

On the **Scene** 

August 2012



# Justice Reinvestment

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## Time to show how much we care

*A message from  
Secretary Reuben Young*

The 2012 State Employees Combined Campaign is quickly approaching, and I encourage each of you to make

a contribution that could be felt locally, statewide or even around the world.

A nearly endless list of non-profit agencies improve a community's well-being, feeding the hungry, helping the elderly, nourishing a child's development, providing disaster relief, supporting victim-related services, encouraging cultural programs, protecting the environment or caring for animals. Your donation, large or small, to any of non-profit organizations offered in this year's campaign makes an important impact on the health of our world.

Choosing from among the 1,000 local, national and worldwide non-profit organizations may be the hardest part. You may already contribute to individual organizations independently, but keep in mind that the SECC is the only workplace giving program authorized for payroll deduction for state employees. The collective impact of those donations does make a difference.

The campaign begins Aug. 30 and ends Nov. 10. This year's Combined Campaign executives are: **Teresa Creech** for Administration, **Janice King** for Adult Correction, **Allison Jourdan** for Community Corrections, **Susan Rogers** for Correction Enterprises, **Barry Bryant** and **Tricia Hamilton** for Juvenile Justice, Lt. **Steven Massey** and **Suzell Crosswhite** for Law Enforcement, and **Terry Jones** and **Karen Pardue** for Prisons Administration.

With your help, we can surpass last year's combined total from our three former departments, which was \$468,242. Now is the time to show how much we care for these various charities and the good they do in lifting hearts, souls and minds.

The department's campaign coordinators will be delivering a donation form, along with the list of charitable organizations. I encourage each employee to open your hearts and give as generously as you can to the organizations that are most meaningful to you.

Thank you in advance for choosing the State Employees Combined Campaign as your way to donate to causes and organizations that make our world a better place. Your contribution is proof that you care about your community. Together, we can make a difference. ▀

## Profile in Leadership

**Al Ragland** *Director, Human Resources*

As director, **Al Ragland** leads the Department of Public Safety's Human Resources function for more than 25,000 employees across the state. He is responsible for organization structure, employee relations, organization development and performance, recruiting, classification, compensation, benefits, policies, procedures and culture.

Prior to joining Public Safety, Ragland was senior vice president of Headway Workforce Solutions, City of Wilmington chief human resource officer/director, Tekelec senior vice president of Human Resources and vice president of community and government relations, Sony Ericsson Mobile Communications vice president of Human Resources, Ericsson Inc. vice president of Human Resources, an independent consultant and an adjunct lecturer at the North Carolina State University School of Management.

He earned a bachelor of science degree in business management and economics at Fayetteville State University, and has completed the Executive Management Institute and the Bank Director's Institute at the University of North Carolina at Chapel Hill and the Office of the Banking Commissioner.

Ragland has served in leadership capacities on several boards, among them Fayetteville State University's School of Management & Economics, Paragon Commercial Bank, the Society of Human Resource Managers, the Food Bank of Central/Eastern North Carolina, the Morrisville Chamber of Commerce, Saint Ambrose Episcopal Church, the Carolina Ballet, the Wake County Blue Ribbon Committee on The Future Growth of Wake County



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## Ragland

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and the Wake Education Partnership.

Among his appointments are: Chair of the State Personnel Commission (by Gov. Bev Perdue); Blue Ribbon Committee on the Future Growth of Wake County (by the chair of the Wake County Board of Commissioners); honorary co-chair for the expansion of Wake Med's Western Wake Hospital; and past president and state director of the Raleigh/Wake Chapter of the Society of Human Resources Managers. Ragland is a recipient of the Business Coordinator of the Year Award – Inroads, the Saint Ambrose Episcopal Church Laymen League Man of the Year Award, and several management awards for performance and leadership by Fortune 1,000 companies.

Ragland resides in Cary with his wife, Hilda, who is vice president of Progress Energy Corporate Public Affairs. Their daughter, Katherine, is a graduate of N.C. State University and a recent graduate student of Emory University's Public Health Program in Atlanta, Ga., now working for Thomson Reuters in Richmond, Va.

To help us get to know him better, *On the Scene* asked Ragland:

### **What do you want to be sure employees know about you?**

"I want employees to know that I am customer-focused, results-oriented and a trusted partner in working with both leaders and employees in our organization to fulfill the expectations for the citizens in North Carolina.

"The majority of my career has been in the business of people in both the private and public sectors. While we may rely on technology and other tools to achieve our work, let me tell you, people make it happen day in and day out. Nothing moves without people, and I rely on talented people to make the difference in what we deliver to our customers. That requires that we clearly understand and buy into constant growth in ourselves to exceed expectations of our customers both internal and external.

"That mindset was instilled by my parents and has remained with me since I was a little boy growing up on the farm. Long days, hard work and a sense of accomplishment is what drives me today to do my very best and expect the same from my colleagues and coworkers. It is important to me that I maintain those values from early life and it represents who I am today. This can only be achieved if we believe in the notion of a positive attitude, sense of urgency and solution orientation.

"The reason we are all here is to ensure what we do will add value to our customer in an efficient and effective manner. We are all measured by what we say we will do and by what we do to create a high level of trust from our customers as if DPS were our business and they would come back again for your service/product that you provide. I think of what we do as a business that we want to succeed, and it takes talented people like we have to make that happen, which creates a win-win situation where the state wins and each employee wins in growing their careers."

### **What makes you comfortable with your job?**

"Easy — I like to surround myself with talented people who are highly motivated, with a sense of urgency and focused on exceeding the expectations of our customers. Sharing my learned experience with my team and colleagues, allows me to learn from them, too. I am fortunate to work with a talented leadership team that is resourceful, willing to listen/share with each other thereby allowing each of us to draw on the strengths the team possesses for the enrichment of our new department, DPS."

### **What do you like to do in your free time?**

"Being a workaholic, my free time is limited, but spending time with my family, volunteering in the community, church and golf when I can work it in, which is only a few times a year."

### **What did you want to do when you were young?**

"While I was pretty good at basketball in high school, I still have not gotten that call from the NBA. Oh well. So my dream as a young fellow was to be a firefighter or law enforcement officer. This would allow me the opportunity to work with people who share in the belief of "to protect and to serve others." Today, as the head of HR for DPS, I get to somehow experience it by working closely with an organization that does just that — protect and serve. What more could I ask for!?" ▀

*'I think of what we do as a business that we want to succeed, and it takes talented people like we have to make that happen.'*

— Al Ragland

*Among the 17 states that have passed Justice Reinvestment legislation, North Carolina is being looked at as a leader.*

# Justice Reinvestment

## *Public Safety gets in gear for new era in adult corrections*

By **Keith Acree**, Communications Officer  
**RALEIGH** | Eight months ago, the provisions of the Justice Reinvestment Act took effect, marking the most significant changes to North Carolina's criminal sentencing practices since Structured Sentencing took effect in 1994.

Described as a bi-partisan and data-driven approach to criminal justice policy, Justice Reinvestment is designed to manage the growth of the prison population and create better outcomes for offenders by targeting programming and treatment to reduce recidivism. Some of the savings generated by reducing the prison population are to be reinvested in community treatment to keep offenders from coming back to prison.

Created with the guidance of the Council on State Government's Justice Center, the act was signed into law in June 2011 by Gov. Bev Perdue. It was supported by lawmakers from both parties along with leaders of our state's judicial system.

"When the Justice Reinvestment bill passed, our resources were focused on implementation and training," said **Jennie Lancaster**, chief deputy secretary for adult correction. "These last eight months have involved hours of training for corrections staff and planning with external stakeholders."

North Carolina is one of 17 states that have passed Justice Reinvestment legislation.



**David Guice**

"North Carolina is being looked at as a leader among these states," said community corrections section chief **David Guice**, who was one of the principal architects of North Carolina's legislation when he served in the state legislature. Guice has made several appearances

in other states to discuss North Carolina's efforts. "This is a huge piece of legislation that affects not only correc-

tions, but much of our judicial family," he said.

"We should be reinvesting about \$4.5 million a year back into treatment and staff," based on experiences of other states, Guice said. "I think we're going to see that."

As they began examining North Carolina's criminal justice data in 2010, the analysts at the Council of State Governments were startled by one finding: Under existing law, eighty-five percent of the inmates leaving North Carolina prisons received no supervision at all, and were accountable to no one for their actions. The recidivism rate for this group was high – more than one-third returned to prison within three years.

That surprise finding led to a key recommendation that became part of the legislation. Post-release supervision was expanded to include all felons leaving prison, instead of just the felons in the highest felony classes. Today, the high-level felons receive 12 months of supervision and the lower levels get nine months.

As a result, the population supervised by probation officers is expected to swell by about 15,000 people, but the number of those who return to more costly prison incarceration will drop.

In this year's legislative session, the department sought approximately 250 additional community correction positions to deal with this expected growth in the offender population. The legislature did not provide new positions, but instead gave the agency the authority to reclassify vacant positions to meet this need.

