

Outline Scene

Addressing corrections fatigue

What's inside?

We Care outreach:

Combating corrections fatigue

A new pay plan for correctional officers

Caledonia: Abuzz about honey

How N.C. helped S.C.

Talk It Out marks first year

Sponsors support cadet program

Tell me something good

▷ State Highway Patrol awards

▷ Juvenile Justice awards

▷ Advanced certification

▷ Honoring veterans

▷ Intervention milestone

▷ Promotions, Retirements & Passings

A new venture at Caledonia Correctional Institution is producing some sweet results for Correction Enterprises and for some inmates, too.

Photo by **Pam Walker**, Communications director.

CAUTION

DANGER

DO NOT ENTER

**Honeybees
sting to defend
their hives**

**DO NOT PASS
THIS POINT**

We Care to help correctional officers avoid tolls of job

By **Townes Maxwell**, Communications Specialist

A staff member at a Juvenile Justice facility since the early 2000s says he can't feel comfortable around youths anymore because of what he has seen in the facility where he works. Even in public places, he tends to think young people are planning to commit a crime and gets anxious around them. He keeps his curtains closed at home and regularly finds himself peering through the blinds to see if anyone is outside trying to break into his home. Some Adult Correction officers abuse alcohol or drugs to try to deal with things they see or experience on the job.

[Read more](#)



Continued from previous page

Working in corrections can take a toll on staff members, both physically and mentally. Recognizing that corrections professionals encounter stressful, dangerous and sometimes traumatizing events during their employment, the Department of Public Safety is rolling out a new program aimed at improving the mental health and family life of its employees.

The program, "From Corrections Fatigue to Fulfillment" (CF2F), was created to help alleviate some of that draining feeling. It was designed by Dr. Caterina Spinaris, of Desert Waters Correctional Outreach. Her mission is to promote health and wellness of the public safety workforce nationwide.

Dr. Spinaris coined the term "corrections fatigue" to describe the toll a career in corrections can take. CF2F focuses on training staff members to develop effective strategies to maintain a healthy mental state in the midst of stressful and difficult conditions.

CF2F is a part of "We Care," a Department of Public Safety program started in 2014 to offer physical, mental, and emotional support to all employees during adverse situations and provide opportunities to address issues that may impact their job performance, career development and well-being.

"We started looking at Corrections Fatigue to Fulfillment because, as we rolled out the We Care information, we started hearing staff stories," said **Michael**

Lamonds, a correctional training co-

ordinator, who noted that there is a great deal of information regarding the stress placed on law enforcement officers but not much about correctional staff's stress levels. "As we got out and talked to staff, we had a lot of staff members who had serious problems. We had to find a training program that could help deal with the stress the corrections environment brings upon people in their lives."

Dr. Spinaris wants CF2F to increase awareness of how the experiences associated with the job's requirements can negatively affect staff members.

"This career can also be very positive, but there are some aspects that can take a toll. Ultimately, we want to give staff some basic tools they can use to help themselves and their colleagues," she said.

"Corrections fatigue can affect the entire workplace culture, performance and how inmates are treated. This gives us some tools to prevent and remedy that."

With complete voluntary participation, CF2F will be offered beginning in January 2016. Opportunities to enroll will be offered each month at all

DPS regional training centers in the state.

The course is intended for all levels of corrections professionals — from line staff to superintendents to probation officers to juvenile court counselors — and is taught by people who understand the challenges facing staff members of all levels in today's corrections landscape. Also, career readiness coaches are required to take the class to prepare themselves for their new roles within the department.

According to Dr. Spinaris, this program is the first of its kind in the country. She said some similar courses work with crisis events after they've happened and are good, but the desire for CF2F is to help people notice corrections fatigue as it is developing so that they can deal with it then.

"For many years, the department did not handle mental health in the best way possible," Lamonds said. "We fostered a culture encouraging people to leave their personal lives at home and 'suck it up.' That time is past."

Behavioral specialists have learned that the old culture is dangerous, Dr. Spinaris said.

"The culture has historically said just to get back on the horse and keep going," she said. "What's the big deal? 'Move on.' That type of thinking can be lethal, though. We see people with traumatic issues, depression or substance abuse issues not seeking help because they think they'll look weak if they do that."

This program is designed to increase staff awareness of the effects a job in corrections can have on staff of all ranks and disciplines and their families. It provides several solutions to problems that staff members face daily but may not be able to vocalize.

"This job can negatively affect you and your personal life," Lamonds said. "It's real, and we have some strategies to help you correct it. This eight-hour course isn't going to fix everything, but we can give you the materials and information you need to begin to make positive changes in your life."

Dr. Spinaris foresees the possibility of CF2F becoming a basic component of corrections training.

"Someone told me, 'In 20 years, we won't be able to imagine a time when corrections staff didn't have training like this,'" she said. "Right now, it's breaking new ground, but I think we will wonder how we did without it in the future."

Any employees assigned to the DPS Division of Adult Correction and Juvenile Justice may self-enroll in a CF2F class using the Learning Management System. For any further information on the program, contact Michael Lamonds at 919-367-7113 or [click here](#).

We fostered a culture encouraging people to leave their personal lives at home and 'suck it up.' That time is past.





Correctional custody staff get long-overdue pay adjustments

By **Keith Acree**, Communications Officer

In their January paychecks, state correctional officers and prison custody staff will see the first step a long-awaited increase in pay that recognizes how the job they perform has changed over the years, becoming more complex and with new risks. This increase comes after a study of the correctional custody job classes, the first time these positions had been evaluated for pay adjustment in more than 30 years.

“In those 30 years, the nature of the correctional officer’s job has changed dramatically,” said Prisons Director **George Solomon**. “Today, our officers deal daily with inmates suffering from mental illness, with gang affiliated inmates and with more frequent assaults on staff. It’s a much more challenging environment and a more complex job than it was years ago.”

The Office of State Human Resources recognized those changes when it proposed a new salary structure for correctional custody staff that advances the pay grade with each custody level and accounts for the more challenging medium and close custody environments. The study recommended eliminating the current single correctional officer class at a pay grade 62 and the lead correctional officer class and created the new structure.

However, the cost to fully implement the salary increases for every employee is approximately \$60 million, and the General Assembly appropriated \$25.5 million this year to DPS for the salary adjustments. This left DPS to develop a way to implement the first-year increases in the fairest manner possible, reaching the maximum number of employees.

