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○ YEAR 2008 | ○ ISSUE 2

ADFS

SERVICE.
INTEGRITY.
RESPECT.
QUALITY.

employee newsletter

Hello...as I write to you we are addressing the findings of our ASCLD-LAB audit. The audit was thorough and I am pleased with the results. The quality of forensic service ADFS offers was again found to be unquestioned. Our remediations are more of a paperwork variety that in no way reflect negatively on our analyses or results. Thanks to all employees for their hard work and a special thanks to Faron and Holli as well.

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Dr. Snell continues to review and make improvements in Death Investigation. He is in the process of standardizing autopsy reports as well as coordinating infant death training. The death investigation >90 day unfinished cases report is down to 275! Kudos to Dr. Snell and staff for their hard work. I am pleased to announce that Dr. Valerie Green has joined our department as a forensic pathologist in Huntsville. Dr. Green comes to ADFS from Houston, Texas.

As you know Dale has been charged with evaluating all laboratory disciplines utilizing efficiency, defensibility, audit ability and providing the requested service as measurement criteria. I am pleased with the results thus far as Toxicology reported over 90% of cases submitted during August. Chemistry removed more than 1,000 cases from its backlog during August, 800 of which were >90 days old. This data is outstanding and indicates the dedication, hard work and forward thinking demonstrated by ADFS employees.

September 8-12, 2008, I traveled to Washington, DC to meet with Alabama's congressional delegation. The general mood of our elected officials is one of "wait and see" regarding funding and other topics due to the November elections. Budget priorities will be set by the new President in the first quarter of 2009. ADFS has a great reputation with our legislators and opportunities, such as this trip, are critical to strengthen these important relationships.

Negotiations continue with Auburn and USA concerning those building projects. Site selection and approval is a time consuming process. Architectural drawings are currently under review concerning the Huntsville renovation project as well.

ADFS was recently consulted by the Mississippi Attorney General concerning that state's much publicized forensic problems. It is a compliment to the employees of this agency to be considered as a model on how a forensic science agency should operate.

This is a great time to be a part of ADFS! Each one of us has a role to play in the success of our ADFS team. Thank you for doing your part!

Mike.

LEADERSHIP in a COM WORLD

*Submitted by Jimmy Carter
Birmingham Regional Laboratory*

New leaders need to be learners first. The fast paced world we will wake up in tomorrow demands skillful people with a thirst for learning, an appetite for new ideas, and a constitution that thrives on the opportunity brought about by change.

Organizations are challenged to mirror the attributes of their human counterparts; they, too, must develop a way to *learn*. When Greg Merton retired as general manager of Inc Supply Organization (Hewlett-Packard's largest, most profitable division), he said "Those who ultimately become the most effective leaders, at whatever level, were inevitably real learners". It's a two step dance; first you learn, then you do.

New leaders will not ascend to their positions to sit back, breathe easy, or provide sage counsel. To the contrary, they will hit the road running and in basic infantry jargon say "Follow Me!". The new leaders are committed to *action*. Peter Senge comments on this fast paced "Learning Game" in the *FIFTH DISCIPLINE* stating "it requires a relentless commitment to discovering what is effective here and now". The new leaders will be very busy people and will challenge others to move up or move over. New leaders not only advocate change, they will be teachers in how to find opportunity in change. A true teacher must first be a learner and the cornerstone for this philosophy is *commitment*.

Unfortunately, highly committed people can become blind to their very own need to learn; this can be seen in people who seek personal gain at the expense of others or the organization. Such people are often viewed as fanatics. It has been suggested that all genuine commitment is to something larger than oneself; a concept which should be "front page" during the interview / promotion process. So, what distinguishes the committed person from the fanatic? Philosopher Eric Hoffer in *True Believer* addresses this issue and concludes the answer is "certainty". The fanatic is certain he is right, things are black or white, right or wrong. Commitment, however, is a choice – not a compulsion; it co-exists with reservations, doubts, uncertainty (the real "stuff" of life which makes the juice worth the squeeze).

A new order of things will be driven by a new order of leaders and they will not be developed from the traditional centers of authority; they will come from all sources of talent, cultures, ages, gender, and economic strata. "Results" is the name of the game and some may find this a bit harsh – it is not. It is as simple as viewing your job as an opportunity or a guarantee. Keep in mind that promotions in the Dot Com world are not for having done a good job (that's what you are paid for) nor are they rewards (you get a gold watch and a 401-K for that); promotions are opportunities to produce at a higher level and a faster pace.