Other provisions of the Justice Reinvestment Act strengthened probation supervision by giving probation officers the authority to respond swiftly to violators, ordering them to jail for short periods of two to three days. This immediate response, known as a "quick-dip" confinement, differs from the previ-

*This huge piece of legislation affects not only corrections, but much of our judicial family.*



## Justice

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ous process of scheduling a probation violation hearing in court – where the punishment finally handed down by a judge was often diluted because it came weeks after the violation. A process called “confinement in response to violation” now limits the use of probation revocation. It provides for 90-day periods of incarceration for violators, followed by a return to probation. It eliminates the possibility of offenders serving their time in prison or jail to avoid probation supervision. “Probation has changed,” said Angela Smith, a veteran probation officer in

The Justice Reinvestment Act gave probation officers the authority to respond swiftly to violators, ordering them to jail for short periods of two to three days. This “quick-dip” confinement differs from the previous process, where the punishment was often diluted because it came weeks after the violation.

Raleigh. “You can’t have it your way anymore – and judges can’t let you have it your way anymore.”

“It’s shocking to the repeat offenders, the ones who wanted to serve their jail time,” said probation officer Brandon Murphy, who supervises sex offenders in Wake County. “It’s annoying to them — but in a positive way.”

As probation officers, Smith and Murphy both participated in extensive training on the provisions of the new law. “We were slowly introduced,” said Murphy. “It was a lot to take in.”

Employees in many of North Carolina’s prisons are learning to deal with these short-term probation violators who stay for 90 days or less.

They are housed at minimum-security prisons where they participate in special programming designed to help change their way of thinking and help them successfully complete probation after release. Housing this short-term population is expected to be a future concern for prison managers.

The act also provides for most offenders incarcerated for misdemeanor crimes to serve their sentences in county jails instead of state prisons. Counties that participate are reimbursed the cost of incarcerating these misdemeanants from fees paid to the courts. This change in misdemeanor housing is helping contribute to a decline in the prison population.

Two years ago, the state prison population was projected to climb to nearly 50,000 by 2018, but with the Justice Reinvestment changes in place, new projections show the population remaining relatively steady around its current level of 38,000 inmates for the next decade.

At eight months in, it’s too early to make any definitive judgments about the success of Justice Reinvestment. The first offenders are just now entering new programs and data is beginning to accumulate. Within three to five years, the state should be able to accurately judge its true effects, says Guice.

“Justice Reinvestment is beginning to take shape as a evidence-based and more accountable approach to supervising our community-based offenders and managing our prison population,” said Lancaster.

“I’m very proud of the training that’s been done,” said Guice, acknowledging that more education is planned for court system employees, judges, prosecutors and defense attorneys. “Its success will come because of the effort we make to engage our communities.” ▀

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Probation officers like **Brandon Murphy**, right, have undergone extensive training to prepare for the changes in how they supervise offenders under the Justice Reinvestment Act.

# HART goes deep, narrow

By Capt. Rick Scoggins  
and Sgt 1<sup>st</sup> Class Robert Jordan  
NCNG Public Affairs

**RALEIGH** | There is something to be said about teamwork. One of the best examples of this is the partnership that exists among North Carolina Emergency Management, the N.C. National Guard, State Highway Patrol and local rescue agencies. Together, they work toward the common goal of serving the citizens in North Carolina.

One of these critical assets in NCEM is the Department of Public Safety's Helicopter and Aquatic Rescue Team, referred to as NCHART, which combines NCNG and Highway Patrol aviation assets with the skills of local rescue technicians.

NCHART first-responders train year round to be ready to deploy all over the state in order to conduct a wide variety of rescue operations, ranging from assisting people who are stranded by flooding due to severe storms or are incapacitated by injury in the mountains.

"This is a great example of North Carolinians taking care of North Carolina," said Tim Rogers, a battalion chief with the Charlotte Fire Department, after a recent exercise earlier this spring in Salisbury.

NCHART works together with a network of aviators from the NCNG, who fly the UH-60 Blackhawk and LH-72 Lakota helicopters, to State Highway Patrol aviators who fly the Bell 407, to local first responders.

No mission succeeds without proper planning, which is perhaps the crowning achievement of NCHART under NCEM leadership. Emergency Management professionals have developed an efficient and successful method to deploy these assets where and when they are needed throughout the state.

Since the inception of the NCHART



On July 7, a HART team extracted an injured hiker who was stranded on a rock ledge in Burke County.

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## HART

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program, the collaborative efforts of NCEM, the National Guard and other agencies have resulted in several real-world rescues. The rescues have fostered a strong bond between the agencies.

“This is the ultimate team-building and problem-solving exercise,” said Army Chief Warrant Officer 4 Jeff Gordon, a standardization officer with Company C, 1st Battalion, 131st Aviation Regiment, headquartered in Salisbury.

Regular practice and training on updated rescue methods is the key to success. First responders must complete 80 hours of intensive training just to qualify for the team. The teams regularly train across the state. Training consists of land and water-based rescue techniques.

NCHART and the National Guard conducted water training in New Bern, July 25-26.

“The exercise was well carried out,” said Ron Harrington, a lieutenant with New Bern Fire and Rescue. “It showed the talent of the HART team. They can respond and extract subjects from just about any scenario, and they’re well trained in these capabilities.”

North Carolina is a state of great natural beauty with high mountains, broad lakes and deep forests. These beautiful attractions are also hazards. In July alone, NCHART completed two rescues, bringing together all of the training, planning and practice. On July 7, the team extracted an injured hiker who was stranded on a rock ledge in Burke County. The team rescued another injured hiker July 16 from Cold Mountain in Haywood County.

Recently, a hiker near Pisgah Mountain was hurt in rocky and steep terrain and could not be reached by ground rescue. After assessing the situation, local first responders called NCEM for help.

NCEM leaders dispatched NCHART rescue technicians and a NCNG UH-60 to assemble in Salisbury and fly toward



the Smoky Mountains. The pilots, crews and rescue technicians, through careful synchronization and execution, used nearly 90 feet of hoist cable to lift the hiker safely out of harm’s way.

“This mission was a success due to the regular training we do with our partners in NCHART. They are part of our team,” said Army Capt. Darrell Scoggins, a UH-60 pilot who participated in the rescue mission and works full-time as the supervisory instructor pilot at the NCNG Salisbury Flight Facility.

Scoggins said that the work NCNG units do with NCHART ensures pilots and rescue technicians have the ability work together numerous times throughout the year in order to save lives.

The NCHART program has been so successful that Great Britain is considering adopting the program and implementing those operations into their emergency management practices, as well. The program also was visited this month by a representative from the Australia State Emergency Services to learn about the success of NCHART.

Thanks to the regular training and strong bonds formed between aviators and rescue technicians who have a passion for saving lives, the Department of Public Safety can be proud to have professionals that are ready to assist the citizens of our state. ▲

Above, during recent HART training with Charlotte emergency responders, Fire Battalion Chief Tim Rogers, left, goes through safety checklists in front of a UH-60 Blackhawk, while reviewing various rescue operations planning stages. They collaborate quarterly on rescue operations.

Photo by Tech. Sgt. Brian E. Christiansen

*The pilots, crews and technicians used nearly 90 feet of cable to hoist the hiker to safety. The mission was a success due to regular training.*



# Walk in my shoes

The Department of Public Safety has hundreds of different jobs. The more you know about jobs other than yours — especially in light of the consolidation that created our department — the more we will understand, not just the mission and scope of DPS, but also each other as individuals, as co-workers.

That is why, in this newsletter for and about you, the communications staff regularly provides you an opportunity to “walk in the shoes” of co-workers.

In this edition, you can read about an intake counselor, a security chief and an ALE special agent. ▀

## Juvenile Justice intake decision critical juncture for delinquents

By **George Dudley**, Editor

**PITTSBORO** | When young people are called to the office of **Alison Uhlenberg**, her goal is that she never sees them there again.

Uhlenberg is a juvenile court counselor who makes life-changing decisions about how the state will respond to young people who have broken the law.

As the Juvenile Justice Division’s intake duty person in Chatham County, Uhlenberg can direct a case to court or to the community. A charge against a juvenile — less than age 16 — is a “complaint,” which becomes a “petition” if it is referred to juvenile court.

A court, too, can send an offending youth to corrective resources in the community; it can also commit the juvenile to confined treatment in a youth development center.

Often, a juvenile’s offense doesn’t rise to the level of confinement, and more effective alternative responses are available in the youth’s town or county. At that stage of the process, Uhlenberg diverts the juvenile from court proceedings and places him or her into hands of program providers, ranging from a peer-review process to mental health services.

Uhlenberg said the process is part of Juvenile Justice’s therapeutic model for responding to juvenile delinquents.

“The model is good, in that we need to think of the children as children, and they don’t need to be treated like adults,” she said.

Law enforcement officers draw up and present complaints to Uhlenberg, usually in person, giving her the opportunity to talk with them about the complaints. She sometimes helps the officers with the necessary paperwork.

Uhlenberg’s next step — to be taken within 15 days of receiving the complaint — is when the youth is called to her office, along with a parent or guardian. She gathers as much information as possible, including socio-economic factors, family functionality, the youth’s behavior at home and school and mental health history.