After considering many options, DPS management is proceeding with a first-year plan that moves all affected correctional employees working in minimum and medium custody to the new correctional officer I classification, and those working in close custody to the correctional officer II classification:

“While we are extremely grateful to the legislature for \$25.5 million to get this compensation plan started, we will be actively seeking additional funding during the next legislative session to bring our employees closer to full implementation,” said Commissioner **W. David Guice**. “Our employees deserve this adjustment and we will do everything in our power to deliver the remainder of the recommended increases.”

Increasing the starting pay for correctional officers will help recruiting efforts at prisons across the state. The starting pay for correctional officers in minimum and medium custody rises approximately 3.5 percent to \$30,856, and by approximately 7 percent in close custody to \$31,904.

Eligible employees currently working in minimum and medium custody will see a 4 percent bump, and in close custody an 8 percent increase.

Staff working in mixed custody facilities will have their pay grade designated based on the custody classification of the unit or portion of the facility that is their primary work location. Employees who have active discipline, those with a less than good performance rating and those on leave without pay are not eligible for increases. Correctional Food Service officers will also be included in the pay adjustments and will receive the corresponding adjustment depending on the custody grade where they work. ▴

“Our employees deserve this adjustment and we will do everything in our power to deliver the remainder of the recommended increases.”

First-Year Plan

- ▷ Move all affected correctional officers in minimum and medium custody to the new correctional officer I classification (pay grade 63 with a 4% salary hike).
- ▷ Move affected correctional officers in close custody to the correctional officer II classification (pay grade 64 with an 8% salary increase).

Fully-Implemented Plan

- ▷ Correctional officer I in minimum custody will be pay grade 63.
- ▷ Correctional officer II in medium custody will be pay grade 64.
- ▷ Correctional officer III in close custody will be pay grade 66.

[Click here to see a video report.](#)

'Bee's knees'

Correction Enterprises' newest venture a real sweet deal

By **Pamela Walker**, Communications Director
Even though it is not exactly growing season and the cold winter months are upon us, things are still buzzing on the farm at Caledonia Correctional Institution. Correction Enterprises latest prison industry venture is the "bee's knees," literally. Inmates have been bee-keeping for several months and learning how to harvest honey.

As the cold weather months approach, Enterprises employees and some inmates are preparing the tens of thousands of bees living in the hives at Caledonia for the season in hopes of growing the farm's bee hive and honey harvesting business next spring and summer.

In March, Correction Enterprises started its new business with one packet of about 10,000 bees and a queen. Enterprises food director **Phillip Sykes** said they thought it would be an interesting project.

"We thought we could make a profit off of honey sales and it would be beneficial to the crops at Caledonia," he said.

Enterprises had inmates in the woodworking shop build the hive boxes,

[Read more](#)



Bees swarm as a worker pulls a comb from one of the hives at Correction Enterprises' Caledonia farm operation.

Photos by **Pam Walker**, Communications director.

Continued from previous page

and the queen and the bees went to work producing more bees. The Caledonia venture has grown to eight hives with approximately 40,000 bees in each hive. This summer, they harvested the first batches of honey. Enterprises filled 350 small bottles (12 ounces each) with honey.

“We were actually pleasantly surprised to harvest that much honey because you don’t always get honey on your first try,” said **Nick Short**, farm supervisor.

In addition to the profit from the honey and sustainability of the crops, Sykes shared that there is a benefit to the inmates as well. He said a lot of work,

knowledge and attention to detail are needed to care for the bees. Enterprises put the word out that they were looking to hire inmates with some knowledge of beekeeping. Quite a few inmates responded, but until they grow the operation, just a couple of inmates are on the job.

One inmate described how working with the bees helps him. He said that he equates his caring for the bees to his human relationships. He said, “If I take good care of them, it shows and there are benefits. That’s the same in life and something I wish I had learned long before now.”

The key components for the bees’

Hives and combs are checked for bee health and honey production.



A little smoke helps calm the bees before a comb is pulled from the hive.



care are to make sure they have hives to create the honeycombs and access to food and to take precautions to ward off predators. The bees’ food source at the farm comes from the soy bean crop, clover and buckwheat.

The predator that has impacted the bee population nationwide is called the Varroa mite, a parasite that weakens the bees immune system. Enterprises uses Mite Away or folic acid as a precautionary treatment against the mites.

The next big step in the plans for Correction Enterprises and its beekeeping is to create more bee colonies. To do that, the Caledonia Farm employees are learning to make queen bees. They hope to eventually grow the honey business to harvest and sell hundreds of gallons of honey each year. ▴

“If I take good care of them, it shows, and there are benefits. That’s the same in life, and something I wish I had learned long before now.”

— Caledonia inmate

Compact deploys N.C. aid to S.C.

By **Laura Leonard**

Community Outreach Coordinator, N.C. Emergency Management
History almost repeated itself. The ground was super saturated even before the hurricane meandered up the East Coast. Very reminiscent of Hurricane Floyd, but this time it was the unusual combination of several weather systems pooled with Hurricane Joaquin that made an entire state pause and hold its breath.

[Read more](#)



Among the resources deployed to South Carolina from North Carolina in the aftermath of massive flooding were 10,000 bottles of water.

Continued from previous page

In late September, North Carolina waited to see what Category 4 Hurricane Joaquin would do. As the threat of a land-fall diminished, the focus shifted to the historical amount of rainfall that collected in both Carolinas.

The subsequent flooding was not solely because of Hurricane Joaquin. Rather, it was a blend of several back-to-back low pressure systems, a stalled coastal front and abundant moisture from the Atlantic that created an unusual weather pattern which dumped 5 to 20 inches of rain across portions of North and South Carolina from Sept. 29 to Oct. 6. The amount of rain and subsequent aftermath took many by surprise. It left rivers swollen to the brink of overflowing, roads flooded or destroyed, homes damaged and people banding together to help one another throughout the Carolinas.

South Carolina bore the brunt of the torrential rains along with a few counties in southeastern North Carolina. Some areas received 26 or more inches of rain, leaving motorists and residents stranded in their vehicles or homes and people displaced from their homes with no supplies or necessities.

Good Government

As historic flooding continued pummeling South Carolina, officials in the Palmetto state requested help through the Emergency Management Assistance Compact, or EMAC, to respond to and recover from the massive floods.