A new order of things demands we look inside ourselves and make an honest evaluation of our motives and contributions. Questions such as: What programs have I advanced? What ideas have I introduced? What impact did I have outside normal duties? Most important, how much did I *learn* on my own that has been valuable to my organization?

If you grade yourself high, welcome to the Dot Com world.

MOBILE REGIONAL LABORATORY

Drug Chemistry Section

2008 Director's Award of Excellence



Front Row: Dawn Finch, Mary Burns, Stephanie Fisher
Back Row: Heather Morgan, Katrina Hanks, Gary Wallace, Ernest Cody, Margaret Hopf

*Mobile Drug Chemistry
reduced the back log
by **55%** in
only twelve months*

Forensic Discipline Profile— **MOBILE DRUG CHEMISTRY SECTION**

The Mobile Laboratory Drug Chemistry Section was nominated for the C.J. Rehling Award for their outstanding productivity and dedication for 2007. Each scientist listed below had a major part in reducing a large backlog of cases in 2007; Dawn Finch, Stephanie Fisher, Heather Morgan, Mary Burns, Margaret Hopf and Katrina Hanks (Section Chief).

Also, a major contributor to the reduction of the backlog was Kevin Hollis, Laboratory Technician and Gary Wallace, Discipline Chief.

Minor players, Tiffany Warren transferred to the TU lab in March of 2007 and Ernest Cody was just coming off training.

On January 1, 2007 Drug Chemistry had 3011 case backlogged. After a year of hard work, on December 31, 2007, Drug Chemistry had 1358 cases backlogged. That is a reduction of 1653 cases or 55% in twelve months. This reduction was attained with perseverance, sweat and hard work. They are still working very hard to reduce their backlog and obtain the goals that the department has set forth.

*Submitted by Katrina Hanks and Scott Milroy
Mobile Regional Laboratory*



Active State Employees...

It's
that
time
again!

STATE EMPLOYEES'
FLEXIBLE BENEFITS PLAN

Open Enrollment

November 1st
through
November 30th

Online Enrollment

opens
October 1st

www.alseib.org

Active State employees who have been enrolled in the HCRA and the DCRA know that it is time to reevaluate their contribution amount for the 2008 plan year.

Did you spend your Flexible dollars before your plan year was up? Then it may be time to increase your contribution.

Still have a few dollars left in your account – time for you to spend that money and maybe decrease your contribution for 2008.

Just remember that you must re-enroll every year to participate.

Online enrollment opens October 1. Enrollment brochures will be mailed to all active employees the first week of November.

More information available at the Alabama State Employees' Insurance Board website

Excerpt and photo from: SEIB Health Watch Newsletter, Issue 5, Vol. 15



**Do you have a
bright idea for
our department
newsletter?**

We would love to hear from you!

Send your thoughts, ideas
and suggestions for
future newsletters to Holli Baker at
holli.baker@adfs.alabama.gov

ADFS

Employees

Making a Difference

Alabama Department of Forensic Sciences
Firearms Examiners Tim McSpadden,
standing left, and Stephanie Luehr
demonstrated various types of firearms.

Article from The Brewton Standard newspaper:
Tindell, Lisa. "Youth Police Academy teaches teens", The Brewton Standard,
Monday, July 21, 2008 ed.

A record number of teens participated in the annual Youth Police Academy this week and were exposed to many aspects of law enforcement.

More than 20 volunteers gave their sweat and time to make the program successful for another year, organizer Clair Sanborn said.

"This program could not be held without the cooperative efforts of all the agencies involved," Sanborn said. "We are very fortunate to have their support to make this program a success."

Sanborn said the generous contributions of finances and facilities from corporate sponsors are driving factors in keeping the popular academy alive.

"With sponsors like Jefferson Davis Community College, the Escambia County Sheriff's Department and the Brewton Police Department, we couldn't have asked for more support," Sanborn said. "Our co-sponsors for this year's Academy included the Atmore, Flomaton and East Brewton police departments."

During the weeklong event, participants were given first-hand knowledge of firearms, search and seizure operations, forensics studies and a variety of other areas.

"These students have really jumped in and gotten involved in this program," Sanborn said. "They were excited about every aspect of the program that was offered. We are happy to make sure this program continues through the help of so many people."

Along with police officers who gave of their time to participate, Sanborn said many agencies also gave of their time and services.



