsych report returns these notable findings:

- ▶▶ 61% have high stress levels, with extreme fatigue/feeling out of control
- ▶▶ When asked about stressors at work, 39% said workload, and 36% said people issues
- ▶▶ 37% lose one hour or more per day in productivity due to stress
- ▶▶ 37% cite stress and personal relationship issues as the most common reason for absences
- ▶▶ 20% miss more than six days per year due to stress

The Warning Signs of Burnout

Job burnout doesn’t happen overnight. As stressors pile on with no relief in sight, burnout typically builds into an issue slowly over time. There are several symptoms of burnout that a person who’s affected may exhibit. Whether your team is on-site, hybrid, or remote, they may show a few or all the following signs.

- ▶▶ Physical and mental exhaustion
- ▶▶ Feelings of anxiety toward daily tasks
- ▶▶ Difficulty concentrating at work
- ▶▶ Stress that affects sleep
- ▶▶ Less sense of accomplishment toward work
- ▶▶ Feelings of defeat

The 5 Stages of Burnout at Work

Managing busy teams means you need to watch for signs of burnout. Some employees may be completely burned out, while others may just be setting themselves up for future burnout. Know what signs to look for; recognizing them lets you address and hopefully resolve them earlier and quickly.

1. Honeymoon stage of burnout

Maybe the employee in this stage is new on

the job and is eager to make their mark. From an outsider’s perspective, it may seem that this employee is hyper-focused, driven, and passionate about their position.

They may be working long hours and on weekends, taking work home, and readily accepting an increasingly heavy workload.

The problem here is that the team member is setting a dangerous precedent. Working too much, ignoring the work/life balance, and taking on numerous responsibilities is an unsustainable level of performance.

While the work may seem exciting and fruitful at first, the novelty wears off after a while, causing the person to start getting tired and overwhelmed.

2. Balancing act of burnout

After the honeymoon stage, the work environment isn’t as intriguing or stimulating for the team member.

and tasks, even if they complete them on time.

3. Chronic stress stage of burnout

A team member in this burnout stage typically feels stressed out most of the time. They experience a constant state of overwork.

This stage starts causing issues with the person, both at work and in their home life. They may suffer from physical and emotional exhaustion, which presents in the form of irritability, short-temperedness, and lack of interest in their work and other team members.

These team members may turn to crutches to help them feel better, such as guzzling coffee or other caffeinated drinks. Even when they’re off work, they can’t relax because they’re worrying about work.

4. Burnout

Full-blown burnout affects every part of the person’s life. They possess almost no interest or enthusiasm for their job.

Their work suffers, as they may start skipping work, ignoring deadlines, and feeling too exhausted to make an effort.

Their burnout affects their personal life, as the person pulls away from their loved ones and is emotionally unavailable.

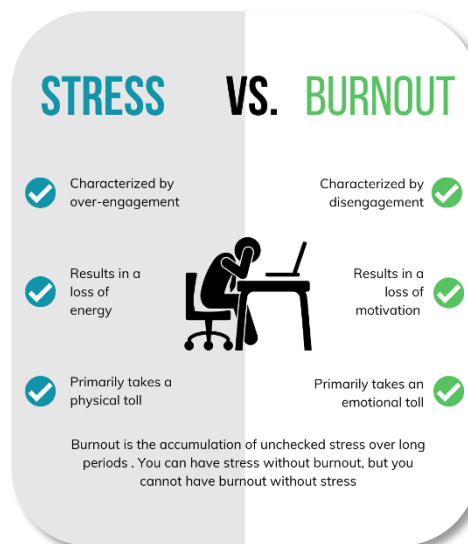
Physical health issues may afflict a person experiencing this stage of burnout. Headaches, stomach problems, neck and back pain, and digestive issues are common.

This stage is when a team member may fantasize about, and even decide on, quitting their job.

5. Enmeshment

The final stage of burnout is when the person accepts feeling this way is their new reality. They continue experiencing physical and mental issues and settle into being a mediocre team member — or worse. While they may continue working long hours, they’re far less productive and efficient than they once were.

A person in the enmeshment stage of burn-



Bad days begin to sprinkle in with the good ones, and the team member might feel like they don’t accomplish much at work. Their energy levels wane. Even if they’re keeping up with their previous workloads, it takes more out of them physically and mentally than before.

This employee starts feeling job stress. They may dread going to work on Sunday night and lose enthusiasm for their projects

Speaking of Health - *Burnout* (con't)

out may visit a doctor and psychologist and be diagnosed with anxiety or depression. Unfortunately, this stage can also bring on secondary problems like drug and alcohol abuse or an eating disorder.

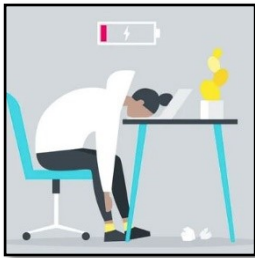
Seven quick ideas to prevent burnout on your team

The best way to fight burnout is to avoid it in the first place. In addition to asking yourself these questions weekly (click [here](#)), take steps to proactively head off burnout and keep team members satisfied, engaged, and healthy.

Here are seven strategies to help identify and mitigate burnout in your team members.

1. Know the warning signs of burnout and act immediately

Watch for the warning signs discussed above. Some will be subtle, especially in the early stages of burnout. A messy appearance and sunken eyes are physical indicators of burnout. If a person starts missing deadlines, turning in work that doesn't live up to expectations, or begins calling in, these could also be signs of burnout.



Christina Maslach and Michael P. Leiter recently wrote an article about measuring burnout. They recommend using the [Maslach Burnout Inventory](#) (MBI) to identify team member burnout.

If you believe a team member is burned out, have a conversation, and ask them how they feel about their workload and life. Try adjusting their workload around and insist on them working fewer hours to take time to reset and refresh themselves.

2. Help establish a healthy work-life balance

Working long hours and on weekends are common causes of burnout. Keep an eye on everyone's workload and move tasks around if they can't do it in a normal work week. Working after hours should be the rare exception, not the rule.

According to a FlexJobs survey, flexible work environments seem to foster sup-

portive workplaces. When asked about support in the workplace, 54% of people with flexible work options say they have the emotional support they need at work to manage their stress, and 57% can change stressful things about their work, such as workload, time off, and changing tasks or responsibilities.

If people have children and need to leave work earlier, take care of a family member, or whatever the case may be, offer flexibility. If the work isn't getting done once you offer flexibility, have a conversation with them. Granting this flexibility will promote greater self-care, lower stress levels, and create a healthier work environment.

3. Check-in and assure your team they can discuss feelings of burnout with you

Consistent conversations with your team members allow you to measure and address any signs of burnout.