"This interstate agreement enables impacted states to call upon other states for additional personnel, equipment, medical needs – basically anything they need for emergency response and recovery," said North Carolina Emergency Management Director **Mike Sprayberry**. "Using EMAC, we've sent accountants, a public information officer, health inspectors, medical personnel, damage assessment teams, boats, tractors, helicopters, water purification equipment and even a 400-bed portable hospital."

Developed by state governors following Hurricane Andrew in 1992, the Emergency Management Assistance Compact provides a coordinated means for states to deliver aid to disaster affected areas. States that participate in EMAC can request any type of resources, whether it is manpower or equipment. Fifty-four states and territories currently participate in EMAC.

The system is based on the premise that no one state can possibly have all the resources and experience it needs to respond to and recover from any potential disaster. Yet, those resources and expertise likely exist somewhere within the country.

"EMAC is an example of good government at its best,"



explained Sprayberry. "If you have the needed resources and expertise that someone else needs and they're not being used at home, it just makes sense to send them where they can be used."

How the Process Works

To participate in the EMAC program, states must have in place legislation that enables them to send and receive aid from other states and territories during times of crisis. All requests for EMAC assistance are routed through the state's emergency management agency.

When not in disaster-mode, North Carolina Emergency Management works with county, local and private organizations to develop mission-ready packages, fine tune internal procedures, clarify EMAC planning and processes, and conduct EMAC training. Having those items in place makes it quicker and easier to ask for assistance when needed and send help when requested by another state following a disaster.

EMAC assistance can be sent only after a governor declares a state of emergency which allows funds to be used for response and recovery efforts. Once the affected state's resources are exhausted, their governor can ask for resources from other states

N.C. Emergency Management Director **Mike Sprayberry**, seated right, confers with N.C. National Guard soldiers who were among hundreds deployed to help South Carolina recover from the historic flooding.

[Read more](#)



An N.C. HART team plots areas to be covered in preparation for helicopter flights to seek and rescue people endangered or stranded by the South Carolina flooding.

Continued from previous page

through the state-to-state mutual aid system known as EMAC.

During the October floods, South Carolina requested various resources through EMAC ranging from lifesaving resources to incident management personnel. As one of the closest EMAC member states, North Carolina offered immediate assistance. The assisting states must first evaluate their risks and determine what resources they can send to assist. Assistance requests come from any EMAC participant, much like a bidding system. The assisting state determines if they have the resources available, completes the request including salary and overtime costs, and submits it into the EMAC system. The requesting state has the opportunity to review the requests and decide which one best suits its needs.

“EMAC is meant to aid severely devastated states who have exhausted their own state and local resources,” said NCEM Assistant Director of Logistics **Brian Falconer**. “It was not developed as a way to make money. Rather, states and local entities only get reimbursed for documented expenses. In some cases, an assisting state may choose to only

request reimbursement for overtime worked, paying personnel as if it were a typical workday.”

Once those resources are identified, the requesting state essentially enters into a legally binding agreement or contract with the assisting state(s) for each resource provided, and then resources are gathered, sent and eventually returned to the assisting state.

Where the resources originate determines how the funds are reimbursed. Ultimately, requesting states have the responsibility for reimbursement, but all expenses are routed through a state’s emergency management agency.

“If a county or state agency sends personnel to a requesting state, North Carolina Emergency Management acts as a conduit,” Falconer said. “Besides receiving the request and lining up the resources, NCEM processes the paperwork and ensures reimbursement is provided to the appropriate agency.”

Helping Our Southern Neighbors

“When a state faces a major disaster and long recovery, you quickly realize how fast your resources become exhausted,” Sprayberry said. “North Carolina has been on the receiving end, and we know what it is like when needs far outweigh resources. Anything that we can do to help ease the transition and make recovering from a traumatic event easier is just the neighborly thing to do,” he said.

Using EMAC, North Carolina sent 575 personnel and more than 200 vehicles to help South Carolina respond to and recover from the floods. The 14 contracts covered a variety of tasks and resources including:

- ▲ Search and rescue teams to pull people stranded in the flood.
- ▲ Engineering teams to help repair roads, reinforce dams and collect debris.

- ▲ Staff to work in the state emergency operations center to expedite resource requests and help with public information messages.

- ▲ Two Civil Air Patrol planes and crew to help with aerial damage assessments.

- ▲ 500 road barricades to help block traffic from dangerous roads.

“The South Carolina flooding was a fairly widespread, complex disaster and had challenges like any other emergency,” said NCEM Area Coordinator **Dennis Hancock**. “South Carolina Emergency Management had a plan like any other state, but admitted they had not had this scale of an event since Hurricane Hugo in 1989.

As a liaison between the two emergency operation centers, Hancock helped South Carolina transition to recovery operations while reassuring them that North Carolina could offer and fulfill their request for additional equipment and staff through the EMAC system. ▲

Resources sent to South Carolina

4 NCHART Teams (Black Hawk helicopters with 31 rescue technicians and crew members)

520 NCNG soldiers as part of an engineering package

12 NCNG soldiers in an intelligence team

6 Emergency Operations Center staff members

2 Individual Assistance program experts

1 public information officer

1 logistics chief

1 liaison officer

1 Department of Agriculture animal expert

855 road barricades

200+ pieces of earth-moving equipment (e.g. bulldozers, backhoes, dump trucks, loaders and generators)

10,000 bottles of water (6 pallets)

Governor marks Talk It Out NC's first anniversary with call to action

Gov. Pat McCrory commemorated Talk It Out NC's first anniversary Dec. 1 by calling for action to continue the fight against underage drinking. Talk It Out NC is a campaign formed by the ABC Commission to address underage drinking.

"I commend Jim Gardner and the ABC Commission for approaching the underage drinking issue strategically on three fronts – through awareness with the Talk It Out campaign, through enforcement and through training," Gov. McCrory said. "We're going to get tougher on underage drinking. We've got to tackle this issue at the kitchen table and at the point of sale by making parents and those who serve alcohol aware of the dangers and consequences of underage drinking."

Also attending the announcement by ABC Commission Chair Jim Gardner; Dr. Wilkie (Bill) Wilson, director of DukeLEARN at Duke University; and Kelly Langston, president of NCPTA.

Gov. McCrory requested a report on the impact of alcohol on the adolescent brain from researchers from within the UNC system, Duke, Wake Forest and others. The researchers will present their report to the governor, the ABC Commission, and the Governor's Substance Use and Underage Drinking Prevention & Treatment Task Force by the end of January 2016.

