

On the

Scene

The language of CIT



April 2013



3 COVER STORY:
A new “language” for patient control is effective and popular.

WALK IN MY SHOES
7 Keeping an eye on bingo in North Carolina.

9 Her Grandma knew where she would go.

13 Probation officer sticks tight to schools.

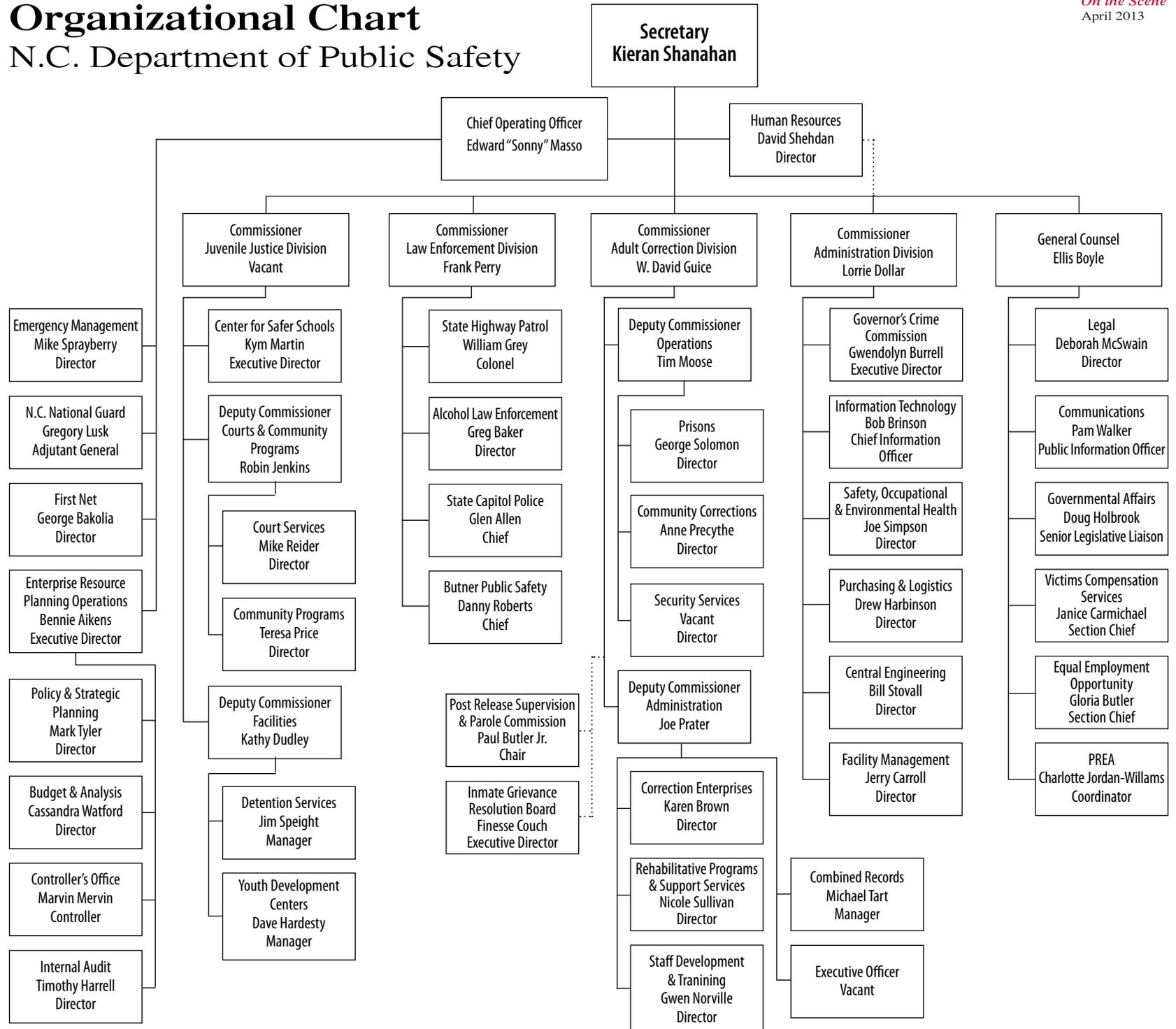
15 Training expands soldiers’ ability to help local response.

17 News briefs

20 Promotions, retirements and passings

The cover photo
Nurse **Mary Jones** talks to one of Correction’s mental health patients.

Organizational Chart N.C. Department of Public Safety



Words

Changing a culture

By George Dudley, Editor

Effective communication is critical to successful management of an inmate population, because it helps obtain compliance with the facility's operational and behavioral rules for employee and inmate safety. Compliance, though, is a special challenge for staff members in the Department of Public Safety's 216-bed central mental health prison hospital in Raleigh.

The hospital confines and treats offenders suffering bipolar disorder, schizophrenia, post-traumatic stress disorder, severe depression and other mental illnesses that scramble or blur reality and produce behavior that is bizarre to the untrained observer. Correctional workers learned hands-on physical force such as cell extractions as a way to obtain compliance, willingly or otherwise. They

See **CIT** on page 4

Right, talking with an inmate, are **Anthony Vann**, mental health administrator; Dr. **Peter Kuhns**, program manager; and Correctional Officer **Russell Powell**.



CIT from page 3

also found that the risks of injury and regression are high.

However, as explained by the doctors, nurses and correctional officers at Public Safety's Central Prison Mental Health facility, the risks can be and are being reduced. The reason: The formation of the Crisis Intervention Team is helping employees provide better population management and treatment, and they are doing it more safely and less stressfully for themselves and the inmates.

"We have a major culture shift going on," said Dr. **Marian Keyser**, chief psychiatrist at the hospital.

Dr. **Peter Kuhns**, program manager, and Dr. **Stephen Lucente**, senior psychologist, together developed a CIT training program for the mental health facility's workers, including nurses, correctional officers and supervisors.

The basic goal of the training is to teach the workers how to effectively and safely use verbal responses instead of physical force to deal with patients whose mental conditions have made them belligerent or disruptive.