The North Carolina Juvenile Offender Information Network (NC JOIN), a statewide database on youths in the juvenile justice system, gives intake counselors access to assessment tools that help them decide whether to divert complaints or forward them to court. The assessments consider the needs of the youths and families and the youths’ likelihood of re-offending.

In the last fiscal year, Uhlenberg processed 204 complaints, a large majority of them coming from the schools. She diverted 105 of them.

If she diverts a complaint, Uhlenberg becomes responsible for monitoring the juvenile’s progress. Youths already under probation supervision are monitored by their juvenile court counselor.

The youth is likely to enter a program funded through the local Juvenile Crime Prevention



*The therapeutic model is good, because we need to think of the children as children. They don’t need to be treated like adults.*

— Alison Uhlenberg

## Uhlenberg

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Council. Among the JCPC programs available in Chatham County are Teen Court, Family Advocacy, community service and psychological evaluations. Court adjudications often send youths to JCPC programs, too.

"Overall, JCPC programs are doing a great job," Uhlenberg said.

Unlike a juvenile court counselor for a youth on probation, Uhlenberg in her intake counselor position is not required to provide supervision that is direct, "unless it needs to be."

"I maintain monthly contact with the agencies that I refer children to, with other people involved and with the parents," she said. "I make sure they're being compliant, make sure they're going to their mental health appointments or doing their community service. I may have meetings at school regarding the child's behavior."

Uhlenberg said one of her biggest challenges is helping people outside of Juvenile Justice understand the therapeutic model approach to responding to youthful delinquency. Often, other people involved, even parents, expect more confinement.

"What happened 15 years ago, or even five years ago, is not what's happening now, and there's a lot of frustration from parents and other people that that's not how we do things, and that we need to try these things first until we run out of options," she said.

Uhlenberg has a helpful nature, which she said led her to choose to earn a bachelor of science and master's degrees in criminal justice.

After working in the state juvenile justice system in Michigan, where she earned her post-graduate degree, Uhlenberg returned to her native North Carolina and became a youth counselor at the now-closed Samarkand Youth Development Center in 2006. She worked at Samarkand for about eight months in a pilot program of a new model of care adopted from the Methodist Homes for Children.

Afterward, Uhlenberg was named a juvenile court counselor in Chatham County, next door to Orange County, where she grew up in Chapel Hill. She has had intake duties in Chatham County since 2007.

She believes her work makes a difference in people's lives.

"I like helping people," she said. "I like

seeing the changes that families and children can make.

"Hopefully, we don't work with the families forever. I'll say to them, 'If I see you in Food Lion or Walmart or I'm on business at school and you say hi, or if I get a phone call about how you're doing, or if I get an invitation to your graduation, that's what I want to see. I don't want to see you back here.'"

Uhlenberg's soul is restless if she's not helpful.

"I can sleep at night knowing they are getting something from what I do," she said.

Uhlenberg often feels the face of poverty staring hungrily at her, and she does something about that, too. Her heart sees too many Chatham County families struggling to get enough to eat.

Last summer, she began using an online community "chat box" to solicit food donations for hungry people in the county. She posted requests for surplus produce that people might gather from their private gardens.

Soon, three people were regularly leaving tomatoes, peppers, squash and other vegetables at her office door. She has since added canned and dried foods to her request. Uhlenberg and a co-worker divvy the produce and foods into bags and deliver the food themselves to needy families.

At least 15 families are being served.

Uhlenberg's "e-gleaning" project has led to social gatherings that fostered cultural activities and other learning opportunities for the families' children.

Her eyes glistening, she said, "I do it, because the kids need it." ▴

Below, **Alison Uhlenberg**, right, talks with Gwen Overturff of Chatham County Together, which provides community service and restitution activities for delinquents who were sent to Teen Court, a program funded by Juvenile Crime Prevention Council grants. In the background, a youth whose complaint was diverted by Uhlenberg, pulls weeds from a public agency's shrubbery and flower bed.





**Jeff Sipes**, right, has to keep an eye on Community Corrections security operations throughout North Carolina.

## Job satisfies appetite for results, rewards

*Jeff Sipes is Community Corrections' security services chief.*

By **Pamela Walker**  
Communications Deputy Director

**RALEIGH** | It's results-oriented and provides daily rewards. That is how **Jeff Sipes** describes his job as chief of security services in Community Corrections.

Sipes has a variety of responsibilities: Supervising probation officers serving on the U.S. Marshals' Task Force; managing the Community Threat Group validation records and training; overseeing the warrants entered into the Division of Criminal Information (DCI); and helping coordinate the section's State Emergency Response Team (SERT) members, who assist other state agencies and law enforcement during disasters.

"I love it!" Sipes said about his job. "It's really results-oriented... I can always look back at the end of the day and know I have accomplished something."

The results include probation officers' assistance to the Marshals' Task Force, such as a recent fugitive operation in Cumberland County that resulted in more than 200 warrants served and 150 arrests made. The probation officers help locate fugitives and make thousands of sex offender compliance checks each year.

role officers on entering community threat group (gang) information and validation into DCI. An extremely sensitive process, every entry must be legally defensible, and officers may be called on to testify about an individual's gang affiliation. The training will help ensure that the entries and maintenance of the records follow federal and state guidelines.

Within Community Corrections alone, about 10,000 probation/parole absconder warrants are active in DCI. Sipes and his team work to ensure that the warrants are entered correctly. They also follow up on the absconder cases that have been deferred from an officer's caseload and seek assistance from other law enforcement agencies to help bring resolution to those cases.

Sipes' section is also responsible for maintaining files on offenders who have been paroled to serve a prison sentence in another state or have been deported. When the offenders approach completion of their sentences elsewhere, Sipes' section will notify them that they still have parole supervision obligations in North Carolina.

With Community Corrections since November 2000, Sipes has been a surveillance officer; a probation officer supervising domestic violence and sex offender cases; and administrator of the drug labs before joining

*The probation officers help locate fugitives and make thousands of sex offender compliance checks each year.*

Sipes will soon be training probation/parole

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## Sipes

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special operations.

Previously, Sipes served in the U.S. Air Force, as a patrolman in New Hampshire and as a police detective. He followed in the footsteps of his father and uncle, who both were police officers.

His passion for criminal justice comes not only from his family, but he repeats his mantra of enjoying being in a field where you see results.

"We are often able to put our hands on someone who was trying to avoid law enforcement and we bring them back," he said.

He added that he would tell anybody considering this type career to "jump in with both feet, and you will be rewarded every day. Every one of us has an impact on public safety."

That impact can also be felt following a state disaster when SERT members are called in to help. Sipes provides coordination for the SERT members from Community Corrections who have been called on to aid emergency management and law enforcement.

Many times Community Corrections officers will help provide traffic control and security in areas devastated by hurricanes or tornados. In April 2011, probation officers backed up law enforcement at road blocks; helped patrol neighborhoods so homes would not be looted; and delivered supplies to tornado victims in Lee and Bertie counties.

In his spare time, Sipes said, he devotes his time to his family. He says his son plays soccer and his daughter dances.

"Everything I do, it's about them," he said. ▀



Alcohol Law Enforcement Agent **Bryan House**, second from right, coordinates an operation to track down and capture probation and parole absconders in Durham. A sign in the background seems appropriate.

# Agent makes FAST work of catching absconders

By **Patty McQuillan**  
Communications Officer

**DURHAM** | On one of the hottest days of the year, five members of the Fugitive Apprehension Strike Team met with the team leader, **Bryan House**, in Durham to track down probation and parole absconders.

House, the assistant special agent in charge for Alcohol Law Enforcement's Raleigh district office, was pleased with the turnout, because participation in this FAST operation was not mandatory. One member traveled from Fayetteville and another from Charlotte to help. The agents spent the day knocking on doors in sketchy neighborhoods, tracking down difficult-to-find offenders who had eluded their probation and parole officers.

Department of Public Safety Secretary Reuben Young tasked Alcohol Law Enforcement in April with locating 100 offenders listed by Adult Correction as high-risk absconders. In three months, members of FAST located or captured nearly half of them while keeping up with other ALE duties. More offenders have since been added to the list.

House said the probation officers seem to appreciate ALE's efforts. Most of the offenders have assaultive behavior, and, unlike

probation officers, ALE agents can charge an offender with additional crimes, such as resisting arrest, assault with a deadly weapon or assault on a law enforcement officer. On July 27, House and his team picked up an absconder from a Raleigh apartment complex who had been using her sister's identity. ALE added identity theft to her list of charges.

In addition to the arrest authority, ALE special agents have access to numerous databases.

When House studies the photos of the absconders, he tries to look for scars, tattoos or any marking that will identify them. Sometimes the markings are all the ID he needs.

With the heat index at 110 degrees, the six FAST team agents donned their police vests without hesitation and followed leads to the grandparents' home of one absconder. Agents covered all exit points in case the offender was inside and tried to flee. This time, they missed him by an hour, but obtained new leads. They pursued him to his girlfriend's parent's home. The girlfriend was home and distraught because her father forbade her to see the absconder, and she had been disobedient. She pleaded for the agents

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*'We love putting people in jail who need to be in jail.'*

— Bryan House

Below, Bryan House, left, and a fellow ALE agent lead another absconder to a vehicle for transport to a confinement facility.