The governor also issued a call to action to all parents in North Carolina to take advantage of the holiday season, when alcohol and underage drinking are more prevalent, to talk to their children about the harmful effects of underage drinking.

"Part of our responsibility as a state is to make sure that parents and others concerned with underage drinking have access to this wealth of knowledge," Gov. McCrory said. "Through the research we will get from our universities and through the Talk It Out campaign, we can make sure we are doing everything possible to stop underage drinking." ▴

'We're going to get tougher on underage drinking. We've got to tackle this issue at the kitchen table and at the point of sale ...'

— Gov. Pat McCrory

Corporate sponsors present donations to Public Safety Cadet Program

By **Keith Acree**, Communications Officer

WINDSOR | Three generous local corporate sponsors from the Bertie County community presented donations today to support the new public safety cadet program which starts classes in Bertie County Schools in January.

Republic Services contributed \$10,000, JBA Property management LLC contributed \$5,000 and Perdue Farms contributed \$2,000. Representatives from the companies presented checks Dec. 2 at Bertie High School and spoke to the group of high school juniors who will comprise the first class in the new cadet program. Funds from the corporate sponsors will help pay for books, uniforms and other cadet program operating expenses.

The new cadet program, which leads to a career path with the North Carolina Department of Public Safety, was developed jointly by the school system, community leaders, the Governor's Office and the Department of Public Safety. The pilot program is aimed at keeping more young residents of Bertie County employed and near home and at developing a well-trained and eligible workforce for one of the county's largest employers, Bertie Correctional Institution.

Bertie County high school students interested in the criminal justice field may participate as Public Safety Cadets during their 11th and 12th grade years. These students will study a criminal justice curriculum focused on developing integrity, leadership and support for the community.

Successful completion of the high school course work in the cadet program will provide credits toward an associate's degree in criminal justice at Roanoke-Chowan Community College or Martin Community College. After completing the cadet program and earning an associate's degree in criminal justice, students will be exceptionally prepared to begin working as a correctional employee in the North Carolina Department of Public Safety. ▴

The students will study a criminal justice curriculum focused on developing integrity, leadership and support for the community.

Tell me something good

SHP applauds actions of troopers, staff

Col. **Bill Grey**, commander of the North Carolina State Highway Patrol, and **Frank L. Perry**, secretary of the Department of Public Safety, presented several members and citizens with awards in a November ceremony. The State Highway Patrol awards given were Meritorious Service, Samaritan and Appreciation.

“The sacrifices displayed by the sworn and civilian members of the State Highway Patrol serve as outstanding examples of the unwavering service provided by state employees,” Perry said.

“The men and women honored here today have demonstrated exceptional dedication to the citizens

of North Carolina”, said Col. **Bill Grey**, commander of the State Highway Patrol. “I am proud to work with employees who display such a willingness to serve.”

The Highway Patrol Meritorious Service Award is given by the Patrol to a member or members who serve the state of North Carolina in an outstanding manner.

The Samaritan Award is bestowed to a member of the Patrol who went beyond the call of duty to aid or assist a fellow citizen.

The Appreciation Award is given in recognition of a citizen or group who has significantly contributed to the success and mission of the Highway Patrol.



Meritorious Service Award | **PC Support Group**

The team, from the fall of 2014 through the spring 2015, updated the operating system and identified and remedied problems on every computer — a total of 2,200 — used in the State Highway Patrol. The team members, not listed in order shown, are Network Analyst **Stephen C. Cox**, Technology Support Technician **David K. McCord**, Network Technician **Christian G. Woodard**, Network Technician **Robert L. Nichols**, Network Technician **Nathan H. Hamilton Jr.**, Technology Support Analyst **Julia A. Jordan** and Technology Support Analyst **Francis L. Allen**.

[Read more](#)



Meritorious Service Award
Trooper Joe Berrong II
Sgt. Benjamin Gates

In the 23rd annual North American Inspectors Championship in August, Trooper Berron, left, coached by Sgt. Gates, right, competed against 50 of the best commercial motor vehicle inspectors across North America and won the association's highest honor for roadside inspectors. Sgt. Gates was also presented a Samaritan Service Award. for using the Heimlich maneuver in September to dislodge a piece of food that was choking a fellow diner in a China Grove restaurant.



Samaritan Service Award
Trooper Stephen S. Allred
Trooper Jordan E. Parton

The troopers rescued a driver who had fallen unconscious due to a medical condition in her vehicle on a hot July day in Jackson County.

Samaritan Service Award

Trooper Patrick E. Ellis

Trooper Ellis administered life-saving CPR when a driver he had stopped for a speeding violation passed out and became unresponsive.



Meritorious Service Award

Network Technician
Chris Harris

Upon his own volition, Harris developed a spreadsheet that greatly reduced the time required to improve VIPER voice communications when radio frequencies were in conflict and causing cross talk.

Samaritan Service Award

Trooper **David W. Emory**

While off-duty at home in July, Trooper Emory, after seeing and stopping a vehicle being driven recklessly and causing property damage, discovered the driver's behavior was influenced by a medical condition (later diagnosed as a diabetic crisis), summoned emergency medical assistance and helped an on-duty trooper gather information from the owners of property damaged by the drive.



Samaritan Service Award

Trooper **Paul Howard Jr.**

Hearing a Duplin County Emergency Medical Services radio call regarding a heart attack victim in May, Trooper Howard took it upon himself to respond and assist the attending technician in efforts to revive the victim, who later died at a hospital.



Samaritan Service Award

Trooper **Jeremy Freeman**

During a May traffic stop in Bladen County, Trooper Freeman saved a woman's life when he helped her husband restore her breathing by inserting an airway ventilation device and administering a prescribed medication for accidental overdoses of prescribed morphine.



Samaritan Service Award

Trooper **Samuel D. Martin**

Trooper Martin used his patrol car as a barricade in October to stop a vehicle being driven dangerously and erratically on a highway by an elderly man who was having a diabetic crisis.





Samaritan Service Award
Tracey B. Wiggins, Office Assistant IV
Karen L. Nalette, Registered Nurse

Dr. **Diane L. Miller**
 Appreciation Award

Kenneth W. Woodall, Department of Administration maintenance worker

In July, the four had critical roles in a successful response to a civilian who was experiencing a heart attack near the State Highway Patrol Training Academy: Woodall discovered the man and took him to the academy's medical office, where Dr. Miller, Nalette and Wiggins responded medically and summoned emergency medical services.