A volatile confrontation defused by wisely chosen and carefully spoken words is a much more reassuring image than one of the violence that can erupt when a team of armored personnel overtake and constrain the patient.



The latter image is becoming less the norm. Simply, a CIT works, say the workers who have been trained so far.

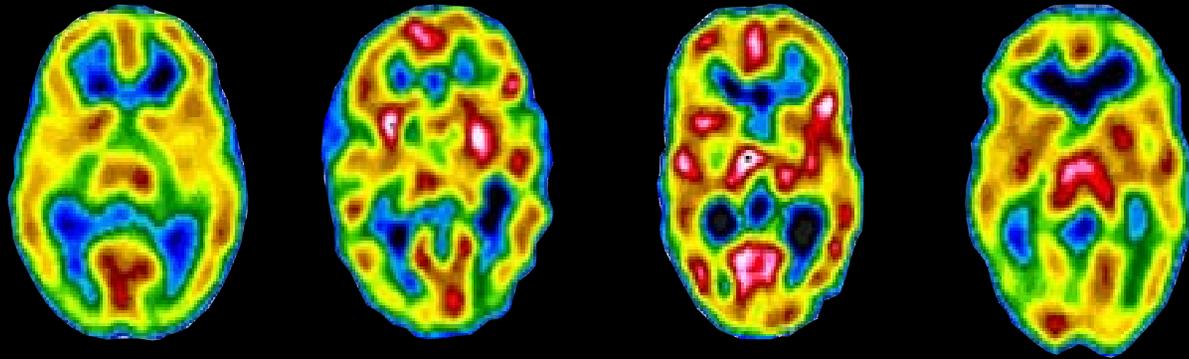
Mental health issues plague more than half of the male inmates and nearly three-fourths of the females. Overall, 14 percent of the state's entire prison population has severe mental illness. That's more than 5,200 inmates who suffer schizophrenia, bipolar disorder or deep depression.

"Some of these problems present themselves as loud, angry and disruptive outbursts that are seemingly unreasonable nonsense," Kuhns said. "Sometimes the communication between staff and the patient in the beginning of such an outburst is no more productive than it would be for two people who don't know each other's language. It only leads to more stress and tension for both staff and the patient rather than to a de-escalation."

A prison is one of the most stressful work environments, Dr. Lucente said, and helping staff members learn to reduce their own stress levels is critical to successfully deploying a CIT. Dr. Kuhns added that staff can learn to control their stress when they learn to recognize it. See **CIT** on page 5

Left, Drs. Peter Kuhns and Marian Keyser review a Crisis Intervention Team incident report.

These images of brain activity illustrate the differences among various disorders. By comparison, the first image on the left is a brain diagnosed with no disorder. The second is obsessive compulsive disorder. Third is bipolar disorder. Fourth is depression. Brains that function as do those in the latter three images do not comprehend reality as does the one in first image.



CIT from page 4

“High stress at the front-line staff level drives up lost-productivity costs, reduces morale and job satisfaction and elevates distrust and disrespect of staff members by inmates,” Dr. Lucente said.

In designing the CIT training, Drs. Kuhns and Lucente researched methods that other states have found effective.

One portion of the training teaches staff members about The Stanford Project. (A report can be seen at www.prisonexp.org/psychology/42.) In the Stanford University experiment, law-abiding volunteers were thrust into role playing as inmates and security officers in a fake prison, and were allowed to use their personal experience and knowledge to carry out the roles. Surprisingly, the volunteers regressed into pathological behaviors so deeply and so quickly that the planned two-week prison simulation was called off after only six days.

The Stanford Project manager wrote in his summary, “After observing our simulated prison ... we could understand how prisons dehumanize people, turning them into objects and instilling in them feelings of hopelessness. And as for guards, we realized how ordinary people could be readily transformed from the good Dr. Jekyll to the evil Mr. Hyde.”

Although not subjected to the same depth of role playing as in The Stanford Project, CIT trainees near-realistically practice the verbal tactics that they are taught in class. Trainees learn basic functions of the brain, how to

recognize behaviors that stem from mental illness and the most effective voice and body languages for routine and emergency encounters.

In class, the trainees’ new knowledge is called on in role-playing, where they seek to verbally resolve a patient’s crisis, which can even include a simulated life-threatening situation.

Another segment of CIT simulation training provides trainees the experience of auditory hallucinations while trying to function in real-world activities. Wearing headphones that “put voices in their heads,” trainees are called on to perform such ordinary tasks as arithmetic, responding to verbal directions or filling out a job application.

Stress management is also emphasized in the training. Dr. Kuhns said trainees are coached on recognizing negative and dangerous thoughts that can lead them “to do something that they will regret.” The trainees learn such techniques as deep-breathing exercises that help lower stress, which also affects stress levels of patients and other staff members.

“We need to protect ourselves,” Dr. Kuhns said.

The four-day training curriculum was eye-opening, according to trainees.

Dr. Kuhns reported that two correctional officers who were in the training had oppositional attitudes in class, bluntly criticizing its premise as weak. Shortly after finishing the training and returning to work, they

See **CIT** on page 6



Andrea Thorn
behavioral
treatment
technician

CIT from page 5

told Dr. Kuhns that they wanted to help get other officers trained.

Another officer who had a similar experience in training, later observed that hands-on force was about to

be used on a non-complying inmate. The officer successfully intervened, offering, “Let me try talking to him.”

Karen Martin-Powell, a 15-year mental health professional who supervises 35 of the hospital’s 100-plus nurses, said the auditory hallucinations exercise helped her to be more empathetic for schizophrenics.

“It made me understand so much more what they struggle with,” she said. “When you understand that, you deal with them on a different level.”

Belinda Palmer, a correctional officer for 13 years, also said CIT training helped her better understand the side effects of medications that are given mental health patients.

“It’s a great program,” she said, noting the positive impact of having gained a better understanding of how the medications work. “Now I understand that, for example, an inmate may be taking longer than usual to get his socks on because of his medication.

“Anybody who works in mental health should take this course ... I’m a better officer, my job is easier and safer, and I’m more patient.”

Mary Jones, a licensed practical nurse, was grateful for the de-stressing techniques.