## House

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not to return at 5:30 p.m. when her father would be home from work, and she readily gave agents the offender's cell phone number.

It was nearly two o'clock before the agents stopped to grab a bite of lunch. They teased House for not stopping to eat.

"We have the mindset that, 'Just the next door I knock on, I'll find him,' or 'five more minutes of surveillance,'" House said. "We love putting people in jail who need to be in jail. I think I've seen some of the worst in the world. There are evil people, and then there are those who are good people who just made a bad decision. I've seen them both."

FAST also began helping the Juvenile Justice Division recover escapees from their facilities, including three in August who stole an employee's car at the Stonewall Jackson Youth Development Center in Concord.

House is also the assistant team leader for ALE's Special Operations Group which is a tactical team that serves high-risk search and arrest warrants.

"I've been in crack houses and they're filthy, bug-infested, and people are coming and going all the time," House said. "We train for everything, but prepare for the worst. We have contingency plans for contingency plans."

Dr. Tom Griggs, the physician for the State

Highway Patrol, is a reserve ALE agent. He oversaw the SOG team's medic training and goes with the agents on high-threat cases.

"We know where the closest hospital is, and if EMS is not close by, we have a medical transport dedicated vehicle," House said. "What we do is well thought out."

On the first SOG mission, House said ALE had a no-knock search warrant at a house where two armed residents suspected of selling cocaine and guns were sleeping. Once they opened the door, they had to act very fast. House was in a bedroom where the suspect rolled over in bed to get his handgun on the nightstand. In the other room, a man had been sleeping with an assault rifle under the covers between his legs.

"This made all the training worth it," House said. "Who knows what would've happened if we'd had any less training."

ALE special agents have had basic law enforcement training before they come to ALE's basic academy. There they learn how to work undercover, do covert surveillance, to interrogate a suspect, to do house raids and to write, prepare and execute search warrants. They also must be physically fit and are trained in extra defensive tactics.

House himself coordinates the basic school's physical fitness training, which he says is an important part of officer survival training. He tries to instill, especially in the new recruits, what he calls the warrior mindset: I'm coming home at the end of my shift no matter what.

Agents were nervous when the handgun score was recently raised to 85, what House calls an incredibly high score for any law enforcement agent. Despite the anxiety, every agent passed. The Special Operations Group must shoot at 90 percent, day or night (100 being the top score).

"We arrest people who are doing drugs, and we arrest people who have guns," House said. "We need to be the best we can be."

He said they also need the best equipment and training to do the work they do safely and to be capable of going into places where criminals are. That training includes assault rifles for every agent.

"If there were a sniper on that balcony," House explained, "my handgun wouldn't reach him, nor would a shotgun."

See **House** on page 13



## House

from page 11

“An assault rifle is the only thing that we could hit him with, and that gives us the ability to protect citizens and ourselves. Our top priority is safety.”

House said ALE agents do so much more than alcohol enforcement that the name belies what they do. He said often he will just say he is with the Department of Public Safety because people understand that. He suggests State Police might better describe the work of the 112 agents.

House said, “We’re blessed with good people. We have a good hiring process. We have hard workers.”

A very small percentage of applicants get a job with ALE. They start with a wellness test, followed by a polygraph test, then a physical and a psychological exam.

House spearheaded the effort to have ALE’s polygraph program nationally accredited. He rewrote ALE’s policy on administering polygraph exams and conferred with the Houston (Texas) Police Department, whose polygraph program was recently accredited. The document was sent back and forth four times before it was finalized.

“We now have a good policy and we shouldn’t have to change it for a long time,” House said. “We have examiners trained by the federal government and we have quality control with a second set of eyes to review the testing to make sure it’s done correctly. Our polygraph testing is now at the level of the FBI, CIA and the U.S. Military.”

House is enthusiastic in his work and grateful for the emphasis on special operations and the community betterment program. “We’ve had the best leadership since I’ve been here, and I want it to stay that way.”

When asked how his wife feels about the work he does, House said, “I wouldn’t be able to do this without her.” She has seen how hard the ALE agents work, and how they can be out on an operation at any time of the day or night, any day of the week. House texted her when he and his team picked up the female absconder, writing, “We got one.” He said it makes her a part of this.



After an arrest, House takes time to be in touch with his wife, whose support is critical to his job, he said.

House grew up in Johnston County. His grandfather had a farm until the I-95 by-pass split it in half. House’s mother and father were given part of the farm, and from the age of 12, he worked in another farmer’s tobacco fields for \$3.50 an hour.

“I hated every minute of it,” House said. “I told myself that when I got old enough to get a job, whatever I got, it wouldn’t be as bad as working in the middle of the summer in a tobacco field.”

When he turned 15, House began bagging groceries for IGA in Selma, working there four years. He graduated from North Johnston High School in Kenly in 1994. He then went to East Carolina University and earned a bachelor of science degree in criminal justice, graduating in 1998. He was one of the first people in his family to go to college.

Even during college, House was working, delivering furniture on the weekends and being a personal fitness trainer during the week.

“My parents drilled it into me to work hard,” House said. “They said when you grow up, you can do anything you want.”

In 1998, House applied to be an ALE agent, and he knew it would take a year for the background investigation to be complete and his application approved. In the meantime, he worked in Wake Medical Center’s Police Department. That’s where he met his wife, Caren, who was volunteering in the children’s emergency department. They now have two children, 5-year-old Hanley and 7-month-old Layton. He spends any free time he has with his family.

House said he and his wife are involved in their church’s youth group. “Hanley is in dance class, and the baby, well, she takes a lot of time,” House said.

“Seeing the children in poor neighborhoods who have no supervision, who are told to stay out until called, who are raised by the neighbors, who are taught not to cooperate with law enforcement, hits home,” said House. “I want to be the best father I can be. I don’t want anyone else raising my girls.” ▀

*House is enthusiastic in his work and grateful for the emphasis on special operations and the community betterment program.*

# ALE honors agents at awards ceremony

By **Patty McQuillan**, Communications Officer

**RALEIGH** | Eighteen North Carolina Alcohol Law Enforcement agents were honored at an annual awards ceremony July 24 at the State Bureau of Investigation auditorium.

Secretary **Reuben Young** remarked on the difficult and dangerous jobs of ALE agents saying, “Every day you combat crime that others are either unable to or won’t touch. You are well respected by those who work side-by-side with you in joint operations, by the communities you improve and the lives you ultimately save through the laws you uphold.”

Special Agent **Adam Boyd** of ALE District I, Elizabeth City, was named the Agent of the Year for his work with the Bureau of Alcohol Tobacco and Firearms, working to eliminate street gangs in eastern North Carolina.

His work in one case resulted in 81 indictments against confirmed gang members who had been terrorizing neighborhoods and eluding law enforcement officers. In addition, Adams worked on other drug cases that resulted in his being named Narcotic Investigator of the Year for Eastern North Carolina.

In addition to Agent of the Year, awards were given for District Agent of the Year, Meritorious Service and Certificate of Commendation. The award recipients and their accomplishments were:

## *Meritorious Service Award*

### **Special Agents Matt Knight and Rusty King**

On Jan. 17, Knight and King of District II were working in downtown Greenville when they saw a fight, in which one of the combatants drew a handgun and unsuccessfully attempted to fire the weapon.

Because numerous on-lookers were in danger of being shot, Knight and King identified themselves, challenged the offender and ordered the by-standers to take cover. The offender ran, and Knight and King found the suspect hiding under a parked car and arrested him.

King was also named District II agent of the year. He made more than 400 arrests, produced cause 14 search warrants, and oversaw an investigation that shut down a large-scale video piracy network.

## *ALE Awards of Excellence*

### **Special Agent Natalie Mason, District III, New Bern**

Mason demonstrated her willingness to go above and

See **Awards** on page 15



**Matt Knight**



**Rusty King**



**Natalie Mason**



**Alan Fields**



**Eric Hill**



**Bryan Irwin**



**Mike McKeithan**



**Chess McQueen**



**Chris Poole**



**Web Corthell**

## Awards

from page 14



**Chris Kluttz**



**Kenny Simma**



**Clay Joyner**



**Allen Roberts**



**Mark Leassier**

beyond the call of duty during a routine undercover investigation of non-taxpaid liquor purchases. In November 2011, the case took a dark turn — the suspect disclosed to Mason that he provided alcoholic beverages to teenage females in exchange for sexual favors

In her undercover role, Mason' investigation required her to visit the suspect's home several times and he had to repeatedly deflect his sexual advances without revealing herself as an ALE agent.

Mason was also presented a Commendation Award. On March 14, she unexpectedly arrived at the scene of a traffic accident involving a severely injured motorcyclist. Checking the injured man, she realized he was having difficulty breathing due to his injuries.

The agent relieved the man's breathing problem encouraged the injured motorcyclist until Emergency Medical Services arrived.

### **Assistant Director Alan Fields, Headquarters, Raleigh**

Fields helped the ABC Commission in 2010 by investigating allegations of wrongdoing by managers of the Greensboro and Asheville ABC systems. He spent countless hours conducting interviews and examining credit card records. The complaints were substantiated and both managers left their jobs.