Appreciation Award
Janet Sadowski

As a reminder of the State Highway Patrol history and sacrifices for people in North Carolina, Ms. Sadowski developed a mobile phone map app that locates the gravesites for all of the original members of the North Carolina State Highway Patrol as well as the location of all the members who have been killed in the line of duty.



Safer schools group lauds trooper's work

Trooper **W. Doug Coley** was presented the School Safety Excellence Award by Chip Hughes, chairman of the Governor's Task Force on Safer Schools and Macon County Sheriff Robbie Holland, vice chair, for his continual efforts to maintain a safe learning environment for students around the state.

Coley, a 24-year veteran of the State Highway Patrol stationed in Greenville, has been a volunteer on the Governor's Task Force on Safer Schools since 2014. He also sits on subcommittees in relation to substance abuse, gang prevention, physical security and emergency preparedness.

Coley frequently visits several middle schools, high schools and universities across the state providing educational presentations on the dangers of driving while distracted, speeding, not wearing a seat belt and driving while impaired.

"I am very proud of the exemplary service provided by Trooper Coley," said Col. **Bill Grey**, commander of the State Highway Patrol. "This award recognizes his efforts to ensure the safety of every child within our school system." ▴



Juvenile Justice lauds employees for 'Raising the Bar'

By **Diana Kees**, Communications Officer

Leaders in the Juvenile Justice Section of the Division of Adult Correction and Juvenile Justice distributed awards earlier this month in recognition of individual staff members or groups of staff members who excel in their duties.

"We implemented the 'Raising the Bar Award' this year to recognize those individuals or groups of individuals in juvenile justice who go above and beyond the call of duty, or develop or help implement innovative practice within the juvenile justice system," said **William Lassiter**, deputy commissioner for Juvenile Justice. "We hope to make this an annual awards program, to recognize the hard work and dedication of so many of our staff."



In Juvenile Community Programs, **Linda Graney**, area consultant, Western Region, stepped up to the plate to do extra work to move statewide projects along, from the design of new JCPC monitoring tools, to standardized training materials for the SPEP training roll out and presentation of scores to programs.



Bill Davis, chief court counselor, District 23 (Ashe, Alleghany, Wilkes, Yadkin counties) has distinguished himself as a statewide leader and with his quiet, humble and optimistic leadership style has focused on building services and developing staff within District 23. Davis serves on four county JCPCs, has strong standing among the district's court officials, is committed to goal-oriented staff development; and shows creativity in developing electronic processes to support both juvenile justice administration and field staff.

The **Juvenile Court Services staff and management team of District 28** (Buncombe County) created a Graduated Responses partnership with Eliada Home for Children allowing full access to their campus for court counselors to provide kids with rewards including tennis courts, a driving range, climbing walls, weight room and basketball/volleyball courts. One juvenile court counselor was trained to become a NYPUM (National Youth Project Using Mini-bikes) Instructor. Management has worked on a number of initiatives to build district morale including the creation of a Wellness Committee and a Positive Reinforcement Committee. For 2014-2015, District 28 ranked first in the state for meeting benchmarks in all areas of Peer Review, receiving an overall score of 98.2 percent.



The **Juvenile Court Services Staff of District 17** (Surry, Stokes, Rockingham counties) initiated its Graduated Responses and Sanctions Program in June 2014 as a collaborative pilot project for juveniles to address violations of probation and to provide incentives for positive behaviors while under probationary supervision. Staff members have imposed sanctions (such as adding community service, electronic house arrest, modification of curfew) and imposed incentives (such as tours of college campuses, trips to state parks, summer camps, attendance at sporting events). District staff have volunteered their personal time and resources during this pilot project. Since January 2015, 65 youths have been served by this project and only one youth has been taken back before the judge for non-compliance. This is a tremendous cost savings to our state and to the community. The community now approaches district staff wanting to be involved and to reach out to juveniles and families. This project is a community-supported project that instills great pride in District 17 staff members.





The **staff of District 22** (Alexander, Iredell, Davie, Davidson counties) compiled exemplary results in juvenile diversion – the district as a whole diverts 60 percent from court in comparison to the state rate at 35 percent – and during the District Peer Review in the category of Intake, Decisions, Diversions were accomplished in District 22 through leadership of the supervisors and the teamwork of each court counselor and staff assistant working together when the district staffing was down 25 percent. A Peer Review rating of 97.45 percent compliance in the category of Intake, Decisions, Diversions is significant because Davidson County had the state’s 6th highest rate of juveniles at intake, and Iredell County follows at 17th. Additionally, the district deserves recognition for its outreach in regard to juvenile delinquency. Both the Davie and Alexander county JCPCs have held youth symposiums to bring community stakeholders together to promote awareness about juvenile justice issues and identify needs to generate solutions for court-involved youth. The outcome of the symposiums have resulted in strengthened relationships with the schools (SROs), law enforcement and Department of Social Services.



The **Cabarrus Regional Detention Center staff** was recognized for outstanding performance and attitude of the staff in making the move (52 miles, within 48 hours) from Gaston County to the new Cabarrus Regional Detention Center a success. The team had to overcome obstacles including staff shortages and learning a whole new control panel system. Their willingness to pull together as a team to learn a new system and provide adequate coverage to protect youths and the citizens of North Carolina is evidence that they love what they do for a living, and do an outstanding job.

In Juvenile Community Programs, Central Area Consultant **Walter “Eddie” Crews**, former contracts manager and now area consultant, has provided leadership in the development and movement of the Dillon Project (Crisis and Assessment Center) at C.A. Dillon’s D Cottage. This has been a tremendous task and accomplishment in moving a concept into the reality of a service to benefit youth and families across the Central and Eastern Areas. The same model is planned for the Piedmont Area with Forsyth Project, located at the former Forsyth Detention Facility in Winston-Salem.



Beverly Cash, cook supervisor II, Alexander Juvenile Detention Center, works diligently to ensure the child nutrition program at Alexander Juvenile Detention Center scores exceptionally well on all inspections and audits. Ms. Cash’s state and federal audits are always scored at 100-percent with additional comments always being made about the cleanliness and organization of the kitchen. Ms. Cash also consistently goes beyond the basic requirements by making submissions to various awards programs. She often, of her own accord, works on these submissions outside of normal working hours. She has obtained positive, professional recognition from Alexander Juvenile Detention Center, the division and the department, on the local, state and national levels.