Participants in the annual Youth Police Academy get a hands-on look at firearms during the week-long event.

"We had people from a lot of agencies to come on campus and give demonstrations and help out in so many ways during the week," Sanborn said. "Members of ABC, the Poarch Creek Police Department, the Alabama Department of Corrections, Florida Department of Corrections, Alabama Department of Forensic Sciences, E-911, Lifeflight, D.W. McMillan Ambulance service, the Escambia County Rescue Squad and the Alabama Department of Tobacco and Firearms helped out in so many ways."

Sanborn said the 37 students marked the largest group of participants to ever be hosted for the Academy.

"We had so many students to apply for the program this year," Sanborn said. "I actually had to turn people away. That says a lot for the popularity of the program and it says a lot about how teens feel about law enforcement."

The program, completing its eighth year, included activities such as a visit from the Security Wing from Naval Air Station Whiting Field; the SWAT Team from Pensacola, Fla.; firearms training and the physical agility course in Atmore; defensive tactics and DUI; safety from internet predators; a Department of Forensic Sciences presentation on forensics investigations; the Brewton Police Department SERT team demonstration of building search procedures; the Escambia County Rescue Squad's teaching of a first Responder class; traffic accident investigations and many others.

For additional information or to find out how to be a part of the program, contact program coordinator Clair Sanborn, deputy sheriff with the Escambia County Sheriff's Office.

the shakedown on salt



Excerpt from: "The Shakedown on Salt", Women's Day, Issue August 1, 2008, p 88.

salt claims decoded

If a food does not meet the "low sodium" requirement, "not a low-sodium food" must appear on the Nutrition Facts panel.

- Sodium-free** Has less than 5 mg per serving
- Very low sodium** Has 35 mg or less per serving
- Low-sodium** Has 140 mg or less per serving
- Light in sodium** Has at least 50% less sodium per serving than the average amount for the regular version

Only an hour stands between me and dinner as I steer my shopping cart to my old staple, packaged rice pilaf. I'm about to toss it in next to the salmon when I checked the label for sodium content: 890 milligrams per serving.

There is so much salt in packaged and convenience foods that people are developing high blood pressure younger and younger. "If we keep eating all this salt, a lot more of us are going to be taking high blood pressure medication in our 40s and 50s—right now, the condition usually hits in the 60s and 70s," says Richard Stein, MD, Director of the Urban Cardiology Fellowship Program at New York University Medical Center. The USDA currently recommends 2,300 mg daily, and Americans have an average about 1,000 mg more than that.

Go heavy on other seasonings When cooking pasta, try adding basil, oregano, fresh tomatoes, onions, garlic and peppers. Fresh lemon and thyme are great with chicken, and mint and basil really beef up steak. For pork, try cooking with chili powder and cumin. Also roasting tomatoes and other vegetables (carrots, asparagus, onions, sweet potatoes, peppers) intensifies their flavors.

Squash Dressing – The Perfect Side Dish for Thanksgiving Dinner

Submitted by Tommy Bramblett of Headquarters

Special thanks to Tommy's wife, Mrs. Helen Bramblett, for sharing this tasty recipe

- 2 cups Cornbread crumbs
- 2 cups Cooked squash, mashed
- 1 Egg
- 1 Onion (medium), chopped
- 1 can Cream of Chicken Soup
- ½ stick Margarine, melted

Mix all ingredients.

Pour into a greased baking dish about three inches deep. Bake at 375° for 30 – 40 minutes or until well set and brown on top.





October

Lonnie Ginsberg
Joshua Stieber
Janice Floyd
Kelly Wood
Ronald Robusky
Karen Collins
Kenneth Snell
Eugene Hart
Dona Brooks
Betty File
Dale Carpenter
Rebekah Boswell
Kerri Barrett
Joyce Johnson

Sarah Hungerford
Ruth Coleman
Alice Halsey
William Lee
Shay Tolson
Kristen Maturi
Karen Kelly
Shelia Anderson
Robert Griffith
Tricia Hartley
Marlon Gladden
Katie Necaie
Mary Holt
Donna Chavers
Stephanie Carter
Christopher Jakes
Lillie Harper
Sandra Corrado
Dan Matteo

Kimberlie Ross
Mike Muraski

December

Glenn Brown
Kathy Richert
Ja-mia Coleman
Carol Hill
Valerie Green
Daniel Fithian
Carl Maurterer
LaTanya Marshall
Danny Kirkpatrick
Patricia Berry
Jessica Gissendanner
Deborah Brazell
Curt Harper
Mark Day
Steffon McCovery

November

Mark Hopwood



Lonnie Ginsberg, Huntsville Regional Laboratory Director, celebrated his birthday while attending the Jacksonville Police Academy.