In 2011, Fields investigated allegations of embezzlement that resulted in the arrest of another ABC manager, who confessed to her role in a similar embezzlement scheme in 2008.

In early 2011, Fields helped the Greensboro Police Department close a hotel that for 20 years was the source of 4,000 police calls for service.

### **Special Agent Eric Hill, Greensboro**

Assigned to Guilford County, Hill organizes special operations that assist local law enforcement agencies with various problems associated with ABC permitted businesses.

In June 2011, Hill organized an operation with the Greensboro Police Department and Guilford County Sheriff's Office that focused on illegal activities at an event with a notorious reputation.

Hill partnered with police, sheriff and fire department personnel in a high visibility operation that resulted in 120 arrests and the seizure of firearms, drugs and \$4,000 in cash. Most importantly, no violent crime occurred during the event.

In addition to this operation, Hill worked undercover in two other districts on long-term investigations centered on illegal drug trade. Hill was also one two officers who were named District VI Agent of the Year.

### **Special Agent Brian Irwin**

Assigned to Forsyth County, Irwin organizes special operations in his area.



**Jerry Dean**



**David Miller**

*A routine undercover operation took a dark turn when the suspect disclosed that he provided alcoholic beverages to teenage females in exchange for nude pictures.*

*The agent arrested a suspect who was a Wisconsin fugitive, who was wanted on drug and weapons charges and was out of jail on bond for a New York murder charge.*

## **Awards**

from page 15

In March 2011, he concluded an eight-month community betterment project in Winston-Salem that focused on drug dealing at ABC-permitted businesses. Thirty-six people were arrested on more than 80 drug charges. The illegal outlet was closed and violation reports submitted to the ABC Commission.

In August 2011, Irwin observed a man selling of counterfeit DVDs when the suspect fled, but Irwin apprehended him. The suspect had drugs and a concealed weapon, was a fugitive from Wisconsin who was wanted on drug and weapons charges, and was out of jail on bond after being arrested and charged with murder in New York.

In November 2011, Irwin worked with the Winston-Salem Police Department and the Department of Homeland Security to dismantle a large-scale cocaine network. He worked countless hours on the investigation, which yielded more than 100 pounds of cocaine, 100 grams of heroin and more than \$350,000 in cash.

While on these investigations, Irwin continued his ALE duties and helped other agents with special operations.

### **Special Agent Mike McKeithan**

Assigned to Durham County, McKeithan worked with Durham law enforcement on an investigation involving merchants illegally engaged in organized retail theft. The merchants were charged with purchasing stolen merchandise at discounted prices and reselling the merchandise at an inflated cost.

The investigation resulted in the execution of 20 search warrants at businesses such as convenience stores, clothing stores, towing companies, tobacco outlets and an apartment. A total of 32 people were arrested and charged with more than 110 felony and misdemeanor offenses. Seizures included large quantities of cash, stolen merchandise, automobiles, handguns, drugs and video poker machines.

McKeithan maintained his normal ALE duties throughout this investigation.

### **Special Agent Chess McQueen**

Assigned to Alamance and Forsyth counties, McQueen assists with many special operations, including one he self-initiated in 2011 involving properties used as havens for criminal activity. From illegal ABC outlets, to drug houses, to a fraudulent document manufacturing lab, McQueen's undertakings helped rid communities of long-term problems.

These investigations were complex and constantly fluid, and McQueen frequently had to adjust and adapt to numerous changes and unexpected events. Despite the investigation's short-notice and late-night meetings, McQueen maintained his normal ALE duties.

Several local law enforcement agencies recognized McQueen for his dedication to solving long-term problems.

### **Special Agent Chris Poole**

Poole worked on community betterment operations in a three-county area, targeting drug dealers doing business in residential areas. His efforts resulted in the execution of seven search warrants, 12 arrests and the seizure of controlled substances, including a trafficking amount of oxycodone, marijuana and cocaine. In one home search, a child was removed and placed into the custody of Child Protective Services.

While maintaining his normal workload, Poole also volunteered to help other operations within and outside his assigned district of Davidson and Randolph counties.

Poole was one of two who were named District VI Agent of the Year.

### **ALE Commendation Award**

#### **Special Agent Web Corthell**

Assigned to Buncombe County, Corthell was working a routine complaint in November 2011 that alleged a suspect was selling non-taxpaid liquor. Shortly after the investigation began, the suspect disclosed that he preyed on teenage girls by providing alcoholic beverages in exchange for nude photos.

*After several months of labor-intensive work, the suspect was charged with crimes related to unlawful sexual relations with children, ABC offenses and drug charges.*

*The agent was creative during the investigation and skillfully handled the assignment.*

## Awards

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Working with an undercover ALE agent and the Asheville Police Department, Corthell put in several months of labor-intensive work. The suspect was charged with crimes related to unlawful sexual relations with children, ABC offenses and drug charges. Corthell was creative during the investigation and skillfully handled this assignment.

### Special Agent **Chris Kluttz**

Assigned to Mecklenburg County, Kluttz undertook two major undercover operations in late 2011 which resulted in the arrest of numerous people.

The first operation centered on the illegal drug trade and prostitution at an ABC-permitted establishment. Six people were arrested. The other was a community betterment operation conducted with the federal Bureau of Alcohol Tobacco and Firearms and focused on illegal drugs and firearms sold in Mecklenburg County. This yielded 19 arrests and the seizure of drugs and weapons.

In March, Kluttz organized another operation that was adopted by the Bureau of Alcohol Tobacco and Firearms. While carrying out his daily district duties, Kluttz participated in surveillance operations that resulted in the seizure of 9 kilograms of cocaine and more than 3,100 pounds of marijuana.

He also assisted another district on a long-term firearms and drug investigation which included the seizure of 60 firearms including a fully automatic AK-47.

Kluttz was presented with the Charlotte Mecklenburg Police Department's Chief's Award for Excellence.

### *District Agents of the Year*

#### District III, Wilmington – **Kenny Simma**

During 2011, Simma targeted illegal activities at legal and illegal outlets. His efforts resulted in the Alcoholic Beverage Control Commission summarily suspending permits at some businesses and the execution of search warrants at illegal outlets.

Simma also investigated a marijuana trafficking operation, a gambling operation and an illegal distillery.

#### District IV, Raleigh – **Clay Joyner**

During 2011, Joyner targeted illegal activities at legal and illegal ABC outlets. His efforts resulted in 79 arrests during an operation focused on underage possession of alcoholic beverages around the N.C. State University campus.

During another investigation, Joyner charged a homeowner for operating an illegal distillery after the distillery exploded and damaged the home.

#### District V, Fayetteville – **Allen Roberts**

During 2011, Roberts partnered with the Mount Gilead Police Department and Montgomery County Sheriff's Office to target illegal drug operations. The seven-month operation resulted in 70 undercover purchases of controlled substances from 22 different people. Seizures included more than 75 grams of cocaine, more than 120 grams of opiates, marijuana, vehicles and currency.

#### District VII, Conover – **Mark Leassier**

Lesassier worked on the Homeland Security Investigations – Immigration and Customs Enforcement task force. His work included translations, compiling data from Global Positioning System trackers and conducting technical surveillance.

Lesassier maintained his ALE responsibilities and worked with the ALE Special Operations Group.

#### District VIII, Charlotte – **Jerry Dean**

During 2011, Dean targeted illegal activities at ABC-permitted outlets on community betterment projects. His efforts resulted in arrests for drug violations, the execution of search warrants and submission of violation reports to the ABC Commission.

#### District IX, Asheville – **David Miller**

During 2011, Miller partnered in Department of Homeland Security operations targeting street gang activities. Meanwhile, Miller maintained his ALE duties, conducted non-taxpaid liquor and drug investigations which led to multiple arrests. ▀

*The agent's hard work and community betterment efforts earned him the Chief's Award for Excellence from the Charlotte-Mecklenburg Police Department.*

*During one investigation, the agent charged a homeowner for operating an illegal distillery after the distillery exploded and damaged the home.*

Above is the state Legislative Building in Raleigh, where the North Carolina General Assembly concluded its 2011-2012 biennium session on July 3. Its next session, for the 2013-2014 biennium will begin on Jan. 30, 2012.



## General Assembly passes legislation key to DPS operations

**RALEIGH** | The state's 2011-2012 biennium budget passed last year was adjusted this spring and summer, and the Department of Public Safety found itself the object of several spending management measures.

*On the Scene* has prepared a roundup of the legislature's key actions that affect DPS. They are listed by the affected operating areas.

### General

▲ The General Assembly implemented management flexibility reductions to most agencies and departments to pay for a large gap in the Medicaid budget. As a result, Department of Public Safety leadership is required to manage the DPS budget so as to generate more than \$26 million in recurring funds. Because the reduction is in recurring funds, DPS cannot use lapsed salary to generate the reduction.

▲ The Research and Planning Section in the Division of Administration was made the sole state agency responsible for coordinating and implementing offender re-entry initiatives. During the 2012-13 fiscal year, Research and Planning, in concert with local communities, must establish 3-10 local councils to develop comprehensive re-entry plans.