Ask them how things are going, what they think of their work, what might be stressing them out in their personal life, and how you can help. You can do that as their manager or just as their colleague.

4. Encourage everyone to carve out time for self-care

Foster a culture of physical and mental wellness and good stress management in your organization. This approach can dramatically decrease the number of employees who experience burnout.

Show your team you want and need them to take care of themselves.

5. Set (and model) healthy work boundaries

If executives and leaders in the business send emails at 11 p.m. or ask for reports on Saturday, it gives the impression that everyone else needs to do it, too.

Don't do it. Log off. Aside from urgent matters, try conducting most communication within standard business hours.

6. Create fun, relaxed team-building opportunities

Enjoying the people you work with makes going to work less burdensome and more interesting. There are many ways to strengthen your team and encourage positive, productive relationships.

For in-office teams, schedule an outing

once a quarter where everyone goes ice skating or bowling, has a picnic, or simply meets for happy hour or some other activity.

For remote employees, you could schedule a video-based game (like a virtual escape room) or play online drawing games together.

Kick off your next meeting with an icebreaker question to help everyone feel more connected and engaged.

Team building can be simple, start with a few basic questions. The goal is to take your team's mind off of work and give them an outlet to get to know each other better in a more relaxed context.

7. Remind team members to use their personal days

There's still a stigma about vacation time in some companies, and this perception can add to instances of burnout. If team members feel like they're letting their team down by taking off or that they don't deserve the downtime, they're less likely to use their paid time off (PTO).

Encourage your team to take all the PTO they have. Make it known you believe a break from work makes them higher-performing employees. Set PTO boundaries so that when staff members are off, they don't feel like they need to check emails and call in for meetings.

You may even want to remind them monthly of the vacation days they have left so the end of the year doesn't sneak up on them.

While time off and vacation aren't cures for burnout, they can help relieve work stress and give employees a chance to decompress and have fun.

Burnout syndrome can have disastrous results on a team member's well-being, extending to your workplace.

Knowing the signs of burnout is the first step toward proactively avoiding and addressing it with your team members.

Putting measures in place to encourage physical and mental health, and avoiding being overworked and overwhelmed, can keep your team invigorated, engaged, and exceeding performance expectations.



By 1946, the FBI had processed over 100 million fingerprint cards in manually maintained files; and by 1971, 200 million fingerprint cards.

Fingerprint database at FBI headquarters in Washington DC (1944).

In this and future issues we will try to include images from the past on a subject that may be of interest to everyone. This issue features what it was like to try and find/file a fingerprint card in 1944! If anyone has any suggestions for future blasts, feel free to send them to me.

Before computers, documents had to be physically filed, which not only took a long time but also took up a lot of space. These photos picture the overflow filing facility that the FBI's Identification Division started using during World War II for the purposes of clearance needs of the armed services. The building is the DC Armory, a multi-use arena facility — and sometimes ice rink — which is still in existence.

By 1942 the FBI was adding 400,000 file cards a month to its archives, and was receiving 110,000 requests for “name checks” per month. By 1944 the agency contained some 23 million card records, as well as 10 million fingerprint records.

Around the war, the federal government invested huge resources into the FBI to investigate potential defectors and spies. President Roosevelt, for one, was concerned about the lure of Communism and the subsequent threat to democracy. By the end of 1943, the FBI employed around 13,000 people.

By 1946, the FBI had processed over 100 million fingerprint cards in manually maintained files; and by 1971, 200 million fingerprint cards.



The FBI's fingerprint files called 'Notorious Dead Criminals'.

The French scientist Paul-Jean Coulier developed a method to transfer latent fingerprints on surfaces to paper using iodine fuming. It allowed the London Scotland Yard to start fingerprinting individuals and identify criminals using fingerprints in 1901.

Soon after, American police departments adopted the same method and fingerprint identification became standard practice in the United States.

The Scheffer case of 1902 is the first case of the identification, arrest, and conviction of a murderer based upon fingerprint evidence. Alphonse Bertillon identified the thief and murderer Scheffer, who had previously been arrested and his fingerprints filed some months before, from the fingerprints found on a fractured glass showcase, after a theft in a dentist's apartment where the dentist's employee was found dead. It was able to be proved in court that the fingerprints had been made after the showcase was broken.



The identification of individuals through fingerprints for law enforcement has been considered essential in the United States since the beginning of the 20th century. Body identification using fingerprints has also been valuable in the aftermath of natural disasters and anthropogenic hazards. Aren't we glad for technology?



by Julie Kelly

Cybersecurity awareness is the combination of both knowing and doing something to protect a business's information assets. When employees are cybersecurity aware, it means they understand what they are, and the potential impact cyber-attacks can have on a business. It takes everyone involved to combat cyber-attacks. Our IT personnel are vigilant in making sure we all understand the risks and are able to identify a potential attack. I was asked recently to update my INFOSEC* Awareness before I could access a federal government website I use regularly. I've included some of the information here, as it never hurts to remind ourselves what to look for.

Cybersecurity refers to the preventative methods used to protect information from being stolen, compromised, or attacked. The federal government has millions of cyber events on its networks per day; the Department of Defense and National Nuclear Security Administration alone each report 10 million events on their systems every day. State governments also face hundreds of thousands of events daily.

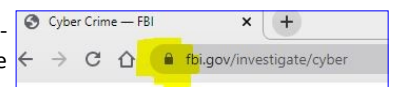
What are some common Cybersecurity Threats?

1. **Malware:** Short for "malicious software," malware is software designed to control or infiltrate a system without the user/owner's consent. It is often delivered through emails or via compromised websites.
2. **Phishing:** Phishing is the act of attempting to acquire information, often through emails sent with malicious intent. Bad actors often use phishing to acquire sensitive information such as account usernames and passwords, credit card numbers, and other personally identifiable information (PII).
3. **Spear Phishing:** Spear phishing is a variation on phishing in which hackers send phishing emails to specifically targeted users, often groups of people with specific common characteristics or other identifiers.
4. **Drive-By Downloads:** Drive-by downloads occur when bad actors place malware on websites designed to infect users' machines when they go to the website. Adversaries may compromise legitimate websites and load malware onto them, or they may create malicious websites hosting malware.
5. **Social Engineering:** Some cybersecurity threats use social engineering, which involves tricking people into divulging information or taking some action. For example, adversaries use social engineering by claiming an email is from your webmail provider and you need to click a link to reset your password. Adversaries often use social engineering in phishing emails to entice users to click on a link or open an attachment.