Nathan Mack Matteo
Born August 18, 2008
7 pounds 5 ounces



Naomi Eva Hanks
Born February 14, 2008
6 pounds 11 ounces



*Joseph Alexander
Valencia*
Born May 23, 2008
7 pounds 10 ounces



*Shhhh...the baby is
sleeping*



The National Do Not Call Registry is open for business, putting consumers in charge of the telemarketing calls they get at home. The Federal government created the national registry to make it easier and more efficient for you to stop getting telemarketing calls you don't want. You can register online at WWW.DONOTCALL.GOV or call toll-free, 1-888-382-1222 (TTY 1-866-290-4236), from the number you wish to register. Registration is free.



Horror Movie Trivia Challenge



Halloween in 1978, The Night He Came Home!

Question 1

Halloween grossed \$47 million at the box office in the United States and was produced on a budget of only \$325,000. Who directed this 1978 horror classic?

Question 2

Although Halloween was the title used for the 1978 movie release, it wasn't the original title of the script. What was the original title?

Question 3

In the 1978 horror movie classic Halloween, Michael Myers terrorizes the small town of Haddonfield after he escapes what mental facility?

Question 4

In the movie Halloween, the famous mask used by Michael Myers is actually a mask (painted white with hair teased out) from what famous science fiction character?

Question 5

True or false? Jamie Lee Curtis made her silver screen debut as Laurie Strode in the 1978 horror movie Halloween.

Question 6

At the end of the movie Halloween, Laurie struggles with Michael and removes his mask for a brief second. The actor that played Michael in this scene is the real life brother of another actress from the TV series "Happy Days". Name the character his sister played on "Happy Days".

*Submitted by Mike Hitchcock
Montgomery Regional Laboratory*

GAME RULES

Try if you dare. The one who wins
will receive a frightful scare.

Answers **MUST BE** submitted by
EMAIL by October 23rd @ 5 pm
(Answers received after the deadline
will not be valid)

The first ghoul to submit all the
correct answers wins a prize!!

Judge's ruling is final.

GOOD LUCK!!

Email your answers to
hollie.baker@adfs.alabama.gov
no later than
Thursday, October 23rd at 5 p.m.





Germany

Many Christmas traditions practiced around the world today started in Germany.

It has been long thought that Martin Luther began the tradition of bringing a fir tree into the home. According to one legend, late one evening Martin Luther was walking home through the woods and noticed how beautifully the stars shone through the trees. He wanted to share the beauty with his wife so he cut down a fir tree and took it home. Once inside he placed small lighted candles on the branches and said that it would be a symbol of the beautiful Christmas sky. Hence, the Christmas tree.

Another legend says that in the early 16th century, people in Germany combined two customs that had been practiced in different countries around the globe. The Paradise tree (a fir tree decorated with apples) represented the Tree of Knowledge in the Garden of Eden. The Christmas Light, a small, pyramid-like frame, usually decorated with glass balls, tinsel, and a candle on top, was a symbol of the birth of Christ as the Light of the World. Changing the tree's apples to tinsel balls and cookies; and combining this new tree with the Light placed on top, the Germans created the tree that many of us know now.

Today, the Tannenbaum (Christmas tree) is traditionally decorated in secret with lights, tinsel, and ornaments by the mother and is lit and revealed on Christmas Eve with cookies, nuts, and gifts under its branches.

Excerpt from: "Christmas Trees-How it All Got Started: Trees Around the World", The History Channel, <http://www.history.com>, accessed 09/19/2008.

Canada

German settlers migrated to Canada from the United States in the 1700s. They brought with them many of the things associated with Christmas we cherish today—Advent calendars, gingerbread houses, cookies—and Christmas trees. When Queen Victoria's German husband, Prince Albert, put up a Christmas tree at Windsor Castle in 1848, the Christmas tree became a tradition throughout England, the United States, and Canada.

Britain

The Norway spruce is the traditional species used to decorate homes in Britain. The Norway spruce was a native species in the British Isles before the last Ice Age, and was reintroduced here before the 1500s.