Although **Jeffery Mitchell**, Stonewall Jackson Youth Development Center, is not a supervisor and it is not part of his job duties, he reinitiated the REAL curriculum on two housing units and trained staff. He is the facility’s co-PREA compliance manager, and co-manages the canteen, which is not included in his job duties. Additionally, he has chaired the SECC for two years. Mitchell has also sponsored a family from a local church group at Christmastime for the past two years. To do so, he runs a canned food drive at the facility, with staff from Stonewall Jackson volunteering the food items, which Mitchell then delivers to the family during the holiday season.



In Juvenile Treatment and Intervention Services at Stonewall Jackson Youth Development Center, Chaplain **Ben Whitlock** has provided excellent service to the campus at for more than 15 years. In addition to individual clinical and spiritual service to youths over the years, he has developed and maintained relationships with faith-based resources in the community, created special programs for spiritual development, recruited volunteers and arranged for spiritual aftercare as part of post-release supervision plans.

Principal **Paula Thompson** began at Stonewall Jackson Youth Development Center as a school teacher, was promoted to assistant principal and finally, school principal. She was able to bring her vast experience as an educator and administrator to the job and, during the past five years, has successfully managed the largest school in that state’s juvenile justice system. During a recent statewide curriculum change, Thompson voluntarily developed crosswalks to assist her faculty, and colleagues in other juvenile justice school sites, gain a better understanding of common core standards. She was also instrumental in the implementation of Professional Learning Communities at Jackson YDC.



[Read more](#)

Since becoming chief court counselor in 2013, **Miguel Pitts**, chief court counselor, District 12 (Cumberland County), has made significant changes in District 12, reducing detention days and YDC commitments and thus saving thousands of taxpayer dollars. Additionally, the number of complaints has been reduced as well as the number of juveniles being sent to court. Due to his leadership and hard work, District 12 is the first large district to reach all benchmarks during peer reviews. Pitts has reached out to the community and schools and provided them with data and resources to help guide families in the right direction prior to law enforcement involvement. While implementing changes within the district, Mr. Pitts managed to serve on various committees within the district and state. He attended and completed Peak Performance Training and CLDP, is a General Instructor, Peer Reviewer, Lead Reviewer, member of the Cumberland County JCPC, Communicare Board and is President of the Great Oak Board of Directors (a local mentoring organization).



Dr. **Jean Steinberg**, psychological interventions and implementation specialist in the Central Office was recognized for her dedication and hard work in service to the children, families and communities of North Carolina. She is a woman of many talents: from winning federal grant awards (OJJDP FY 2015 Second Chance Act Comprehensive Statewide Juvenile Re-entry System Reform Implementation Program), to overseeing grant budgets to facilitating Juvenile Reentry Task Force meetings, and acting as a gracious host to out-of-state guests.



In Juvenile Court Services, **Kristie Howell** is a juvenile court counselor in District 8 (Wayne, Green, Lenoir counties). Following her graduation from Office of Staff Development and Training General Instructor School in early 2014, a fellow general instructor, who was impressed by Howell's presentation and teaching skills, recommended that she teach the juvenile law curriculum to incoming cadets at the State Highway Patrol Training Academy. Howell presented to the 138th Basic Law Enforcement Training class on July 16, and she was excited to learn that all of the cadets passed the state's juvenile law test. She learned this was an area in which the cadets had historically not tested well.



Central Area Intensive Case Management began in selected districts in early 2014. These case managers receive specialized training and must work intensively with high risk/high needs juveniles and their families. They often must find creative ways to work with families and provide quality services, because resources are sparse. Current intensive case managers in the Central Area are: **Mary Jordan** (D-10); **Alan Garrett** (D-10); **Jessica Carter** (D-12); **Sharnita Peterson** (D-12); **Susan Tew** (D-12); **Joey Todd** (D-13); **Pamela Joyner** (D-14); **Tonya Griffis** (D-14); **Sterling Edwards** (D-14); **Catherine O'Brien** (D-15); **Jon Berkley** (D-15); and **Alison Uhlenberg** (D-15). **Sandra Brown** (D-10) previously worked as an ICM Counselor.

Pam Joyner, intensive Case management counselor, District 14, was named to her position in Durham County because of her commitment to youths and families, her knowledge of community resources and her ability to get resources in place. She works tirelessly and has assisted families in securing housing, identifying and linking families to community resources, completing applications and other forms, navigating the education and mental health system, and locating employment for the juveniles and for their parents. Joyner is a certified youth Mental Health First Aid Instructor, Child & Family Team Trainer, an active member of the Durham County Juvenile Justice Substance Abuse Mental Health Partnership, a Court Services Peer Reviewer, and serves as the Electronic Monitoring Specialist within the Durham District.



In Treatment and Intervention Services, Dr. **Janet Clarke-McLean**, C.A. Dillon Youth Development Center, is a clinical psychologist who has been providing quality mental health services for juvenile justice youth for more than two decades. Most of this work was focused on youth at C.A. Dillon YDC but has included Samarkand, Chatham YDC, and Wake Regional Juvenile Detention Center. In both direct service and managerial roles, as a staunch advocate for youth and their families, McLean uses her knowledge about an individual youth's background and current circumstances to ensure a holistic approach to treatment planning and intervention. McLean has exhibited an unfailingly collaborative approach to her work and has provided effective oversight and support for medical, mental health and social work services at Dillon YDC the past several years.



In Juvenile Community Programs, **Nancy Hodges**, Eastern Area consultant, stepped up to the plate to do extra work to move statewide projects along, from the design of new JCPC monitoring tools, to standardized training materials for the SPEP training roll out and presentation of scores to programs.



District 4 Court Services staff (Duplin, Jones, Onslow and Sampson counties) staff has participated since 2011 in a community fundraiser – The Hot Dog Sale – under the leadership of Chief Court Counselor **Tracy Arrington**. With declining budgets and economic conditions, the district wanted to help provide youth with school supplies, to show the juveniles support for their educational goals. This year in partnership with Positive Influence (a local mental health provider) District 4 staff raised more than \$1,700 to accomplish their goals and continue to help provide for the youth.