You can take several simple steps to help keep your information safe:

- ◆ If you receive a suspicious email in your mailbox, **do not click on any links or attachment and do not respond to it.** Check with our IT personnel or use the [Virus Scan Website](#) they have provided us, it only takes a minute to ensure all of our data is safe. **When in doubt, call IT.**
- ◆ Stay cognizant of any suspicious emails you might receive, either at work or at home. Do not open any attachments, click on any links, or reply to any email for which you believe to be suspicious.
- ◆ Do not respond to any online social network requests for which you do not recognize or were not expecting.
- ◆ Carefully review all links before clicking. You can hover over hyperlinks (but not click) to view the true URL. When receiving an email from your bank or other institution, go directly to the known good link/URL for that institution that you know to be legitimate rather than clicking on links in emails.
- ◆ Whenever entering sensitive information into a webpage, verify that it is a known site and that the connection is over an encrypted channel. Most modern browsers will present a lock symbol to indicate the connection is secure.



It is clear that the weakest link in cybersecurity is the human factor, and it is our responsibility to be cybersecurity aware and vigilant of the risks. Stay up-to-date on your cybersecurity awareness and remember, when in doubt, **CALL IT!**

*INFOSEC is the protection of information and information systems from unauthorized access, use, disclosure, disruption, modification, or destruction in order to provide confidentiality, integrity, and availability.

Name	Unit	Years of Service
January 2023		
Stephanie Burton	ID	23+
Andrew Cisper	SDA	3
Jackie Cruise	FSU	10
Collin Woodruff	FSU	2
February 2023		
Lorna Beckloff	OVDRS	11
Ginger Casler	SDA	20
Lesley Chu	ID	7
Annie Gilbreath	FSU	7
Kali Leon	SDA	3+
Jarel Murphey	DSU	2+
Betty Stickley	CHMU	3
March 2023		
Casey McCarty	ID	13
Lisa Merka	BFSU	21
Emily Proc	DSU	1
Shondreya Toomey	CSU	1
Dave Wood	BFSU	10

Look for information on the ISD Lending Library coming soon!

Happy Birthday!

January		February		March	
Stephanie Burton	1	Derek Still	11	Sylvia McConnell	11
Shondreya Toomey	10	Kayron White	11	Angela Thompson	15
Ian Richey	14	Betty Stickley	15	Kourtney Heard	29
Jessica Cociolone	15	Kali Leon	17		
Jennifer Gouge	19				
Kelsey Backry	25				
Kara Miller	29				

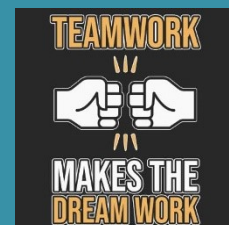


Red Feathers



Team Awards

- Michael Bridgford
- Jackie Cruise
- Annie Gilbreath
- Jennifer Gouge
- Aaron Gray
- Debbie Ives
- Misty Jeter
- Jack Keisorn
- Talia Lane
- Corey Morris
- Jarel Murphey
- Laura Brown
- Katherine Palmer
- Anita Wood
- Collin Woodruff



January 2023

Sun	Mon	Tue	Wed	Thu	Fri	Sat
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				



State Holiday's

2nd - New Year's Day
16th Martin Luther King, Jr Day



ISD Employee Appreciation Events

3rd - Monthly Game/Event Announced
12th - Random Number Drawing
19th - National Popcorn Day



Other Holiday's/Events

2nd - World Introvert Day
8th - Bubble Bath Day
24th - Compliment Day
29th - National Puzzle Day



ISD Birthday's

[See list here](#)

February 2023

Sun	Mon	Tue	Wed	Thu	Fri	Sat
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28				



State Holiday's

20th - Presidents' Day



ISD Employee Appreciation Events

1st - Monthly Game/Event Announced
14th - Valentine's Day
15th - Random Number Drawing



Other Holiday's/Events

2nd - Ground Hog Day
6th - National Chopsticks Day
22nd - Be Humble Day
26th - Tell a Fairy Tale Day



ISD Birthday's

[See list here](#)

March 2023

Sun	Mon	Tue	Wed	Thu	Fri	Sat
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	



State Holiday's

None



ISD Employee Appreciation Events

1st - Monthly Game/Event Announced
6th - National Oreo Cookie Day
15th - Random Number Drawing



Other Holiday's/Events

3rd - Employee Appreciation Day
14th - National Potato Chip Day
23rd - National Chip and Dip Day
26th - Make up your own Holiday Day



ISD Birthday's

[See list here](#)



Wishing a very **Happy Birthday** to all Birthdays! See birthday list [here](#).



Jarel
Murphey

Ian
Richey

Rachel
Collins

Jessica
Moseley

Emma
Hood

DSU

Brittany
Lindsey

Cathy
Miller

Emily
Proctor

*Not pictured: Debra Cooper

Meet the Team

The **Disposition Services Unit (DSU)**, formerly known as the CDC&A Unit, is responsible for updating arrest records with disposition information.

Dispositions are the current status or the final outcome of an arrest, and are received by District Attorney's, Municipal Courts and the Department of Corrections. The DSU is comprised of full-time employees and grant-funded employees, and they all work towards the same goal of researching and updating dispositions.

Full-time DSU employees are tasked with entering all dispositions that are submitted to the OSBI, this includes municipal report forms, ADRS (Arrest Disposition Reporting System) and DOC reception and release status sheets. ADRS is a file that is uploaded weekly into OSBI's computerized criminal history database (CCH), that contains hundreds of semi-automated dispositions. These records are submitted by the DA's Offices and contains the final outcome of cases. Each record is examined and researched by our employees for complete accuracy, before attaching to the record.

The grant employees work on the NCHIP federal grant, that was awarded to the OSBI back in 2014. The grant was created to research the missing dispositions from Oklahoma County because they had not submitted to the OSBI since 1980. This project has located and updated over 667,000 dispositions from start to end of October 2022. Another project that began in 2018, was to create a web portal for all municipal agencies to electronically submit their dispositions to the OSBI. RAPUP (Record of Arrest and Prosecution Update Portal) is in the final staging of testing and hopefully will start being utilized across the state by end of 2023!

If you'd like to know more about what they do, feel free to ask one of the members!

INVESTIGATIVE

SERVICES DIVISION

by Steven Carter



Special Agent Dale Fine

Special Agent Dale Fine has been with the OSBI since 2012. While employed with the OSBI, Dale has investigated numerous cases ranging from homicide to embezzlement. Dale is a seasoned investigator and is often relied upon in his region to take on complex cases and assist other agents. Dale is known by his peers and other law enforcement across the region as a thorough and detailed agent with his work. Dale has received numerous compliments from District Attorney's across the region for his work on homicide cases.

Recently, the OSBI was tasked with providing an Office of Liaison for Missing and Murdered Indigenous Persons. The statute required the OSBI to work with state, tribal, and federal law enforcement on missing persons and homicide cases involving American Indian individuals, as well as develop the best protocol for law enforcement response to missing person reports involving American Indian individuals and other duties contained within the bill. As a member of the Cherokee Nation and due to his extensive contacts within the Native American community, Dale was immediately thought of as the person to head this liaison office. Dale graciously accepted the responsibility and has done a fantastic job building relationships between the tribes and law enforcement.