### Law Enforcement Division

▲ The General Assembly was not able to fund completion of the VIPER system to meet P25 compliance. However, the legislators did include budget language stating their intent to continue their support in future sessions.

▲ The Geodetic Survey Section is transferred from the Department Environmental and Natural Resources to DPS. It will be housed under the Division of Law Enforcement, in the Emergency Management Section.

▲ The budget revision appropriates \$1.3 million that allows work to begin on repairs and renovations to the N.C. National Guard Greensboro Readiness Center. The capital appropriation creates a state match for a federal grant.

▲ A provision was repealed from last year's budget that required Alcohol Law Enforcement and the State Highway Patrol to colocate their regional offices.

▲ An update to the "Emergency Management Act" creates a new Class 2 misdemeanor for violating an emergency prohibition or restriction.

▲ Legislation codified the State Emergency Response Team, making it an official state government function.

▲ The Butner Public Safety Authority is allowed to enter into a contract with any public safety provider for the provision of fire and police services. It was previously required to contract with DPS.

### Adult Correction Division

▲ Continued implementation of the Justice Reinvestment Act requires more than \$12 million in funding for an additional 249 positions, primarily in Community Corrections. The General Assembly did not provide that additional funding for JRA. However, DPS was

See **Legislation** on page 19

## Legislation

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granted legislative authority to reclassify existing vacant positions within the department to create positions needed to implement the law.

▲ Adult Correction is required to study the feasibility and cost-effectiveness of creating a technical revocation center. A center would be a residential confinement facility, as an alternative to prison, for probationers who are revoked based on technical violations. A report on the study is due Jan. 1, 2013.

▲ Funding was provided to create three full-time commissioner positions on the Post-Release Supervision and Parole Commission. To create the three positions, two current part-time commissioner positions will be made full-time, effective Aug. 1. The third full-time commissioner position will be new and will be effective Feb. 1, 2013. These changes are in response to the increased caseload for the Commission stemming from the Justice Reinvestment Act.

▲ The Parole Commission was also authorized to conduct certain revocation and criminal contempt hearings via video-conference.

▲ The portion of the Young Offenders Forest Conservation Program (commonly known as BRIDGE) that is currently funded by DPS is transferred to the Department of Agriculture and Consumer Services. BRIDGE will continue to serve young offenders at the Western Youth Institution.

▲ Cyber-bullying of a school employee by a student is a new Class 2 misdemeanor. The court may, without entering a judgment of guilt and with the consent of the student, defer further proceedings and place the student on probation. If the student fulfills the terms and conditions of probation, the court will dismiss the proceedings against the student without adjudication of guilt and criminal conviction.

If a complaint is filed under the juvenile code, the juvenile may, upon a finding of legal sufficiency, enter into a diversion contract.

### Juvenile Justice

▲ Edgecombe Youth Development Center is to be closed effective Jan. 1, 2013. The closure eliminates 57 of the 67 full-time positions at that center. Ten youth counselor associate positions are to be transferred, five to Chatham YDC and five to Lenoir YDC, in order to increase the operating capacities of those facilities to 32 beds each. The position transfers are facilitated by a repeal of a staffing cap on YDCs.

A study, in consultation with the Department of Health and Human Services, is required to determine potential uses for Edgecombe YDC facility. DPS must report findings and recommendations by Dec. 1, 2012.

▲ The juvenile code was amended to reflect certain federal requirements that affect the availability of federal funds to DPS. The changes affect the status of juveniles deemed to be undisciplined. One of the changes reduces the maximum time that an undisciplined juvenile can be held in secure custody to 24 hours, down from 72.

▲ The \$550,000 annual operational cost of the Craven County multipurpose group home is to be funded from appropriations to Juvenile Justice.

▲ Of the appropriated funds for Juvenile Crime Prevention Council grants, \$121,600 will be transferred to Project Challenge, a private and non-profit juvenile community service and restitution program that serves 33 counties. ▲

*Adult Correction  
will study  
alternative  
confinement  
for technical  
probation  
violators.*

**On  
the  
Scene**

is a newsletter for and about employees  
of the N.C. Department of Public Safety.

If you have questions or wish to contribute

news or ideas to the newsletter,

please contact the editor, George Dudley,

at [george.dudley@ncdps.gov](mailto:george.dudley@ncdps.gov)

or at (919) 733-5027.

**Nona Best**, supervisor of the N.C. Center for Missing Persons, in November 2011 began the process of identifying Angie Toler as the woman whose body was found more than 20 years ago in Richmond, Va. Best recognized the former Princeton woman in a photo used during a presentation at a national missing persons academy she was attending in Atlanta.



## Public Safety employee helps resolve missing woman mystery

**RALEIGH** | In 1992, Angie Faye Toler was with her boyfriend in love, happy and moving to Richmond, Va., for a new start on life. That was the last time the Princeton family ever saw her.

The boyfriend later returned to Smithfield, alone and with a story that no one seemed to believe.

Almost 20 years later, with the assistance of the N.C. Center for Missing Persons and NamUs, Toler has been identified. NamUs is the National Missing and Unidentified Persons System, a national centralized repository and resource center for missing persons and unidentified decedent records.

Her body was found by the railroad tracks in Richmond in November of 1992. With no ID and no relatives around, her case was listed as an unidentified deceased.

Last November, **Nona Best**, supervisor of the N.C. Center for Missing Persons, attended a NamUs Academy in Atlanta. During a presentation by the Virginia Medical Examiner's Office,

Best noticed that a woman in a picture looked familiar.

Best later approached the instructor and asked to see the picture again.

"Once I saw the picture up close I knew it was her," Best said. "She looked just like herself and her sister."

When Best returned to her office in Raleigh, she contacted the family and Virginia's chief medical examiner. DNA from the mother and sister was sent to the University of North Carolina at Chapel Hill for analysis and comparison.

On July 31, Best learned that the DNA was a positive match.

"I was glad to hear that the DNA proves it's her so the family will now have closure," Best said. "I know this family personally, and I know this will close a hole that has been here for a long time."

Best and Princeton Police Chief Tyrone Sutton informed Toler's family of the DNA results. It was a heart-touching moment.

*'Once I saw the picture up close, I knew it was her.'*

— Nona Best



## Secretary shows 'striking' good form

The Carolina Mudcats, a minor league baseball team in Zebulon, featured the Department of Public Safety during its games July 20-22. Employees were able to redeem a voucher for five tickets

to any Mudcat game that weekend. On the evening of July 20, Secretary Reuben Young, left, was invited to ceremoniously throw the first pitch of the game. *Photo by Pamela Walker, Communications deputy director.*

## Lanesboro prison has new administrator



**LANESBORO** | Lawrence H. Parsons Jr. is the new administrator at the Adult Correctional Division's Lanesboro Correctional Institution.

The prison provides close custody confinement for approximately 860 adult male inmates. It has 405 officers and other staff members.

Parsons was most recently the prison's assistant superintendent for custody and operations, promoted there in March 2010. Parsons began his career at the now-closed Union Correctional Center in 1986.

As administrator, he succeeds Richard Neely, who was named as administrator at Piedmont Correctional Institution.

As a correctional instructor, Parsons provides training in firearms and self-defense. ▀

## Community Corrections in the community

District 5 has begun a challenge among its units to see which one can bring the most items to fill school bookbags. This challenge runs until Aug. 17. The filled bookbags will then be donated for elementary schools in New Hanover and Pender counties for use by children in need.

District 10 staff members completed their first season of recreational basketball in Raleigh. The district's officers organized the team as a way to fellowship and get to know each other better. The team made it to the playoffs and played hard during the season.

See **Basketball** on page 22

## Best

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fore I left this earth. I'm at peace now."

Best does not know what happens now, but she says she hopes Mrs. Sherod decides to do something to bring the family together to celebrate her daughter's life.

Under the direction of the North Carolina State Highway Patrol, the N.C. Center for Missing Persons is the state's clearinghouse for information regarding missing children and adults and is charged with issuing AMBER Alerts and Silver Alerts. Since its creation in 1985, the center has worked with local, state and federal law enforcement agencies to locate missing persons and reunite them with their families. North Carolina is one of the few states with a clearinghouse for missing adults as well as children.

For more information, click on:

or on

## Play golf, support Special Olympics

Alcohol Law Enforcement and the State Bureau of Investigation are calling golfers to play in their sixth annual golf tournament to benefit Special Olympics.

The tournament will be played on Sept. 18 in the Captain's Choice format at Eagle Ridge Golf Course, 565 Competition Road, Raleigh. Registration will begin at 9 a.m., the shotgun start will be at 10 a.m. and lunch will be served at 3 p.m.

The entry deadline is Sept. 11.

For more information contact: ALE's **Ken Pike** at (919) 733-4060, (919) 524-9494 or at [kpike@ncale.org](mailto:kpike@ncale.org); ALE's **Israel Morrow** at (919) 250-5937, (919) 215-2745 or [imorrow@ncale.org](mailto:imorrow@ncale.org); or Karen Morrow at (919) 662-4509 extension. 2268, (919) 369-4924, or [kmorrow@ncdoj.gov](mailto:kmorrow@ncdoj.gov).