“When it’s hectic and everybody’s talking at the same time, and they’re cussing at me, I can just sit down, take some deep breaths, and I can move on with my day,” she said. “It helps me deal with these patients with a better perspec-



Sonya Harris
staff
psychologist

tive than I had before. It’s a whole lot safer, too.”

Sonya Harris is a staff psychologist who works with pre-trial detainees known as safekeepers. The CIT has boosted her personal confidence in handling difficult situations.

“It is important to try to avoid a hands-on confrontation as much as possible, because it involves more staff, which creates more risk of someone getting hurt,” she said. “It is more effective to win someone over with your mind instead of using your hands. It is definitely more empowering.”

Andrea Thorn, a behavioral treatment technician, also felt empowered, gaining it from the role playing.

“Going through the different scenarios made me think about my actions more proactively than reactively,” she said.

“I have worked in mental health in both the public and private sectors, and this is the best training I have ever received.”

Dr. Keyser, the chief psychiatrist, said the CIT concept is at the forefront of a culture change in corrections. An offender’s punishment is being sent to prison, not how the prison treats the offender, she said.

“Disorders vary widely, and one response — force — doesn’t fit all,” she said. “That’s the culture I’m looking at; instead of looking down on the offender — the patient, in our case — and being punitive, we should take care of and treat their mental illnesses.”

The mental health prison population is growing.

“Gone are the days when prisons can just ignore this problem of the mentally ill population in prisons,” Dr. Keyser said. “We need to be able to deal with a population that is going to continue to grow, and it’s not going away.”

Recognizing the value of CIT techniques, Adult Correction’s Prisons Section plans to expand CIT training to all correctional officers. ▀



Belinda Palmer
correctional
officer

CIT for PPOs

CIT training is also under way in Community Corrections. Probationers and parolees sometimes have mental illness, too, though usually at less severe levels than seen in prison mental health facility populations. Probation and parole officers can use CIT methods when they encounter such dangerous situations as suicide threats, high agitation or domestic violence.



Bingo!

Under the eye of Cathleen Poole

By **Patty McQuillan**, Communications Officer

Bingo is a game of chance, and playing for cash prizes is regulated in North Carolina through Alcohol Law Enforcement. The state administrator of bingo operations is **Cathleen Poole**, who keeps a close accounting of the game's licensing, fees and audits, as well as fielding numerous questions about how to obtain a bingo license.

Each year, Poole issues about 200 licenses to non-profit organizations such as churches, fraternal organizations, schools and veterans associations. Laws govern the frequency these organizations can play bingo and the amount of prizes. For example, if they play bingo once a week, prize money is limited to \$2,500 and if twice a week, \$1,500. No one prize can be more than \$500.

"They can play twice a week, 48 hours apart for five hours at a time," Poole said. "Every year, non-profits have to turn in audits on their games to ensure they adhere to the law."

Laws also govern the popular beach bingo, restricting winnings to \$10 or less in cash or a prize worth \$10 or less. There is no fee, no licensing and no records kept for beach bingo.

A bingo game conducted any other way than through a non-profit license or the \$10 limit on beach bingo is considered gambling, and therefore illegal. Lawbreakers can face felony charges.

"The state is rampant with illegal bingo," Poole said. "The public sees it as a tax on grandma and grandpa, but they don't see the criminal element in it."

See **Bingo** on page 8

Poole issues about 200 licenses each year to non-profit organizations.

Walk
in my
shoes

This feature seeks to help employees understand the mission and scope of the department and each other as individuals and as co-workers. This edition tells about bingo administrator, a nurse supervisor and a probation officer.

START WITH

Bingo from page 7

When Poole receives complaints on illegal bingo operations, she notifies the special agent in charge over that particular county. An agent is sent, usually undercover, to verify the complaint and make arrests if warranted.

“We have very limited manpower, and I’m really proud of our agents,” Poole said. “I see how much these guys are working – long hours – and they do incredible things, positive things, for the community.”

Poole said she deals with a lot of good people who obtain non-profit bingo licenses and use the proceeds to help the needy, the elderly, the youth. “It’s really heartwarming,” Poole said.

Poole serves ALE in a dual capacity. She is also the assistant to the deputy director of ALE operations. In her administration job, Poole compiles ALE’s monthly and yearly reports that include arrest and violation numbers by district. She manages the funds used for undercover operations – money used to pay informants or to buy drugs. She administers the Governor’s Highway Safety grant of \$55,000 for mobile operations, and she funnels Alcoholic Beverage Control violations to ALE’s deputy director and on to the ABC Commission for review.

“Cathleen is a dedicated and hardworking administrative assistant,” said ALE deputy director **Alan Fields**. “In addition to her bingo duties, she is very astute in making sure ALE field operations stay on track. Cathleen is always willing to go the extra mile to assist ALE command staff, field supervisors, district agents and the public to make sure things are done properly.”

In 2011, Poole was given a Merit Award for her help with the Federal Emergency Management Agency following Hurricane Irene when ALE agents were deployed to help in the aftermath. She also received the Secretary’s Gold Circle Award for taking initiative and for her dedication in assignments.

Poole deflects the attention and puts it back with the agents, saying, “We do the most for the citizens, and we have the fewest people. We really are a skeleton crew, all of us are doing multiple jobs. We work together to fill in the gaps.”

Prior to her work in state government, Poole served in satellite communications for the U.S. Army and was stationed in Kuwait while also traveling through Bahrain and Saudi Arabia. She injured her hip and legs during training exercises and was honorably discharged. She said she is proud to be a Disabled American Veteran.

Poole comes from a military family. Her grandfather was a World War II veteran, having served in the Army, and took part in the invasion of Normandy. He received a purple heart from being shot in the leg. Her father, from California’s San Fernando Valley, served in the U.S. Navy during Vietnam. While stationed in Norfolk, Va., he took a trip with a friend to Dunn, N.C., where he met Poole’s mother. They married, had three children, moved from North Carolina to California, and when Poole was 4 years old, returned to North Carolina.

The family traveled a lot, Poole said, making the trip across the United States twice. They stopped at places like the Painted Desert, the Petrified Forest and the Grand Canyon. Poole and her two sisters were and still are the best of friends. She said family is most important in her life.