After becoming the liaison, Dale applied for a position on the [Not Invisible Act Commission \(NIAC\)](#) and was selected to be on the commission by the Secretary of the Interior in coordination with the U.S. Attorney General. The NIAC was enacted by Congress in 2019 and advised the Secretary of the Interior and the U.S. Attorney General on actions the Federal Government can take to increase intergovernmental coordination to identify and combat violent crime on Indian lands and against Indians. Dale works with other commissioners across the U.S. to provide information better to serve tribal citizens against violent crime on Indian lands.

During his time as the liaison and on the NIAC, Dale has attended and spoken at several tribal summits and law enforcement conferences across the State of Oklahoma. While attending these engagements, Dale continues to work a full caseload in the Northeast Region. He has represented the OSBI with the utmost professionalism and worked to help tribal members across the nation in reducing crimes on Indian lands as well as providing peace to those that have been victims of crimes on Indian lands.



The Fine Family



by Julie Kindle

Many Americans follow a tradition of eating black eyed peas on New Year's Day. This Southern and Midwestern tradition has numerous variations as well as varying claims and versions of origin. They all basically boil down to a hope for good luck and financial prosperity. Mainstream tradition calls for eating black eyed peas and some type of green: the black eyed peas symbolize coins. The peas swell in size and increase their volume as they cook, and the hope is that personal wealth will do the

same in the coming new year. Greens such as collards, turnips, and mustards symbolize paper money, as they are the color of and can be folded similarly to bills. Cornbread is also added to some of the folklore, and is symbolic of gold due to its color. Regardless of belief, one probably can't go wrong with an Oklahoma dinner consisting of black eyed peas, greens, and corn bread! Click [here](#) for delicious recipes for [BE Peas](#), [greens](#) and [corn bread!](#)

Criminalistic

SERVICES DIVISION

FORENSIC SCIENCE ACADEMY

(Scheduled February 2 - April 6, Thursday afternoons)

In October 2015, the OSBI initiated its Forensic Science Academy. The Academy allows criminal trial judges, defense attorneys, investigators and prosecutors to spend nine three-hour sessions, each focusing on a specific discipline within the OSBI and the toxicology lab at the Office of the Chief Medical Examiner. In the Spring of 2022, we were able to add a session for the Crime Scene Unit and it got a lot of positive feedback.

The mission of the OSBI Forensic Science Academy is to provide criminal trial judges and lawyers an opportunity to deepen their understanding of current practices within the OSBI's forensic science laboratories. By engaging in discussions with subject matter experts and completing dynamic hands-on laboratory exercises, Academy participants will gain insight into how evidence analysis is conducted in the lab. These unique experiences will better equip judges and lawyers to utilize forensic examination reports and expert testimony in the cases they preside over, prosecute or defend.

Each session begins with a discussion facilitated by one of OSBI's foren-

sic science experts. In each session, participants have engaged in lively exchanges with the facilitator and with one another. At the conclusion of the discussion, participants move into the laboratory for dynamic, hands-on laboratory exercises that allow them to gain insight and experience into how evidence is handled, prepared and analyzed.

Our latest academy (Spring 2022) consisted of nine investigators, one defense attorney and eight prosecutors. Comments from this group have included the following:

"First off, I really enjoyed the forensic academy and feel much more confident in my knowledge of what to ask at trials as well as understanding of what to tell our law enforcement to collect and be aware of"

While in Payne County, a criminalist was told "My colleague attended the FSA and highly recommended it."

Overheard in the Spring 2022 FSA "I have had a really great experience in the academy."

The Spring 2023 session of the Academy has begun accepting applications and will begin on February 2, 2023. Garry Metcalfe and Carrie Farris are the coordinators of the Academy.

OSBI LAB OUTREACH TRAINING

(Next scheduled training at the Forensic Science Center is set for March 29th)

Since 1953 the Oklahoma State Bureau of Investigation's Criminalistics Services Division (OSBI Laboratory) has provided a multitude of forensic science services to law enforcement agencies operating within Oklahoma. In an effort to continually update our law enforcement partners, the OSBI Laboratory is offering a free, in-person training course about the OSBI Laboratory that is also worth 4 hours of CLEET credit.

This training is designed for both new and seasoned officers. It has been updated to include information about each laboratory unit and location, all available laboratory services, service limitations, and other evidence-related information as it pertains to evidence collection, packaging, and evaluation, as well as laboratory submission tips. Information about new instruments and changes in some of the laboratory's programs to better serve officers are shared during the training. The training is provided at no cost to our customer agencies and is provided in a 4-hour session.



Clockwise from top: Garry Metcalfe, Mya Cavazos, Torrance Anderson, Sean Mize, Melissa Brous, Jeff Hickerson, Beth Snoddy, Arden Cavitt, Danielle Ross-Carr. Not pictured: Alli Timmons

Recently our Forensic Toxicology staff underwent training and qualification for new equipment to check pipettors. In order to get all Tox staff qualified, they held a "competition" measuring precision and accuracy – the Pipette Olympics. Everyone won gold! After the awards ceremony, the unit enjoyed delicious hamburgers together – a celebration for meeting the October casework goals. It was a great day!



welcome TO THE TEAM!

Hello All!

As this issue is a collaboration of OSBI divisions, we are including new employees from all contributing divisions! Welcome to all new employees! We are excited for them to join us. We know they are going to be valuable assets to the OSBI and can't wait to see what they accomplish here.

one team, one mission.

On behalf of the entire agency, please welcome aboard the newest members to the OSBI Team!

Information Services Division



Rachel Collins
Admin Tech, DSU

Jessica Coccione
Admin Tech, CHMU

Ashley Hoggatt
Admin Tech, Reception

Jim Turney
Admin Tech, SDA

Zach Horn
Crime Rep FR, BFSU

Criminalistic Services Division



Jeff Hickerson
Criminalist
Forensic Toxicology

Jarod Murphey
Criminalist
Firearms & Toolmarks

Bri'Angela Matthews
Criminalist
Controlled Substances

Jennifer Foster
Admin Tech
CODIS

Investigative Services Division



BACK ROW (L-R) - Abbie Bailey, Triage Analyst, ICAC; Lillian Dufner, Triage Analyst, ICAC; Joshua Branch, Special Agent, SWRO; Katie Brown, Criminalist, ICAC; Denise Kramer, Criminalist, ICAC; John Cunningham, Special Agent, ICAC; Chantz Jackson, Special Agent, ICAC; Blaine Phillips, Special Agent, ICAC;
FRONT ROW (L-R) - Kathy Palmer, Triage Analyst, ICAC; Joseph Gravelle, Special Agent, SCRO; Leticia Hameury, Triage Analyst, ICAC; Phillip Havins, Technical Investigator, ICAC; Caitlin Marrero, Criminalist, ICAC; Amber Simmons, Criminalist, ICAC; Meric Mussett, Technical Investigator, ICAC

OKVDRS - IVP INdepth Podcast

OKVDRS (Oklahoma Violent Death Reporting System), Lorna Beckloff, OSBI OVDRS Supervisor, was invited to participate on a national level in the Safe States Alliance IVP INdepth podcast panel, or “vodcast” for National Injury Prevention Day. Members of the panel discussed timely IVP (injury and violence prevention) topics and trends.