Alexander Correctional Institution has also planned a golf tournament to benefit Special Olympics.

This event is set for 1 p.m. Sept. 14, at Brushy Mountain Golf Club in Taylorsville.

For more information, contact **Debbie Schenz** at Alexander Correctional at (828) 632-1331. ▀



## Second post-merger general instructors class graduates

The Office of Staff Development and Training conducted its eighth General Instructor Course graduation ceremony on July 22 at the OSDT Training Complex. Class members represented Prisons, Community Corrections, Juvenile Justice, Alcoholism and Chemical Dependency and OSDT. The two-week course provides criminal justice professionals a fundamental background in instruction. Each instructor candidate is required to research, develop, and deliver an 80-minute lesson plan and successfully pass the state administered written exam. Graduates from the Office of Staff Development and Training's eighth General Instructor course are: From left, front row: **John Gaby**, sergeant, Pender Correctional Institution; **Randy McDaniel**, probation/parole officer, Community Corrections District 22; **Janet Dexter**, sergeant, Pender CI; **Selene Gibson**, PPO, District 20; **Jennifer Hoefling**, youth counselor technician, Pitt Regional Juvenile Detention Center; **Sue Gallien**, PPO, District 16; **Mark Wilson**, sergeant, Piedmont CI. From left, back row: **Scott Boyles**, PPO, District 17; **Kendra Davis**, substance abuse counselor, ACD; **Donna White**, administrative officer, OSDT; **Tiffany Faircloth**, social worker III, Lenoir Youth Development Center; **Lorie Goins**, PPO, District 23; **Mickey Bunton**, correctional officer, Caldwell Correctional Center; and **Tobias Turley**, sergeant, Pasquotank CI.

## On the Scene

is a newsletter for and about employees of the N.C. Department of Public Safety.

If you have questions or wish to contribute news or news ideas to the newsletter, please contact the editor, **George Dudley**, at [george.dudley@ncdps.gov](mailto:george.dudley@ncdps.gov) or at (919) 733-5027.



## Mixing dancing fun with shaping up

**Anna Alston**, a training coordinator in the Office of Staff Development and Training, voluntarily promotes wellness and health instruction twice a week at OSDT in Apex and the Randall Building in Raleigh. The free exercise program is called "Dance N2 Shape," which infuses exercise in the form of dance. Recently, she incorporated light weights in the weekly routine.

## Basketball

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Members of the team were **April Dixon**, **Maggie T. Brewer**, **Barbara Overstreet**, **Paul Cummings**, **James Plescher**, **Reginald Thompson**, **Joseph Cripe**, **Roderick Fuller**, **Kevin Felder**, **Spencer Noble**, **Kimberly Davis**, **Tanika Hall**, **Holmes**, **Tiwana Smith** and **Leonard Flake**. ▀

## Honor students

Named honor students recently in their respective Basic Correctional Officer classes were **Jonation Bancroft** of Maury Correctional Institution and **Patrick Carter** of Lanesboro Correctional Institution.

# Marker celebrates Civil Air Patrol coastal protection in WWII

By N.C. Department of Cultural Resources  
**MANTEO** | During World War II, the arrival of the North Carolina Civil Air Patrol (CAP) dramatically reduced the German sinking of American vessels off the North Carolina coast. In recognition of the valuable service the Civil Air Patrol provided, a North Carolina Highway Historical Marker was dedicated on July 21 in Manteo at the Dare County Airport, the former CAP base.

The federal Civil Air Patrol was established to serve as “flying minutemen” for the nation. Volunteer aviators in the state’s wing of the federal program conducted sea rescues, towed targets for military training, performed courier service, and fought forest fires. From dawn to dusk, pilots prowled up and down the Outer Banks and southern North Carolina beaches for German U-boats, sailors in distress, sea mines, debris, and other hazards. They also assisted the Navy and Coast Guard in protecting the East Coast.

The most significant mission of the CAP was antisubmarine duty in 1942 and 1943. North Carolina’s coast became known as “Torpedo Junction,” and German Adm. Karl Doenitz indicated

that the area off of Cape Hatteras was particularly fruitful for his missions. By January 1942, at least 19 German U-boats were operating along the Atlantic Coast. That month, nine allied vessels went down off the coast; 54 more were lost over the next three months.

The need for defensive action along the state’s coast led to establishment of the new CAP service in North Carolina.

North Carolina Coastal CAP bases were established in Manteo and Beaufort in 1942. By 1943 the volunteer aviator force numbered 1,100 members and 14 squadrons. Only two vessels were torpedoed by U-boats during the time of the CAP base operations, compared with 78 vessels sunk and 18 damaged prior to the CAP program. The record speaks volumes to the effectiveness of North Carolina’s Civilian Air Patrol. For information on the marker dedication program and on the highway marker program visit online, or call Michael Hill at (919) 807-7290. The N.C. Highway Historical Marker Program is part of the Office of Archives and History in the N.C. Department of Cultural Resources. ▴



## ‘Warrior Ride’ cheered at Minuteman statue

Bikers descended upon the North Carolina National Guard’s Joint Force Headquarters on July 27 and were welcomed with cheers, applause and respect. Dozens of bicyclists with “Warrior Ride” made a brief stop at the invitation of the USO of North Carolina for water, snacks and a little rest from the heat. Warrior Ride, founded by a North Carolina couple, raises money and attention for adaptive cycling, a tool for recreation and rehabilitation for wounded service members. The bikes also provide camaraderie with peers in similar circumstances.

## Cyber Security Don’t fetch that stick

Cybercriminals recently attempted to infiltrate DSM, a multinational chemical giant, by “losing” malware-infected USB sticks in the company’s parking lots.

Thankfully for DSM, an employee who found one of the USB sticks dropped it off at the IT department, which in turn found spyware on the device, issued a warning, and collected the remaining USB devices.

Authorities know one purpose was to steal usernames and passwords.

In addition to collecting additional USB sticks found by other workers, DSM also blocked the IP addresses the malware was designed to communicate with and send stolen data to.

The perpetrators were clearly hoping that employees would plug in a found USB device to see what was on it. And once that happened, due to the malware implanted on the sticks, the game would already be over — the victimized workers’ logon data would have been transmitted to the spies.

Some analysts called the gambit an ingenious way to infiltrate a company, which raises the question: Has it been tried before?

The lesson for employees is clear: Never let your guard down, even when you’re walking to your car. If something suspicious or unusual occurs, report it immediately to your manager or the IT/Security group. ▴



# P r o m o t i o n s

**Promotions in July 2012 unless indicated otherwise.**

## Adult Correction Division

**Lora Andrews**, sergeant, Maury Correctional Institution  
**Zenadia Ashley**, sergeant, Tillery CC  
**Scott Bell**, sergeant, Caledonia CI  
**Shawn Blackburn**, captain, Alexander CI  
**Noah Blackman**, supervisor V, Correction Enterprises Sign Plant  
**Nikita Boone**, sergeant, Franklin CC  
**Tonya Bostic**, nurse supervisor, Maury CI  
**Angel Bowden**, office assistant IV, Community Corrections District 3  
**Theodore Boysworth**, unit manager, Marion CI  
**Leon Brade**, food service officer, Warren CI  
**Audrey Bryant**, sergeant, Scotland CI  
**Kandise Carswell**, office assistant IV, Marion CI  
**Fred Castelloe**, assistant superintendent/custody & operations III, Bertie CI  
**Lisa Church**, food service officer, Western Youth Institution  
**Darin Clark**, sergeant, Columbus CI  
**Robert Clatty**, programs supervisor, Tabor CI  
**James Cole**, sergeant, Maury CI  
**Michael Collins**, assistant unit manager, Caledonia CI  
**Charles Cooper**, sergeant, Warren CI  
**Christopher Copeland**, sergeant, Maury CI  
**Ashley Creech**, officer II, Community Corrections District 4  
**Nicolette Crider**, accounting technician, Albemarle CI  
**Eddie Denny**, programs supervisor, Wilkes CC  
**Sandra Despain**, nurse supervisor, Craggy CC  
**Edward Downing**, food service manager II, Craven CI  
**Christopher Ferrell**, sergeant, Foothills CI  
**Beatrice Fogg**, food service officer, Warren CI  
**Stephen Fonville**, sergeant, Maury CI  
**Emmett Ford**, sergeant, Neuse CI  
**Marty Galloway**, assistant superintendent, Buncombe Correctional Center  
**Ethel Gamble**, accounting clerk IV, District 3  
**Victor Gibbs**, food service officer, Hyde CI  
**William Gibson**, lead correctional officer, Hoke CI  
**Marcus Globuschutz**, officer, Community Corrections District 19B  
**Rodney Glover**, officer II, Community Corrections District 7  
**Michelle Hartley**, lieutenant, Central Prison  
**Louis Hassell**, sergeant, Bertie CI  
**Mark Higgins**, officer, Community Corrections District 30  
**Tracy Horne**, lieutenant, Eastern CI  
**Robin Hudgins**, assistant unit manager, Avery-Mitchell CI  
**Helen Hudson**, nurse supervisor, Bertie CI  
**Kevin Hudson**, sergeant, Craggy CC  
**Jackie Huggins**, unit manager, Mountain View CI  
**Laytoya Isler**, food service officer, Caledonia CI  
**Cynthia Joyner**, captain, Odom CI  
**William Joyner**, officer II, Community Corrections District 29  
**James Kornegay**, sergeant, Maury CI  
**Timothy Lee**, sergeant, Central Prison  
**Matthew Lennon**, sergeant, Maury CI  
**Jo Ann Mason**, medical records assistant IV, Nash CI  
**Darrell McKinley**, food service officer, Pasquotank CI