Sherry Cain, human services coordinator at New Hanover Juvenile Detention Center, is retiring in her efforts to help juveniles in detention, and serves as the hub of communication between New Hanover JDC, court counselors, attorneys, parents and others in juvenile caretaker roles. Cain regularly goes well beyond her normal job responsibilities, accepting overtime hours to accompany juveniles admitted to the hospital during medical emergencies, and staying at the JDC until the last possible moment in hurricane weather. She has greatly enhanced programming at New Hanover, and is personally responsible for a service animal-related program currently in use at the detention center.



In Treatment and Intervention Services, Nurse **Verna Bouie** at Dobbs Youth Development Center has worked with youths for many years and has been a constant advocate for their health. She has often identified previously undetected symptoms and facilitated appropriate referral and medical care. Moreover, Bouie provides feedback and recommendations to Healthcare Services Central Office staff to improve healthcare to youth. Many of the youth at Dobbs look to the health services area as a supportive environment to ask health questions, voice concerns and seek reassurance that they are “OK.” Bouie is responsible, in large measure, for creating that environment.

Shalita Forrest, Cumberland Regional Juvenile Detention Center nurse, is a motivated individual who demonstrates an innate compassion for the vulnerable population served by a juvenile detention center. She displays strong leadership, above-average medical expertise and the ability to function as an individual and as a team player. As such, she immediately grew her expertise beyond the medical field and initiated specialized training in detention policies and medical best practices methods. Forrest volunteered to be the project team leader for the center’s annual Peer Review Audit; her leadership and hard work resulted in a score of Excellence. She also volunteered to be the project team leader in the center’s upcoming PREA audit. She spent countless time after-hours and on weekends to prepare our staff for the federal audit, and continues to assist staff members from other facilities in preparing for the federal audit.



James Cavanaugh, clinical chaplain, Dobbs Youth Development Center, developed and wrote the operating platform language for an electronic version of the youth daily skill card that is directly linked to the youth behavior management system. The electronic version of the youth skill card can be accessed on a handheld device whereby the teachers and youth counselors can immediately evaluate the youth, to record both positive behaviors and areas in need of improvement. The electronic system communicates with the TV located in the housing unit, so each youth can immediately see their level and their current status. This system operates on cell phones that have been permanently disabled; the cell phone then transmits the information through a database. Because the cell phones are devices that would have been surplus, there was no cost to provide the facility with the handheld devices.



Association praises Juvenile Justice nutrition leaders

Three DPS Juvenile Justice employees were recently lauded at the Annual Conference for School Nutrition Administrators for outstanding contributions made to the school nutrition programs in the detention and youth development centers.

Gloria McMillan, cook supervisor II at Cumberland Regional Detention Center, was the statewide first place winner of the Golden Key Achievement Award. The Golden Key Achievement Award recognizes great accomplishments in a single school cafeteria by promoting benchmarks of excellence across North Carolina and to honoring school nutrition programs that maintain high standards. Participation in this award fosters ongoing professional development and improvement in the school nutrition environment.

McMillan also received the USDA Best Practice Award for excellence in food safety. All of the staff at the Cumberland Regional Juvenile Detention Center has been trained in food safety.

Beverly Cash, cook supervisor II at Alexander Regional Detention Center received a second place

[Read more](#)



Continued from previous page award in the Golden Key Achievement Award program for being winner of the North Carolina Department of Agriculture and Consumer Services-sweet potato contest.

Janice Wood, food service supervisor IV at Stonewall Jackson Youth Development Center, received the USDA Best Practice Award for excellence in Farm to School. Wood is a part of aquaponics program at Stonewall Jackson that grows such vegetables as egg plants, squash, tomatoes and peppers that are used in various meals for the center.

In left photo, Gloria McMillan and Beverly Cash. In photo right, Janice Wood, left.



Officers receive advanced N.C. law enforcement certification



The North Carolina Criminal Justice Education and Training Standards Commission awarded three State Capitol Police officers with the Advanced Law Enforcement Certification, one of the highest honors awarded by the commission. The Commission's Professional Certificate Program rewards and recognizes officers who

continually strive to better themselves professionally by attending schools and training sessions, above and beyond what is currently mandated by the State of North Carolina. Officers must also have several years of full-time experience. The officers are, from left: **Anthony Sica**, a 24-year police veteran from New York who was with the UNC Hospitals Police before joining the State Capitol Police in 2014; **Everette Johnson**, a 32-year police veteran, who served with the Duke University Police and the Chapel Hill Police Department before transferring to the State Capitol Police in 2005; and **Derick Proctor**, a 25-year police veteran who served with the Shaw University Police and Raleigh Police Department before joining the State Capitol Police in 2007. "The State Capitol Police is fortunate to have many experienced police officers that are well trained," said Chief **Glen Allen** of the State Capitol Police. "The three officers being honored will be added to the 20 recipients who have already received the award since the State Capitol Police was established."

Holiday breakfast at Prisons HQ



It's not every day that the deputy director makes breakfast for the staff at Prisons Administration, but that is what **Kenneth Lassiter** did the morning of Dec. 2 to usher in the Holiday Spirit at the Randall Building in Raleigh. Omelets made to order and all the sides one would want for breakfast were prepared for the indulgence of staff. Lassiter even wore his personal apron for the occasion. Staff members really enjoyed the event. Executive Assistant Teresa King said she received numerous compliments on the breakfast and how it brought staff members together. She even received a letter in the director's office from a former warden from the Federal Prison System that stated in part, "Events like this breakfast help to identify and keep us together as a correctional family." It was and is definitely a great start to the holiday season! — **Wil Darcus III**, executive/communications assistant.

Lanesboro Correctional Institution staff members honor veterans



Lanesboro Correctional Institution held its fourth annual military veterans appreciation luncheon on Nov. 10 and 12 to honor the unit's 65 veterans who participated. Capt. **Richard Tucker** supplied and cooked some chicken, and staff members **Janet White, Jerline Bennett, Georgia Hill-Martin, Jennifer Cole, Donna McAllister, Takesha Hammond, Melinda Treadaway** and **Maria Frye** provided potato salad, baked beans, drinks and desserts and served the veterans. Chaplain **Steve Bird**, a Navy veteran, gave a presentation on the meaning of Veteran's Day and expressed his appreciation to all who served our country.