The podcast was hosted by Mighty Fine, MPH, who is Safe States Executive Committee At-Large Member and Director for the Center for Professional Development and Partnerships at the American Public Health Association.

If you'd like to explore in more detail, click [here](#) to access the audio or video version. Scroll to the bottom and click on “This is IVP” - Shining a light on Careers in Injury and Violence Prevention”. If you have any questions, feel free to contact Lorna for more information. Great job Lorna!

Investigative Division welcomes the Digital Evidence Unit!

On December 1, 2022, the Digital Evidence Unit (DEU) transferred from the OSBI Laboratory to the Investigative Services Division. The DEU will join the ICAC Unit supervised by Captain Jeremy Yerton and will continue to offer excellent digital forensic services to agents and requesting LEO's throughout the state. The DEU consists of two Lieutenants and three Criminalists.



Captain Jeremy Yerton

Lieutenant Rachel Ross

Lieutenant Don Rains

Alex Ivan, Criminalist

Bryce Phillips, Criminalist

Justin Deckard, Criminalist

BREAKING NEWS

Additionally, OSBI will be hosting job fairs once or twice a year. The first event will take place at the FSC in Edmond, Thursday, April 13, 2023.

OSBI Forms Recruitment Committee

The OSBI now has a Recruitment Committee. Our internet has been updated and several flyers have been created for career fairs or to post on job boards. You can find the flyers on our external website here: www.osbi.ok.gov/recruitment-resources. Select the flyer you want and save as a PDF. You can then e-mail or print. Check out the changes to the internet here. www.osbi.ok.gov/careers

We are looking for YOUR assistance in the following ways

Are you willing to provide a short answer on video or provide a short answer in writing to one of the following questions? We will provide the videographer and any information posted on the website would include your first name only.

- What do you like most about OSBI?
- What drew you to OSBI originally? And how has OSBI changed since?
- What has been your favorite project at OSBI?
- What have you gained from working at OSBI?
- What is the favorite part about working for OSBI?
- What is your proudest moment at OSBI?
- How has OSBI helped you in your career development?
- What are three words to describe the OSBI?
- What are three career lessons you've learned thus far?
- What aspect of your role do you enjoy the most?
- Other as appropriate.

If you are willing to do either of these, please email us at recruitment@osbi.ok.gov



Who Is That?

Send us your baby pictures for the 'Who is That?' game. We'll post a photo in every newsletter and the first person to email and correctly guess who the person is, wins a prize!

Note: It will be always be an employee of the OSBI.
Try your luck at guessing this issue's **Who is That?** below



Click [here](#) or on the photo to enlarge, then if you think you know who it is, email your guess [here](#).
The first correct answer received wins!

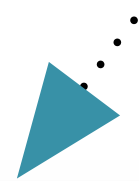


Think you know the state you live in?
Play the **OKLAHOMA** Interactive [Trivia Game here](#) and find out!

(will open or download in PowerPoint)



Sharp Brains - Cognitive Skills



ACROSS

- | | |
|--|---|
| 1) Common landscaping plant | 38) Maple product |
| 6) Cereal holders | 39) "No whispering!" |
| 11) Kept away from prying eyes | 40) Davenport native |
| 14) Astrological ram | 41) Lion relative |
| 15) "Farewell, mon ami" | 42) Spookily |
| 16) High card | 44) More cherished |
| 17) Declaration from Shakespeare's masseuse? | 46) Restroom alternative, in a hospital |
| 19) ___-tac-toe | 48) Most alluring, in slang |
| 20) Baby's foot (var.) | 49) Clear wrap brand |
| 21) One not getting an Olympic medal | 52) Prefix with "tone," "bar" or "metric" |
| 23) Heavenly bodies | 53) Stag out-of-body experience? |
| 26) Bell tower | 58) "Gloria in excelsis ___" |
| 27) One of four suits | 59) Floating among the clouds |
| 28) "El ___" (John Wayne film) | 60) Certain opera voice |
| 30) Dinner crumbs | 61) Little toymaker |
| 31) Areas around altars | 62) Spacek who was Carrie |
| 32) Genetic letters | 63) "Riders to the Sea" playwright |
| 35) "And more," in lists | |
| 36) Mollify | |

DOWN

- 1) "A likely story!"
- 2) Mined rock
- 3) Title for Walter Raleigh
- 4) Is precariously perched
- 5) Arrange by type
- 6) Thai bills
- 7) Poems of tribute
- 8) Lean, strong and flexible
- 9) Money for a Romanian
- 10) Rent from a renter
- 11) Positive milliner's motto?
- 12) Less cordial
- 13) Express strong disapproval of
- 18) Pedicurists' targets
- 22) Antiquated
- 23) Pumps and clogs
- 24) Capital of Western Australia
- 25) What the hen topped off her scale-model building with?
- 26) Obnoxious child, to a sitter
- 28) Tooth problem
- 29) Arabian Peninsula nation
- 31) Shed tears
- 33) Directory contents
- 34) Detached
- 36) Toothy fishes
- 37) Tender cut of meat
- 41) ___ Park (Prince's house)
- 43) Antipollution org.
- 44) Bird of peace
- 45) Puts forth, as pressure
- 46) Less-played part of a 45 record
- 47) Artist's stand
- 48) Heavily marbled, as meat
- 50) Neighbor of Cambodia
- 51) Show-___ (hotdogs)
- 54) ___ Lilly of pharmaceuticals
- 55) Place to lodge
- 56) Feature of London weather
- 57) Before, poetically

T MINUS AND COUNTING

By Timothy E. Parker

1	2	3	4	5	6	7	8	9	10	11	12	13
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46	47							48				
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52				53	54					55	56	57
58				59						60		
61				62						63		

For an fillable version, click [here](#) then download to your preferred location.