Poole graduated from Millbrook High School, Raleigh, in 1993, joining the Army immediately. After her discharge, she went to N.C. State University and graduated with a bachelor of arts degree in criminology in 2004.

Poole began her career with state government as an intern with the Governor’s Crime Commission for two years. In 2006, she started working for ALE and became the bingo administrator in 2008.

Poole said she had always planned to stay in the Army. “I really wanted to serve and be a part of a unit, working under a chain of command. That’s what drove me to ALE.” ▀



Poole is also the assistant to the deputy director of ALE operations, compiling monthly and yearly reports.



Grandma knew

A life of compassionate caregiving awaited a young girl in Chicago.

By **George Dudley**, Editor

CONCORD | **Pat Young**'s heart was heavy in 2005 when she began supervising nurse services at Stonewall Jackson Youth Development Center. About four weeks before, she had buried her murdered son, who had been shot in the back.

People who have experienced the death of a child say the grief is permanent. But Nurse Young, as she is known by students and staff alike at Jackson, has endured it, is wiser from
See **Young** on page 10





Above, Pat Young, center, goes over medication and treatment records at Jackson Youth Development center with nurses **Jeaninne Ridenhour**, left, and **Cynthia Hausman**.

Young from page 9

it and has passed on as much compassion as she has medical care.

Young and her staff — all registered nurses, as required by policy — monitor and tend to the medical needs of the 80-plus students. Ear aches, upset stomachs, fever, dental pain, injuries, medication dispensation, physical exams, drug screens, immunizations, health education and more are the responsibilities of the YDC’s nurses. Young oversees the work of the nurses.

“I supervise the care and medical services that are provided to the students ... to be sure that policies and procedures related to that care, and that the integrity of that care, are in place,” Young said.

She stressed the need to ensure that the medical care and practice complies with Division of Juvenile Justice policy and meets specific recommendations from practice-guiding organizations, including the North Carolina Board of Nursing and

American Correctional Association.

“Our objective is to deliver essential evidence-based care to promote and sustain optimum health status during the student’s commitment,” she said.

In addition to monitoring the nurses’ work schedules and professional development needs, supervision includes collaborating with the nurses on specific circumstances, such as a student reporting persistent abdominal pain.

“We will review all measures taken to identify and treat the cause of the pain, and possibly would need to make a decision based on clinical findings to send the student for assessment at an outside facility such as a doctor’s office or hospital,” Young said. “We sometimes have to arrange appointments with dental, orthopedic offices and other medical specialists.”

She reviews records of medication dispensation and medical updates about students documented by nurses during the hours they work on-site, which is 6:30 a.m.-9 p.m. Dispensation of medications by non-medical workers is also reviewed. The nurses rotate off-hour on-call duty weeknights, weekends and holidays.

Physical ailments aren’t the only problems the nurses address.

See **Young** on page 11

Below, Pat Young, right, talks to a Jackson YDC student about a medical issue. He was escorted to the nursing services section by **Monique Ison**, center, youth counselor.



Young from page 10

“Sometimes students need to talk when they come in here with various medical issue,” Young said. “If you read between the lines, [you’ll see] something is going on other than physical ailments.”

Without nursing services at Jackson, medical costs would climb.

“Most of these students’ maladies and injuries can be handled right here by our nurses under proper advisement,” she said. “But without the nurses, other workers would have to be called on to step away from their regular duties to accompany the student to a doctor’s office or an emergency room, or an emergency medical technician would have to be called to treat or transport students to medical facilities to receive further treatment. All of that is expensive.”

Young added that the nurses also tend to certain medical needs of staff members.

“We have helped staff whose blood pressure spiked too high, had injuries or have had seizures,” she said.

Young’s section also provides staff member training, which includes medication administration, blood-borne pathogens, cardiopulmonary resuscitation and first aid.

“Nursing services is more than first aid,” Young said.

As young girl growing up in Chicago, Young learned her destiny from her grandmother, who was a midwife, in addition to being a school teacher.

“I was kind of blown away with that,” Young said. “I said to Grandma, ‘You deliver babies?! At home?!’”

Grandma also “prepared the dead.”

“I said, ‘you wrapped up dead people, and prepared them to be buried?!’” Young said.

Grandma tended to many sick people in the neighborhood, too, with Young tagging along.

“She would say to me, ‘You know, your calling is to be a nurse.’ And I would say, ‘No, I don’t want to take care of dead people, or see anybody having a baby!’ And she said, ‘You’ll be all right.’”

Young recalled several times in her life that evidenced she “had this thing about helping people.”

As a young adolescent, she volunteered as a Candy Stripper, thinking she would be taking flowers and newspapers to sick

Nursing services is more than first aid.



people. Instead, she was assigned to help the nurses and doctors do their jobs.

Even though Young’s dream was to be a musician, playing a clarinet, she was redirected to “something somebody else thought was more practical.”

Young eventually began nursing school at a Chicago hospital, and while there, had an incredible experience with a pediatric patient. She was assigned to “sit with” an 8-month-old girl whose intestines were dislodged by a sexual assault. Young was with the girl for two years.

“I can’t imagine how this child survived and was still able to smile. It was just amazing,” she said.

Young moved in another direction, earning a business degree and opening a catering business. “Mama was an excellent cook,” she said.

She later found herself divorced with two children and needing a more solid occupation. At about age 30, she went back to nursing school, at Truman College in Chicago.

She relocated to North Carolina and completed a degree in nursing and thereafter worked in a variety of hospitals and clinics in various capacities, including becoming a hospice nurse.

“That’s where I learned that death is really part of living,”

See **Young** on page 12

Young from page 11

she said. "It taught me how strong we are, but also how fragile we are."

The hospice work reminded her of her Grandma.

"It doesn't matter who you are, you never know whose last bed you have to prepare," she said.

Her arrival at Stonewall Jackson YDC was a divine intervention, Young said.

"As soon as I saw the number and different types of kids, I just knew that I suppose to be here," she said.

They reminded her of struggles that she had had with her own son when he was a teenager, "having difficult and turbulent times, wanting to do certain things that they were told not to do."