**Steven McKinney**, lieutenant, Foothills CI  
**Daniel Merrill**, lieutenant, Marion CI  
**Larry Miller**, captain, Southern CI  
**David Mintzer**, sergeant, Warren CI  
**Lester Mitchell**, sergeant, Columbus CI  
**Roger Moose**, assistant superintendent/custody & operations III, Alexander CI  
**Nichol Moss**, assistant superintendent, North Piedmont Correctional Center for Women  
**Jamillah Myers**, sergeant, Brown Creek CI  
**Douglas Newton**, lieutenant, Marion CI  
**Joseph Norris**, food service officer, Maury CI  
**Jamie Owens**, training specialist II, Neuse CI  
**Julia Peeler**, food service manager I, Piedmont CI  
**Charles Phillips**, lieutenant, Swannanoa CCW  
**Terrell Pollock**, sergeant, Central Prison  
**Bobby Pruitt**, sergeant, Central Prison  
**Akia Rogers**, professional nurse, Health Services  
**Kimberly Ross**, sergeant, Central Prison  
**Reggielette Roundtree**, sergeant, Maury CI  
**Merrell Sasser**, safety consultant I, Correction Enterprises  
**Allon Shabazz**, food service manager I, Odom CI  
**Denise Sherrod**, programs supervisor, Franklin CC  
**Kimberly Sims**, sergeant, Maury CI  
**Gilbert Smith**, maintenance mechanic IV, Eastern CI  
**Katie Smith**, psychological services coordinator, Piedmont CI  
**Kenneth Smith**, lieutenant, Warren CI  
**Johnny Spearman**, programs director I, Pender CI  
**Cynthia Spight**, case analyst, Craven CI  
**Moses Streeter**, food service officer, Maury CI  
**Renita Summers**, sergeant, Maury CI  
**Steven Thompson**, sergeant, Maury CI  
**Robert Tiffany**, sergeant, Central Prison  
**Danny Tolbert**, captain, Caledonia CI  
**George Townson**, sergeant, Central Prison  
**Angela Wainright**, purchasing officer III, Prisons Administration  
**Catherine Whaley**, administrative services manager, Pender CI  
**Dongel White**, lieutenant, Wayne CC  
**Gary Wilkerson**, lieutenant, Harnett CI  
**Tammy Williams**, sergeant, Mountain View CI  
**David Wolfe**, professional nurse, Mountain View CI  
**Todd Young**, sergeant, Central Prison

## Law Enforcement Division

**Sarah Faircloth**, cook supervisor II, Tarheel Challenge  
**Michele Latshaw**, food service director 1, State Highway Patrol Training Academy  
**Jeffrey Newell**, mechanical supervisor 1, Troop D

## Juvenile Justice Division

**Wachovia Brown**, human services coordinator I, Cumberland Regional Juvenile Detention Center  
**Erika Copeland Jones**, youth counselor, Jackson Youth Development Center

# R e t i r e m e n t s

Retirements in July 2012 unless indicated otherwise.

## Law Enforcement Division

### State Highway Patrol

*Name, job title, location, service (years/months)*

**Stevie W. Black**, trooper, Troop E, District 9, 12y

**Sylvia W. Brecheisen**, court reporter 2, internal affairs, Raleigh, 20y11m

**Robert E. Digh**, trooper, logistics unit, Raleigh, 22y8m

**Dwight W. Green**, trooper, Troop C HQ, Raleigh, 30y2m

**Edward J. Grimsley**, sergeant, Troop F, District 9, 28y5m

**Daniel H. Harmon**, trooper, accident reconstruction unit, Newton, 26y11m

**Joseph S. Kaylor**, trooper, Troop G, District 4, 25y9m

**Daniel H. Kenan**, trooper, Troop C, District 6, 28y2m

**Michael D. Marshall**, trooper, Troop D, District 2, 29y1m

**Charles E. Thomas Jr.**, sergeant, Troop C, District 1, 24y9m

## Adult Correction Division

**William Aldridge**, facility maintenance supervisor III, Correction Enterprises Maintenance, 27y7m

**Ricky Almond**, correctional officer, Albemarle CI, 11y2m

**Walter Beadling**, correctional officer, Eastern CI, 14y10m

**Steven Beaver**, personnel analyst II, Foothills CI, 12y2m

**Stanley Burns**, correctional officer, Harnett CI, 10y1m

**Betty Butler**, correctional officer, Harnett CI, 22y2m

**Bruce Butler**, officer II, Community Corrections District 12, 13y4m

**James Carpenter**, pharmacist, Central Prison, 35y

**Joseph Clarke**, supervisor V, Correction Enterprises Sign Plant, 15y11m

**Cynthia Cunningham**, correctional officer, Harnett CI, 20y2m

**William Flythe**, correctional officer, Odom CI, 29y4m

**Frank Gilliland**, correctional officer, Randolph CC, 19y10m

**Austin Gore**, correctional officer, Columbus CI, 20y7m

**Rebecca Gresham**, personnel analyst III, HR Employee Relations, 28y

**Richard Gunter**, correctional officer, Mountain View CI, 5y2m

**Richard Hagie**, correctional officer, Avery-Mitchell CI, 28y9m

**Vernessa Harris**, sergeant, Eastern CI, 20y

**Geoffrey Hathaway**, chief probation/parole officer, Community Corrections District 14, 31y8m

**Charlie Hearne**, correctional officer, Morrison CI, 28y11m

**Henry Hough**, substance abuse program administrator, Pender CI, 10y11m

**Harold Hudson**, school educator I, Western YI, 28y7m

**Keith Hull**, nurse supervisor, Pamlico CI, 10y4m

**Don Hunt**, assistant superintendent/custody & operations II, Lumberton CI, 29y4m

**Clifford Johnson**, superintendent III, Craggy CC, 29y7m

**Augustus King**, lieutenant, Caledonia CI, 30y

**Jerry Lackey**, correctional officer, Caldwell CC, 8y8m

**Malinee Leigh**, nurse supervisor, Hoke CI, 19y10m

**William Lemke**, correctional officer, Polk CI, 12y2m

**Attie Locklear**, correctional officer, Robeson CC, 18y6m

**David Maynor**, correctional officer, Lumberton CI, 18y

**Mae McAllister**, sergeant, New Hanover CC, 22y

**Joseph Mitchell**, training specialist II, Neuse CI, 29y2m

**Edward Morton**, correctional officer, Marion CI, 14y9m

**Glenn Myers**, chief probation/parole officer,

Community Corrections District 22, 34y4m

**Thomas O'Docharty**, correctional officer, Odom CI, 9y

**Timothy Palmer**, correctional officer, Columbus CI, 17y

**William Pierce**, correctional officer, Pender CI, 10y2m

**Larry Pressley**, correctional officer, Albemarle CI, 11y2m

**Mary Rawson**, processing assistant III, Neuse CI, 17y4m

**Linda Renfrow**, programs supervisor, Neuse CI, 22y6m

**Bonnie Shearon**, professional nurse, Fountain CCW, 13y2m

**Yvonne Smith**, correctional officer, Franklin CC, 9y4m

**Gregory Starnes**, programs supervisor, Polk CI, 29y3m

**John Wilkins**, correctional sergeant, Harnett CI, 27y9m

## Juvenile Justice Division

**Nancy Covil**, juvenile court counselor supervisor,

Court Services District 5, 23y11m

**Barbara Davis**, juvenile court counselor I,

Court Services District 22, 14y9m

**Barry Merrell**, school vocational educator,

C.A. Dillion Youth Development Center, 20y9m

**Robin Odell**, school educator II,

Jackson Youth Development Center, 29y10m

# P A S S I N G S

## Adult Correction Division

**Johnny Blackman**, correctional officer, Central Prison, 21y9m

**Brian Phillips**, correctional officer, Tabor CI, 2y7m

## Duke offers DPS employees discounted tickets to football game against Carolina

It will be Duke vs. Carolina, and you can be there.

Oct. 20, the Blue Devils will host the Tar Heels for a football game in Duke's Wallace Wade Stadium. Duke Athletics has set aside 200 tickets at a discounted price of \$20 each for employees of the Department of Public Safety.

In addition to watching a long rivalry play out, you will have the opportunity for family activities before and during the game. Kids can enjoy face painting and inflatable bounce houses, and all Public Safety ticket holders will be seated together in the stadium, where the video board will spotlight the group.

For more information, contact Adrian Bridges at (919) 684-3693 or at [Abbridges@duaa.duke.edu](mailto:Abbridges@duaa.duke.edu).