[For this issues Crossword solution click here](#)

Good Eats



Pizza Lasagna

Submitted by: Julie Kelly

Ingredients

- 9 lasagna noodles
- 1 lb Italian sausage
- 1/2 medium onion, diced
- 8 oz white mushrooms, sliced
- 1 (15-oz) jar pizza sauce
- 1 (14.5-oz) can diced tomatoes with basil, garlic, and oregano, drained
- 1 (15-oz) container ricotta cheese or cottage cheese
- 1 large egg
- 1/3 cup shredded Parmesan cheese
- 1 1/2 tsp Italian seasoning
- 3 cups shredded mozzarella cheese
- 1 (6-oz) pkg pepperoni slices
- 1/3 cup diced green pepper
- 1 Tbsp sliced black olives

Instructions

1. Cook lasagna noodles according to package directions. Drain.
2. Preheat oven to 350°.
3. Brown and crumble the sausage in a large nonstick skillet. Remove sausage from skillet and set aside leaving the grease in the skillet.
4. Cook onion and mushrooms in sausage grease until onion is soft and mushrooms are brown. Season with salt and pepper.
5. Return sausage to skillet and add pizza sauce and diced tomatoes. Stir to combine.
6. In a medium bowl, whisk together ricotta cheese, egg, Parmesan cheese, and Italian seasoning.
7. Spray a 9x13 baking dish with cooking spray.
8. Spread 1/3 cup of sauce mixture in bottom of baking dish. Arrange 3 noodles over the sauce.
9. Spoon half the ricotta mixture over the noodles.
10. Top with 1 cup of shredded mozzarella cheese, followed by 1/3 of the pepperoni slices and 1/3 of the remaining sauce.
11. Place a second layer of noodles in the baking dish, followed by the remaining ricotta mixture, 1 cup of mozzarella, another 1/3 of the pepperoni slices, and another 1/3 of the sauce.
12. Place the final layer of noodles on top and spread the remaining sauce on top.
13. Sprinkle the remaining mozzarella cheese on top. Arrange the remaining pepperoni slices on top and sprinkle on the green pepper and black olives.
14. Bake for 30 to 35 minutes or until bubbly.
15. Let sit for 10 to 15 minutes before serving.



Baked Beans

Submitted by: Steven Carter

- 1 pkg pepper bacon (or regular)
- 1 onion, diced
- 3 cans Bush's Baked Beans
- 1 can **peach pie filling**
- 1/4 c. barbecue sauce (approx.)
- 1 tsp garlic powder

- 1 tsp onion powder
- 1/2 tsp cayenne pepper (optional)
- 1 bell pepper, chopped

Brown bacon and crumble. Sauté onion and pepper in bacon grease. Cut up peaches into smaller pieces and add along with remaining ingredients into a baking dish. Bake at 325° for about 1 hour.

MORE Good Eats



Vanilla Wafer Cake

Submitted by: Julie Kelly



Ingredients

- 2 sticks butter (1 cup) softened
- 1 3/4 cups sugar
- 6 eggs
- 1 (11-oz) box vanilla wafers, placed in a plastic bag and crushed or use a food processor
- 1/2 cup milk
- 1 1/2 tsp vanilla extract
- 1 (7 oz) package sweetened shredded coconut
- 1 cup finely chopped pecans

Instructions

1. Preheat oven to 350°. Grease and flour a Bundt pan well.
2. Using an electric mixer, cream together the butter and sugar.
3. Add eggs one at a time, mixing completely between each.
4. Alternate between mixing in the vanilla wafer crumbs and milk.
5. Stir in vanilla extract, coconut, and pecans.
6. Place in oven and bake for 60 to 70 minutes.
7. Let cool in pan for 15 minutes and then invert onto a cake stand or plate.

Note: You may place the Bundt pan on a baking sheet in the oven just in case there is any overflow.

If desired, dollop each slice with whipped cream before serving. No icing necessary, but a cream cheese icing would be delicious!

eat where? Mio Italian Kitchens (by Doug Perkins)

1501 N Santa Fe Ave, #100, Edmond, OK



If you are in the Edmond area and are looking for **real Italian food**; go to **MIO's** (near Santa Fe and Danforth). It is not a high-priced restaurant and has great service and a great atmosphere. The pasta is al dente and the meatballs are to die for! The bruschetta is equally very delicious. Considering we eat there weekly, I give it five stars!





Spring is a great time to hit the road on a new family adventure. Here are 10 Oklahoma day trips that are within 100 miles of Oklahoma City to keep the whole crew entertained.

#1 - Clinton / Weatherford

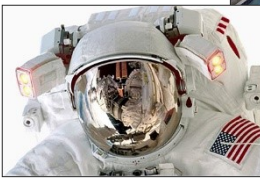
Eighty-five miles west of Oklahoma City, you'll find [The Route 66 Museum](#) in Clinton. Many different exhibits will walk you through the decades of the Mother Road from its dirt beginnings in the 1920s until now. Through photos, videos, music and replicas, your kids will have plenty to touch and explore as they learn about the history of Route 66. [Water-Zoo Indoor Water Park](#) in Clinton is just the ticket for your winter blues! Kept at 82 degrees year-round, this is the perfect



place to let your kids burn energy and have a blast doing it. There are multi-level play structures, a lazy river, 500 feet of slides, a wave pool and even an area just for toddlers. Free tubes, free parking and free life jackets are on-site, so bring a towel and prepare to swim the day away. visit

[Museum](#) to see space exhibits

Lt. General Thomas P. Stafford who was born right in town! Afterward, stop by [Lucille's Roadhouse](#) for some tasty food in a fabulous retro setting.

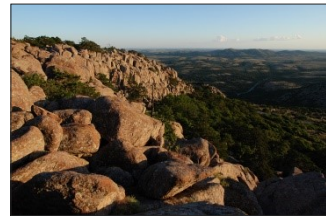


In nearby Weatherford, the [Stafford Air & Space](#)

many top-notch air and and learn about astronaut

#2 - Lawton

About 100 miles southwest of the metro you'll discover the stunning [Wichita Mountains Wildlife Refuge](#). Take the three-mile paved drive that winds up and around Mount Scott and enjoy breathtaking 360-degree views of the Oklahoma landscape. Farther into the refuge, you'll find herds of bison, elk, deer, longhorn cattle and adorable prairie dogs on an open range. Also, be sure to check out the visitor's center that provides children of all ages a fantastic hands-on historical and cultural experience and explore



some kid-friendly hiking trails or fishing spots. With no shortage of fun, plan to stay awhile! Stop off in the quaint artisan town of Medicine Park for some fun food and shopping on your way back home. Or, head into Lawton itself, where you'll find Burgess Grill (617 S.W. C Ave.) which has been locally-owned since 1962 and offers a large variety of burgers at family-friendly prices.