Although Young felt that her father was too strict, she

is grateful for the values and faith she received as a child.

"Church was our foundation ... and faith is what has brought me through," she said.

Not just her faith, either.

"I stand on the shoulders of many of the Stonewall Jackson veterans, past and present unsung heroes who put in a lot of time here," she said. "They've given me advice, wisdom, told great stories and the experiences of what transformed Stonewall into what it is today."

Young is also keenly aware that the students are impressionable, which helps remind her that "the three things you can never get back are time, opportunity and words." She knows of two previous students who have called to let her know that they were in nursing school.

"Working with these students has given me a sense of self-worth," Young said. "I enjoy what I do here." ▴



The entrance to Stonewall Jackson Youth Development Center.



Probation Officer **Justin Crowe**, left, meets with a student probationer Pitt Academy, an alternative high school.

They are young

Justin Crowe gets, gives support working with student probationers

By **Tammy Martin**, Communications Specialist

BETHEL | Supervising one high school student can be a challenge, but supervising 30 students ranging from ages 16-20 is “only trying to keep the community safe,” according to Probation/Parole Officer II **Justin Crowe**.

In the Division of Adult Correction, the Community Corrections section works to protect the safety of residents in communities throughout the state by providing viable alternatives to and meaningful supervision of offenders in the custody of the division. The primary goal of Community Corrections is to reach an equal balance of control and treatment for offenders that will positively affect their behavior and lifestyle patterns.

“As the supervisor of the School Partnership Program, my caseload is about 51 offenders with the majority being high school kids on adult probation,” Crowe said. “This requires that I have a strong relationship with all seven high schools here in Pitt County.”

Handling teenagers normally is a monumental task, but with the support of parents and school administrators, positive results are obtainable.

“It is important to show a presence in the schools,” Crowe said. “I go out every week and review attendance records, talk with the administration and see the kids right there in school. And if any of them get in trouble, the administrators know to call

See **Crowe** on page 14

Crowe from page 13

me. It is always in the back of their minds that I'm going to be there and checking on them."

A PPO is expected to supervise offenders' activities in the community and ensure their compliance with court orders and sanctions. Crowe takes these duties even further. While making sure curfews are met, keeping an eye on school records and suspension reports, monthly home and office visits, random drug screening and treatment verification are all routine activities of good case management.

"I try to teach these kids accountability and responsibility," he said. "Many of them are not being held accountable in the home, and that is where it begins. My main focus is to help them succeed and to step in and teach them how important [accountability and responsibility] is in life. You kind of have to take on almost a parenting role with the kids."

Recognizing that success is measured by those who complete probation or parole, Crowe builds relationships and a circle of support in hopes of giving the young people under his supervision the tools to be successful beyond the terms set by the court.

"Going by the residence and schools regularly is so important," he said. "Continuously building relationships with families and the school administrators is a major factor as well. I have some 'go-to' people at the schools. They are really good about calling me if anyone is having a problem and I go

over and address it. These kids are at an age that if we can get through to them, it's not too late to make a change."

The Appalachian State University graduate has been with DPS for about five years. With experience supervising caseloads consisting of sex offenders and as a community threat group officer supervising gang members, he has additional knowledge that proves useful when working with young people. Helping to identify gang activity early often helps to place an offender in the appropriate support groups and programs.

One such program in Pitt County is Project Success. This collaborative effort is supported by Pitt County Schools, the Greenville Police Department, and Community Corrections. This six-week class meets on Wednesday evenings and incorporates community officials and formal training. Covering topics like gang awareness, making right choices, preventing domestic violence and health issues, these interactive sessions allow participants to gain knowledge and understanding about appropriate behaviors.

While these classes are designed to help the students, Crowe often gains even greater insight when trying to help these young people.

"Whenever these kids participate in the classes, I get to spend even more time with them," Crowe said. "The question and answer sessions are so helpful. This really gives me a chance to know even more about them — where they come from and what they are thinking. It really tells me a lot about them and how they are brought up. This helps me help them."

Helping others is the motivation behind Crowe's commitment to his job, but he recognizes it takes a dedicated team working together for the schools, community and for Pitt County.

"From the veteran officers that mentored me in my early days to the team here in Pitt County, we really help each other and I know someone has my back," Crowe said. "We have a great team. With this team and support, I can put in 100 percent and do the best I can to serve the community and state." ▴

Project Success allows participants to learn and understand appropriate behaviors.

Below, Probation Officer **Justin Crowe**, right, meets in the office of Mike King, principal, with a North Pitt High School student. Not a probationer, the student was part of Crowe's efforts to meet with young people to encourage them and keep them on track.





Photos by
Odaliska Almonte,
North Carolina
National Guard
Public Affairs

Guard Civil Support Teams train for aftermath of special hazards events

By Army Capt. **Rick Scoggins**
North Carolina National Guard Public Affairs
RALEIGH | Civil Support Teams are a relatively unknown asset to North Carolina residents in the event of chemical, biological, radiological, or nuclear incidents.

Recently members of the North Carolina National Guard's 42nd Civil Support Team took part in a National Guard Bureau proficiency training evaluation of their skills at a facility in Hoke County.

The purpose of the evaluation was to test the unit's ability to assist, assess and advise local first responders on hazards that may be

beyond their capability or scope.

The Greenville-based unit is a state asset under the operational control of the N.C. Guard and is designed to augment and support emergency first responder functions with their special equipment and expertise.

"The scenario consisted of a simulated improvised explosive device in a suicide vest," said Army Maj. Brad Merritt, deputy commander of the 42nd CST. "When the device was disarmed, [simulated] radiation was detected and the CST was on site to detect what type of radiologi-

cal agent was being detected."

This scenario is all too familiar to those involved in this line of work. According to Merritt, CSTs are often called upon to help identify unknown agents that cannot accurately be detected by Hazardous Material (HAZMAT) teams.

"The exercise is designed to replicate what they may encounter when they are called up for a mission," said Derrick Johnson, Southeast Division deputy of Civil Support Readiness Group-East. "A lot of our coordination efforts begin

See **Training** on page 16

Training from page 16

with civilian agencies in the public safety arena like fire, emergency response and police.”