#3 - Watonga

Situated 75 miles northeast of the metro near Watonga is [Roman Nose State Park](#) (3236 S. Highway 8A). Nestled in a beautiful canyon with gypsum rock cliffs and natural freshwater springs, this state park

opened in 1937 and is full of fun family activities. Some of these include an 18-hole golf course, mountain biking, swimming pools (late



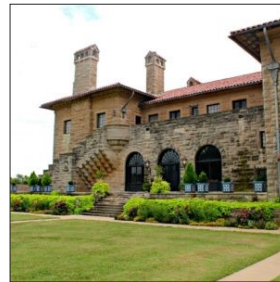
May to early August), tennis courts, a volleyball court, hiking trails, two lakes, trout fishing (November through March), miniature golf, a general store, canoeing, paddle boats, horse stables (spring to fall), pony rides and hayrides. The recently renovated mid-century lodge also boasts a restaurant that serves

breakfast, lunch and dinner. Some activities and hours are seasonal, so call the park ahead of time at 580-623-7281 to make the most of your visit. On your way back to the metro, swing over to [Eischen's](#) in Okarche for some of the best fried chicken you'll ever eat. The kids and adults will love the arcade games and the delicious food and the down-home Oklahoma atmosphere. Eischen's is open Monday-Saturday and accepts cash or check, though there is an ATM next door if you need it. Established in 1896, it's a history lesson all its own!



#4 - Ponca City

Head north about 100 miles and you'll reach Ponca City, a town with a unique beginning mirroring the pioneering tale of Oklahoma itself. Explore the area's rich history at destinations such as the Marland Family Mansion, Standing Bear Museum and Education Center and Pioneer Woman Museum. The [Marland Mansion](#) offers self-guided tours of the elaborate estate and the beautiful grounds which houses



the first indoor swimming pool built in Oklahoma. Just down the street from the mansion is the [Pioneer Woman Museum](#) that celebrates women whose influence has helped shape the development of our state and showcases pioneers in various fields on a state and national level. [Standing Bear Museum and Education Center](#) is a 63-acre park honoring the Ponca chief with a 22-foot bronze statue, walking trails, a peaceful

memorial grove, pond and an outdoor interpretive center. Inside the museum, see displays of artwork and educational materials focused on the diverse Native American heritage and cultures. Other popular stops are the [Conoco Museum](#) and [Cann Gardens](#). The gardens feature color-coordinated beds and a lily pond with fish you can feed. Brace Books & More is a fun stop for families. The independent bookstore has fun toys, gifts and, of course, books for all ages.

#5 - Enid



Travel 100 miles northwest of the metro to find Enid, located on the historic Chisholm Trail. To learn more about the area and the largest land run in history, head over to [The Cherokee Strip Regional Heritage Center](#). You'll find exciting exhibits about Oklahoma throughout its history and you can even walk through a living history village on

Continued next page



the grounds of the museum to explore original buildings built at the turn of the century! After that, head over to [Leonardo's Children's Museum](#) to get all the wiggles out. The museum features an outdoor playground with a three-story wooden castle, mazes, slides, swings, a water table, tot area and a dinosaur dig. Inside you'll find tons of great hands-on learning exhibits that your kids will love. From the critter clubhouse to the medical clinic and tinkering exhibit, there are hours of fun to be had here.

#6 - Guthrie

Guthrie is a quick 32 miles north of the metro and full of amazing state history. Bring your young historians to [The Oklahoma Territorial Museum and Carnegie Library](#) to learn all about the land run, early life in Oklahoma Territory and its journey to statehood. The museum is a fascinating snapshot of what daily life in the area would have been like during Oklahoma's territorial days. Just down the street is the [Territorial Capital Sports Museum](#).



This museum houses a huge collection of sports artifacts and memorabilia and will delight the little (and big) sports fans in your family. It is a great place to learn about Oklahoma's athletes and teams, featuring football, baseball, golf, rodeo, Olympics, women's athletics and more. For a unique view of this historical town, hop on the [First Capital Trolley](#) for a 45-minute tour that will immerse visitors in the town's history and colorful characters. Kids adore riding around on the trolley and the recorded narration of historic stories and buildings will fascinate the adults. Catch it at the corner of 2nd & Harrison on Saturdays at noon or 2 p.m. year-round.

#7 - Stillwater

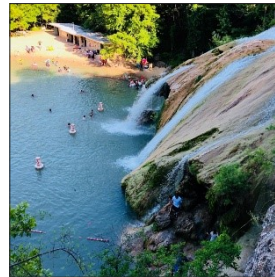
Just 65 miles north of Oklahoma City is Stillwater, where you'll find the [Oklahoma State University Botanic Garden](#). The vignettes through the gardens offer families a variety of places and plants to examine. The children's play area features a playhouse and tree swing and the Tree Walk Village encourages creative play. On the first and third Saturdays of the month, from 10 a.m. to noon, children can enjoy varied activities in the Model Train Garden, which features a running train. For kids who love insects, [OSU's Insect Adventure](#) is a must. This is Oklahoma's only live bug petting zoo and it is open the



first and third Saturday of every month. Just past the OSU campus, visitors can find a large collection of beautiful arachnids, insects and other arthropods to delight your little bug-lovers. A knowledgeable staff is on-site and ready to answer any questions from curious little visitors. For lunch, head to [Eskimo Joe's](#), a Stillwater staple since 1975. Grab some cheese fries and pick up Joe's shirts for the whole family to remember their Stillwater outing! Then, swing by and see the Optimus Prime (2207 E. 6th Ave.) or BumbleBee (5104 W. 6th Ave.) Transformer statues that stand outside the two G&M Body Shop locations on the west and east side of Stillwater. They're sure to dazzle young spring breakers!

#8 - Davis / Pauls Valley

Head 75 miles south to [Turner Falls](#), a beautiful place to swim, fish, hike and play. You'll find a 77-foot waterfall, a natural swimming hole, caves, a rock castle to explore and plenty of trails to meander along. Picnic areas and restrooms offer convenience to families year-round and the scenery is sure to refresh all. A short distance away is the [Arbuckle Wilderness Park](#), which kids are sure to love. Drive your car through winding roads and meet exotic and native animals all along the way! Food pellets are available to purchase and the animals will readily snatch them up from your car window,



which is sure to make little visitors squeal with excitement. Want to see how things are made? Visit the Oklahoma-made [Bedre](#) Chocolates manufacturing facility to watch through floor-to-ceiling windows as delicious chocolates, and chocolate-covered treats, are created. While you're in the area, visit the Toy & Action Figure Museum located in Pauls Valley. It is packed with more than 13,000 action figures and hundreds of drawings. Kids and collectors alike will be thrilled with the displays.