The 22-member team is composed of members of the Air Force and the Army. Collectively, they have the ability to bring in mobile labs and detection equipment, collect samples and in most cases, identify the substance on site and advise a civilian incident commander as to how to properly dispose of the material in safe manner that will not endanger the surrounding area. According to Johnson, all military branches receive the same standardized training across the board in order to ensure interoperability between states/regions and civilian agencies as well.

Johnson said the unit can deploy as a complete entity or be deployed in smaller elements, depending on the size and magnitude of the event. By all members training the same way, it ensures that smaller elements or individuals can successfully augment into other CSTs in other regions/states or jurisdictions.

Merritt said the joint operations with Air Force personnel have helped pay big dividends when the unit works on Air Force bases or Air Force led operations.

Upon completing its evaluation, the unit was praised by Joint Forces Land Component Commander, U.S. Army-North, Army Lt. Gen. Bill Caldwell for their commitment, proficiency and professionalism.



The 42nd CST serves FEMA Region IV, composed of southeastern states. It has been in three real world missions, including the Democratic National Convention last fall.

“This fine unit is trained to perform its mission in support of the first responders in the state of North Carolina as well as the CBRN Response Enterprise mission,” Caldwell said.

When local resources are overwhelmed by an event and this specific capability is needed, the CST can be deployed in a matter hours to the incident site in order to provide critical chemical assistance. The CST then advises the incident commander ways to achieve objectives on a respective scene.

During the training day, unit members prepared a decontamina-

tion site and the unit’s survey team put on their chemical suits, conducted an initial reconnaissance of the building and collected samples of materials inside.

Delgado said the mission and capabilities are what attracted him to become a member of the CST.

“I’m real excited to be here... I love the team... I love the mission and I look forward to all the training ahead,” he said.

Collectively, the unit has taken part in thousands of hours of training in order to be properly prepared for their mission. ▀

David Shehdan to manage Human Resources for NCDPS

RALEIGH | **David A. Shehdan** is the Department of Public Safety's new director of Human Resources.

A human resources leader with 28 years of diverse experience, Shehdan most recently managed human resources for the N.C. General Assembly. He has extensive HR experience in state government, including service to the Secretary of State, the Employment Security Commission, the Office of State Personnel and the departments of Administration, Transportation, Environment and Natural Resources and Health and Human Services.

"David's extensive knowledge and experience within our state personnel system will serve NCDPS well in managing our most important resource, our hardworking and dedicated employees," said Secretary Kieran Shanahan.

Shehdan earned a bachelor's degree in business administration from UNC-Wilmington. ▴



Scott Brewer, left, with **David Guice**, Adult Correction commissioner.

Scott Brewer named new manager of Community Corrections District 19B

Scott Brewer a 19-year probation veteran, has been named manager for Community Corrections District 19B, which covers Moore, Montgomery and Randolph counties.

In his new position, Brewer manages 67 probation officers and support staff who supervise approximately 3,300 offenders on probation, parole or post-release supervision in the three counties.

Brewer began his corrections career in 1994 as a probation officer in Vance County and later served in Moore and Chatham counties. He was named chief probation officer for Chatham County in 2005.

Brewer succeeds Tim Poole, who retired. ▴

Grueling competition sorts best NCNG warriors

Army Sgt. Nkosi Campbell, left, and Spc. Dustin Wilmoth, right, both of the North Carolina National Guard's 60th Troop Command, earned the honor of Best Warrior for the state of North Carolina, and will move on to a regional Best Warrior competition in a few weeks. The three-day event, which began March



28 at Camp Butner Training, tested competitor's physical strength and endurance, tactical/technical knowledge and their basic soldier skills. The competition concluded with a test of military knowledge, leadership and bearing of the best NCNG soldiers by a board of senior leaders. The winners are shown with Sgt. Maj. John Swart, state senior enlisted leader. (U.S. Army Photo by Sgt. 1st Class Robert Jordan, North Carolina National Guard Public Affairs)

National Guard soldier earns rare direct commission as an officer



2nd Lt. Jason Barber's daughter rips off her dad's old stripes.

RALEIGH | Many of the North Carolina National Guard many fine leaders were trained at the North Carolina Military Academy at Fort Bragg and obtained their commission as an officer there. Others were commissioned as college students enrolled in various ROTC programs through colleges or universities. Still others joined the NCNG from active, reserve or other states' National Guard units.

For Army 2nd Lt. Jason Barber however, his journey was a little different. Barber earned a direct commission as an officer through years of hard work and on the recommendation of numerous high-ranking NCNG leaders.

See **Barber** on page 18



Trooper lauded for efforts against impaired driving

An anti-impaired driving advocacy group is “MADD” about Trooper Edward Wyrick Jr.

Mothers Against Drunk Driving recently named Trooper Edward S. Wyrick Jr. as the Eastern North Carolina Trooper of the Year because of his efforts to get impaired drivers off the roads. MADD presented the award to Wyrick at a banquet last month. ▲

Center hosts missing children poster contest

WILMINGTON | A Wilmington fifth-grader’s entry was proclaimed the best in a contest of posters to boost attention to finding missing children.

Jabez Howard’s winning entry was sent to the U.S. Department of Justice for the national judging and selection process. The national winner will travel to Washington, D.C., to receive an award and participate in the Missing Children’s Day ceremony.

The Department of Public Safety’s Center for Missing Persons supports the goal of educating children, teachers, parents and communities on methods that will keep children safe. ▲

Operation nets 120 arrests in Guilford County

GREENSBORO | A joint law enforcement operation with the N.C. Department of Public Safety and Guilford County agencies April 8-12 netted 120 arrests and the seizure of drugs, guns, vehicles and cash.

Probation and parole absconders and violators were rounded up, a restaurant was raided for drug sales, other drug sale sites were searched and arrests of wanted gang members were made. A total of 265 charges were made.

Among the confiscated property were eight firearms, including a stolen handgun, five vehicles, more than \$15,000 cash, more than 33 pounds of marijuana and one military round casing and two tracer military rounds for a 25-mm automatic cannon.

During the same week, the State Highway Patrol conducted a seat-belt campaign that turned up drunk drivers, drug violations, speeding, reckless driving and littering. Troopers issued 1,442 citations. ▲

Barber from page 18

“He is a Soldier’s Soldier,” said Maj. Mingus Pozar, an intelligence officer with the NCNG’s 30th Armored Brigade Combat Team. Pozar officiated Barber’s commissioning ceremony at the NCNG Joint Force Headquarters on March 8.

Direct commissions promote enlisted soldiers to the officer corps through a very competitive process with senior Guard leaders at the highest levels making the final decision.

Barber is a University of North Carolina at Chapel Hill graduate and combat veteran with two deployments with the N.C. Guard.

The native of Australia began his military career with the Australian 1st Armored Regiment. Barber served with the unit for several years before meeting his wife and moving to North Carolina and later joined the NCNG.

Barber was part of the 252nd Combined Arms Battalion’s Personnel Security Detachment and deployed with the 30th Heavy Brigade Combat Team in 2004. Barber impressed leaders with his unique and intuitive approach to military intelligence. He was known for his thorough analysis of the battlefield and understanding the complexities of how the enemy thinks and acts.

“I wanted to be part of something bigger than myself,” said Barber.

He stayed with the 30th Brigade Combat Team and deployed to Iraq again in 2009, this time, as an intelligence analyst for the 252nd.

At the recommendation of key leaders whom Barber worked for throughout his career in the 30th, he applied for a direct commission as an officer in the NCNG. The process took nearly a year and required multiple recommendations from senior leaders that attested to Barber’s qualifications and character.

“It is not a short process, but I had great support from Officer Strength Management (OSM),” Barber said. ▲

Honor student

Charles Smith of Sampson Correctional Institution was recently named an honor student upon completion of Basic Correctional Officer training. ▲

Got game? Tee it up

Brushy Mountain event benefits Special Olympics / May 10

Alexander Correctional Institution will host a captain's choice golf tournament to benefit North Carolina Special Olympics on May 10 at Brushy Mountain Country Club. It will have a 1 p.m. shotgun start.

Registration will be \$50 per player or \$200 per four-person team.

For registration or more information contact **Debbie Schenz** at Alexander CI at 828-632-1331, extension 3650.

2013 Wright Memorial Tournament at Rock Barn / May 18

The 2013 Wright Memorial Golf Tournament by Catawba Correctional Center's Community Resource Council will be played May 18. The captain's choice format event will have a 1 p.m. shotgun start.

Proceeds will benefit the community resource council scholarship program.

The tournament will be played at Rock Barn Golf & Spa, 3791 Clubhouse Dr., Conover. Entry fees are \$50 per person or \$200 per four-person team.

For registration or more information, call **Hollie Willis** or **Leo Chapman** (828) 466-5521 or e-mail hollie.willis@ncdps.gov or jesse.chapman@ncdps.gov.

Special Olympics Benefit at Twin Valley / Aug. 3

Lanesboro Correctional Institution will host a captain's choice golf tournament to benefit North Carolina Special Olympics on Aug. 3 at Twin Valley Country Club. It will have a 9 a.m. shotgun start.

Registration before July 27 will be \$50 per player or \$180 per four-person team; after July 27, \$55 per player or \$200 per team.

For registration or more information call **Bryan Richardson**, **Michael Kiker** or **Kristopher Kiker** at (704) 695-1013 or e-mail bryan.richardson@ncdps.gov; michael.kiker@ncdps.gov; kristopher.kiker@ncdps.gov.

Hoops game supports Relay for Life

Warrenton Correctional Institution will support Relay for Life by sponsoring a basketball game at 4 p.m. April 27 at Warren County High School.

The game will feature players from among officers at Warren CI, Franklin Correctional Center and Central Prison, as well as students from Warren County New Tech High School. The address for the game site is 149 Campus Drive, Warrenton.

For more information, contact Sgt. **Daniel Brame** at (252) 456-3400.



Are you a crappie fisherman? / May 4

Correction Enterprises is inviting all fishermen (women, too) to experience the pristine beauty of Shearon Harris Lake for a day of crappie fishing in a tournament on May 4 to benefit the Special Olympics of North Carolina.

For information, contact Susan Mitchell at 919-716-3615 or at susan.mitchell@ncdps.gov.

On the Scene is a newsletter for and about employees of the N.C. Department of Public Safety. If you have questions or want to contribute news or ideas to the newsletter, please contact the editor, George Dudley, at george.dudley@ncdps.gov or at 919-733-5027.

P R O M O T I O N S

In March unless indicated otherwise.

Administration

Valerie Harris, correction training instructor II, OSDT Piedmont Triad Training
Michael Helton, maintenance mechanic III, NG ANG Facility Management
Lisa Murray, personnel analyst III, HR Central Region Operations
Jerome Reeves, payroll clerk V, Controller/Accounting & Payroll

Adult Correction

Andrew Alexander, probation/parole officer, Community Corrections District 20
Angela Boyd, probation/parole officer, Community Corrections District 20
Christine Boyd, transfer coordinator I, Tillery CC
Keyonda Bratcher, programs supervisor, Scotland CI
Yolonda Brooks, probation/parole officer, Community Corrections District 19A
Mamie Carson, sergeant, Foothills CI
Gladys Cassese, programs supervisor, Scotland CI
Maria Caudle, sergeant, Swannanoa CCW
Brandon Cribb, assistant unit manager, Tabor CI
Matthew Currin, lead correctional officer, Johnston CI
Glenn Deaver, sergeant, Tyrrell PWF
Nicole Drake, probation/parole officer, Community Corrections District 13
Tonya Everhart, sergeant, Foothills CI
John Floyd, lieutenant, Lumberton CI
Daniel Gilleon, programs director I, Rutherford CC
James Goodson, captain, Foothills CI
Vernell Grantham, sergeant, Maury CI
Bobbie Hanner, accounting clerk IV, Caswell CC
Rocky Holbert, lieutenant, Craggy CC
Linda Hough, food service officer, Lanesboro CI
Michael Jackson, sergeant, Caledonia CI
John Lane, lead correctional officer, Columbus CI
Regina Livingston, sergeant, Tabor CI
Ernie Maynor, lieutenant, Hoke CI
Jonathan Morris, sergeant, Maury CI
Rodney Mungo, sergeant, Brown Creek CI
Daniel Newsome, supervisor V, Correction Enterprises Sign Plant
Octavia Norman, sergeant, Forsyth CC
Recardo Parker, sergeant, Central Prison
Cynthia Pittman, unit manager, Caledonia CI
Calvin Rowe, director II, Correction Enterprises Sign/Tag Plant
Michael Smith, behavioral specialist I, Craven CI
Richard Stephenson, lieutenant, Pamlico CI
Tammie Stocks, programs director I, Craven CI
Darilyn Thompson, food service officer, Southern CI
Faith Tillman, lead correctional officer, Brown Creek CI