#9 - Tulsa / Jenks

About 100 miles northeast is Tulsa, a bustling metro with plenty to offer. The [Oklahoma Aquarium](#) is a great place to take kids to get a glimpse of the underwater world. Parents love the huge tanks, touch ponds, playful otters and the shark tunnel that makes kids feel like they're swimming along! Starting this month, a brand new three-level sea turtle exhibit will enhance the fun. The [Tulsa Air & Space Museum](#) is another stop you'll definitely want to



make. This museum has every era of Oklahoma aviation on display and many hands-on activities for the kids. Plus, the price of admission includes an experience in one of the many full-dome planetarium shows that run throughout the day. Your little aeronauts and astronauts will be over the moon! No Tulsa visit is complete unless you swing by and say hello to the Golden Driller (4145 E. 21st St.). He's a massive 76-foot statue that has stood proudly at the fair grounds since 1966. One of the tallest free-standing statues in the country, he is the official Oklahoma state monument!



#10 - Seminole

Tucked away about 55 miles east of Oklahoma City in the city of Seminole is the Jasmine Moran Children's Museum. This beloved Oklahoma fixture began 25 years ago and has since grown to include 42,000-square-feet of interactive exhibits for children. Outside, find a Castle Maze, a half-mile train ride

and plenty of playground equipment for kids to enjoy. Well worth the trip to Seminole, kids are sure to want to return again and again!



Is not being rich, being popular, being highly educated or being perfect. It is about being real, being humble, being strong and being able to share ourselves and touch the lives of others. It is only then that we could have a full, happy and contented life.

OSBI NEWS

OKLAHOMA'S FAVORITE LAW ENFORCEMENT AGENCY

#LIFE

Volume 5, Issue 2

Welcome to the World!

Kash Taylor Amburn

December 6, 2022
7:50 a.m.
7 lbs, 11 oz
Proud Great-great Aunt is
Julie Kelly (yes, two greats!)



Two more little hands, two
more little feet! Meet
Kash Taylor Amburn!

Myla Rose Brous

November 30, 2022
1:06 p.m.
7 lb, 7 oz
Proud parents are
Melissa & Justin Brous

She's sugar, she's spice, she's
everything nice!
Meet Myla Rose Brous!



Justin Joseph Awe

November 14, 2022
11:00 a.m.
7 lb, 7 oz
Proud parents are
Dylan and Courtney Awe



The nicest things come in
small packages, wrapped in
joy, filled with goodness and
love! Meet Justin Joseph Awe!

Alena Ray Lane

December 22, 2022
4:57 p.m.
9 lb, 5 oz
Proud parents are
Talia and Julius Lane

Ten little fingers, ten
perfect toes and
pretty in pink!
Meet Alena Ray Lane!





Frankie HOOD

Meet the fur-baby
of Emma Hood, DSU
Supervisor. Frankie
is an 8-year old
Corgi/Basset mix.

Hi Frankie!



If you'd like to showcase your furry family members, send a photo or photos along with your fur baby's name, details, and any personality traits, quirks, or even issues to julie.kelly@osbi.ok.gov. We will spotlight your baby in a future issue of the newsletter! Don't forget we can also spotlight any **#Life** events as well, a new human baby, grandbaby, weddings, engagements, graduations, etc., anything you'd like us to consider for inclusion in an upcoming issue.





Erin's Corner

"I am thankful for each of you for your hard work and tenacity and I look forward to seeing what we can accomplish this year together with the rest of our OSBI Team!"

Happy New Year!! I hope each of you reading this had a wonderful holiday season and have been re-energized through quality time with friends and family! As the year begins, I want to reflect on a few accomplishments from 2022 and highlight several of the exciting opportunities facing us this year.

After a lengthy application process, the OSBI was approved in November to participate in the NGI Rap Back program. This program enables us to enroll applicants when their fingerprints are submitted for a national background check. Once individuals are enrolled, the entity that requested the background (e.g., Department of Human Services for child care workers) will receive notification through the OSBI if the individual is arrested in another state, allowing them to take action (suspend/revoke license or employment) based on the nature of the offense. Needless to say, this is a vital service to help ensure the safety and security of Oklahomans, especially vulnerable individuals such as children and the elderly. Our initial agencies enrolled include DHS, Board of Nursing, and our SDA Unit.

Another accomplishment from 2022, the culmination of nearly twenty years of work from our Field Services Unit (FSU), was the complete transition to incident-based crime reporting. Although all but one agency had made the transition before the beginning of 2022, the final agency began incident-based reporting in October. This warrants recognition and celebration as it demonstrates the tenacity and dedication of OSBI and Information Services Division employees. FSU, a team of ten, has worked diligently through the years educating nearly 450 law enforcement agencies about the need and benefit of incident-based reporting, helping each agency identify and implement a suitable reporting system, and educating thousands of officers on how to report offenses according to FBI crime reporting guidelines. FSU and IT staff have also developed, maintained and modified OSBI-provided reporting systems (ODIS and SIBRS direct) to ensure we can provide solutions that are suitable for agencies that may not have funding for their own record management and reporting systems.

In addition, our Disposition Services Unit (DSU) and IT staff collaborated in 2022 to complete a project that provided the FBI with disposition information on over 250,000 non-Triple I records. These records are Oklahoma criminal history records that are maintained and disseminated by the FBI because they were created before Oklahoma joined the Interstate Identification Index. DSU and IT were able to extract approximately 260,000 dispositions from our Computerized Criminal History (CCH) System and submit these to the FBI. This brought the completion rate of Oklahoma non-Triple I records from 57% to nearly 90%. Without these dispositions, the FBI would disseminate an incomplete criminal history record that would not reflect the outcome of an arrest (charges filed/dismissed, individual convicted/acquitted, etc.), which can negatively impact the decisions made from a review of the record (licensing, employment, sentencing, etc.).

This year promises to be full of even more accomplishments, as ISD will be a priority during the legislative session, with a focus on modernizing our information systems. In addition, we already have over \$6.6 million in 2022 NCHIP (National Criminal History Improvement Program) and NARIP (NICS Act Record Improvement Program) grant funds which fund a variety of ISD infrastructure improvement projects. We also have the opportunity to seek supplemental NCHIP funding to help in our endeavors.

As always, the most important resource we have is our employees and work to improve recruitment and retention will continue to be a key focus. Our Recruitment Committee will be hosting our first job fair at FSC in April, and a couple of different projects are underway to improve ISD employee retention. While I wait for a response from OMES HCM on the draft Criminal History Specialist JFD, I am working with Deputy Director Fielding to create a proposal for step-increases similar to those already established for Criminalists and Agents. If or when approved, these step-increases would provide for a pay increase for ISD employees after 5 and 10 years within a specific job profile.

In closing, I am thankful to each of you for your hard work and tenacity and I look forward to seeing what we can accomplish this year together with the rest of our OSBI team!