Mark Trock, sergeant, Tabor CI
Christopher Tucker, food service manager I, Albemarle CI
Michael Vexler, plumber II, NCCIW
Shanna Wager, lead correctional officer, Orange CC
Antonio Watson, assistant unit manager, Central Prison
Robin Wellman, probation/parole officer, Community Corrections District 29
James West, sergeant, Tabor CI
Linda Whitman, administrative assistant II, Combined Records

Juvenile Justice

John Hendrix, school educator I, Alexander YDC
Karen Millsaps, youth center supervisor, Alexander YDC

Law Enforcement

Jimmy Miller, law enforcement agent, ALE District 04
Jordan Parton, trooper, SHP Basic School

RETIREMENTS

In March unless indicated otherwise.

Length of service expressed in years (y) and months (m).

Administration

Donald Blizard, personnel assistant V, HR Piedmont Triad REO, 22y3m
Jose Gonzalez, radio engineer I, Transportation & Communications, 7y1m
Carol Monahan, policy development analyst, Research & Planning, 31y11m

Adult Correction

Alma Arney, correctional officer, Foothills CI, 19y7m
Arthur Atkinson, maintenance mechanic IV, Correction Enterprises
Janitorial Plant, 13y

See **Retirements** on page 22

Retirements from page 21

Selvi Cheran, physician III B, Central Prison Health Complex, 35y1m
Deborah Christner, substance abuse counselor advanced, Polk CI, 6y3m
Charles Congleton, director II, Correction Enterprises Sign/Tag Plant, 30y2m
Doreen Connell, case manager, Hoke CI, 25y8m
Dewey Davis, correctional officer, Wake CC, 22y7m
Wiley Edwards, correctional officer, Davidson CC, 25y
David Hartley, judicial district manager II,
Community Corrections District 22, 29y7m
Curtis Hawks, probation/parole surveillance officer,
Community Corrections District 25, 27y11m
Katherine Horne, chief probation/parole officer,
Community Corrections District 13, 34y3m
Joey Hylemon, sergeant, Avery/Mitchell CI, 28y10m
Timothy Kearney, assistant superintendent for programs I, Greene CI,
30y4m
Laura Matthews, chief probation/parole officer,
Community Corrections District 22, 29y5m
Diane McElrath, licensed practical nurse, Central Prison Health Complex,
26y2m
Marvin Randolph, sergeant, Maury CI, 22y6m
Gudger Ray, probation/parole surveillance officer,
Community Corrections District 28, 23y10m
Thurman Richardson, probation/parole surveillance officer,
Community Corrections District 26B, 20y1m
Barbara Storey, correctional officer, Fountain CCW, 11y2m
Susan Strawn, judicial services coordinator,
Community Corrections District 25, 36y
Sheena Tabron, correctional officer, Eastern CI, 32y
Larry Vick, processing assistant IV, Central Prison, 28y10m
Melvin Ward, case manager, Neuse CI, 17y
Royall Williams, probation/parole surveillance officer,
Community Corrections District 15, 14y1m
Henry Young, food service officer, Johnston CI, 6y11m

Juvenile Justice

Robert Boman, food service supervisor IV, Chatham YDC, 20y2m
Nina Brown, staff psychologist, Cabarrus YDC, 12y5m
Sandra Culpepper, youth counselor technician, Perquimans YDC, 28y8m
Thomas Dawson, training school assistant unit administrator, Dobbs YDC,
26y5m
Janet Gravitt, professional nurse, Dillon YDC, 4y10m
Dorothy Marshburn, youth counselor technician, Dobbs YDC, 7y11m
Sarah Taylor, psychological program manager, Clinical Services, 36y1m

Law Enforcement

Roy Phillips, mechanic II, Troop E Garage, 28y9m

PASSINGS

Adult Correction

Harold Craig, probation/parole surveillance officer,
Community Corrections District 25, 23y7m
Michael Piercy, sergeant, Foothills CI, 7y8m
Curtis Vaughn, maintenance mechanic IV, Morrison CI, 36y9m

Craven CI officers shout for help from a rooftop

NEW BERN | Two Craven Correctional Institution officers recently found themselves stranded on the roof of a New Bern Chic-fil-A restaurant.

They weren't allowed off the roof until they convinced people to contribute enough money to reach a pre-set goal to benefit North Carolina Special Olympics. The officers, **Delmas Atwell** and **Edward Downing**, were waving and shouting from the roof to get people's attention, while co-workers on the ground stood by with collection containers.

Officers from Pamlico Correctional Institution as well as the Vanceboro and New Bern police departments participated. While some greeted customers at the doors, others stood near the drive-through ordering post, asking for donations. ▴

Cyber security: Six tips for safer travel

As the beginning of spring marks the start of a new conference and trade show season, now is a good time to review your travel security practices.

- ▶ Be wary of open WiFi networks, and use a virtual private network whenever possible.
- ▶ Enable passcodes and security software for smartphones and tablets.
- ▶ Review your devices' security settings. Consider updating your settings to lock your device more quickly than normal.
- ▶ If you don't need both your work phone and personal phone, don't carry both.
- ▶ Be wary of give-aways like a free USB key, which might be infected with a sour piece of malware!
- ▶ Don't access company data unless absolutely necessary. ▴