Intervention milestone marked

The coastal region correctional institutions in Greene County recently celebrated one year of the newly implemented Crisis Intervention Trainings, which started at Central Prison. CIT focuses on a historical overview of the rise of mental illness in prison and looks into the specific challenges of treating incarcerated mentally ill individuals. Maury Correctional facility is the proud host of the monthly trainings under the guidance of **Lee Futrelle**, psychological services manager at Maury Correctional Institution, along with CIT instructors comprised of various Maury staff members. Training participants also include staff from nearby Eastern and Greene correctional institutions and other surrounding correctional facilities. **Terri Catlett**, Health Services deputy director, and **Dennis Daniels**, administrator of Maury Correctional, gave CIT two thumbs up for a job well done. Kitchen Officer **Felicia Albritton** made the celebratory cake. Among the others attending the event were **Thomas Asbell**, administrator of Greene Correctional; Assistant Superintendent of Custody **Jamie Cobb**; and **Marvin Casino**, RN supervisor III.

Photo by **Chariesse Boyd**, correctional behavioral specialist II.

Norville becomes executive officer

Gwen Norville has been named executive officer for the Division of Adult Correction & Juvenile Justice, reporting to Commissioner **David Guice**.

In the new role, Norville will oversee strategic planning, project management, and administrative analysis for ACJJ. More than 30 active projects are underway in ACJJ to improve practices across the agency. Norville will work with the deputy commissioners on planning, policy development and implementation in each project area.

Norville most recently was deputy director of prisons for administration and brings more than 28 years of experience to the role having served in several areas, including as director of the Office of Staff Development and Training. ▴



New facilities director named for Prisons

Mike Hall has been named as the new assistant director of prisons for facility services, replacing **Jerry Carroll**, who is retiring.

Hall began his career in prison maintenance in 1987 as a maintenance mechanic at Polk Correctional Institution. He was a facility maintenance supervisor at Harnett CI and in the Central Region and as a facility maintenance manager at the division level.

He holds an energy management certification from N.C. State University along with numerous other certifications and licenses. ▴



On The Scene ...

is an online news magazine published monthly for and about employees of the North Carolina Department of Public Safety. If you have questions, ideas or content to submit, 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

Promotions in November

Name, new job title, location

William Albritton, sergeant, Brown Creek Correctional Institution
Ricardo Alvarado-Figueroa, probation/parole officer, Community Corrections District 7
Douglas Amos, captain, State Highway Patrol (SHP) Special Operations
Crystal Atkinson, lieutenant, Tabor Correctional Institution
Bryan Baker, sergeant, SHP Troop E District 6
Joy Baugham, information processing technician, Prisons Health Services
Ashley Beausejour, youth program/education assistant II, N.C. National Guard Tarheel Challenge
Rose Best, youth services behavioral specialist, Dobbs Youth Development Center
Tammi Blake, accounting technician, Hoke Correctional Institution
Cleunta Boddie, food service officer, Nash Correctional Institution
Myqueita Bond, programs supervisor, Pasquotank Correctional Institution
Daniel Brame, assistant unit manager, Warren Correctional Institution
James Bray, sergeant, SHP Troop A District 1
Gary Brown, first sergeant, SHP Motor Unit
Latne Brown, lead correctional officer, Pender Correctional Institution
Shana Brown, probation/parole officer, Community Corrections District 26
Todd Brown, section manager, N.C. Emergency Management EOC Branch
Marty Bumgarner, networking technician, SHP VIPER Towers West Team
Deanna Byrum, office assistant IV, Bertie Correctional Institution
Venecia Carr, program development coordinator, Juvenile Justice Community Programs
Darrell Cavanaugh, first sergeant, SHP Troop D District 6
David Church, sergeant, SHP Troop H District 5
Linwood Clark, programs supervisor, Bertie Correctional Institution
Robert Clark, sergeant, SHP Troop B District 1
Chad Clifton, lieutenant, Alexander Correctional Institution
David Clifton, first sergeant, SHP Troop A District 4
Jamie Cobb, assistant superintendent-custody/operations III, Harnett Correctional Institution
Daryl Conley, lieutenant, SHP Troop F Motor Carrier Enforcement
Charles Cooper, sergeant, Nash Correctional Institution
Jennifer Costa, management services administrator, Purchasing
Lachauncey Coulter, juvenile court counselor, Juvenile Justice District 25
Brandon Craft, lieutenant, SHP Executive Office
William Crane, first sergeant, SHP Troop A District 1
Timothy Crumpler, lieutenant, SHP Troop A Motor Carrier Enforcement
Mark Darnell, electronics technician III, Facility Management – Western Region
Darren Daves, sergeant, Alexander Correctional Institution
Gregory Deaton, electronics technician IV, Facility Management – Raleigh Region
Kimberly Denning, judicial services specialist, Community Corrections District 10
Joshua Dowdle, first sergeant, SHP Troop H District 6

Geniva Dowtin, assistant unit manager, Warren Correctional Institution
William Elderdice, lieutenant, Central Prison
Ronald Elkins, lieutenant, SHP Basic Training & Operations
Ashley Fields, food service officer, Brown Creek
Julian Fleming, lieutenant, Pasquotank Correctional Institution
Stephen Fortner, sergeant, SHP Troop H District 6
Christopher Fraley, maintenance mechanic III, Air National Guard Facility Management
Barbara Galloway, psychological services coordinator, Maury Correctional Institution
Stephen Gardner, electronics technician IV, Facility Management – Eastern Region
Kimberly Gettys, assistant judicial district manager II, Community Corrections District 26
Cleaven Gibbs, maintenance mechanic IV, Hyde Correctional Institution
Ernest Goodwin, sergeant, SHP Troop C District 8
Connie Gray, sergeant, Nash Correctional Institution
Mark Guess, first sergeant, SHP Troop G District 1
Dean Guite, probation/parole officer, Community Corrections District 5
Adam Gupton, departmental purchasing agent I, Purchasing
Charles Hall, sergeant, SHP Troop H District 2
Karen Hamby, planner I, Emergency Management Operations - Western Branch
Tami Harris, sergeant, Craven Correctional Institution
Stanley Heste, food service officer, Maury Correctional Institution
Michael Hicks, sergeant, SHP Criminal Interdiction Unit - Asheville
Rodney Hicks, sergeant, Warren Correctional Institution
Michael Hinnenkamp, sergeant, SHP Troop G District 4
Carol Holiday, administrative assistant II, Engineering
Calvin Holland, captain, SHP Logistics
Neriza Hopkins, health assistant II, Central Prison Health Complex
Matthew Howell, sergeant, SHP Troop C District 5
Grover Hull, sergeant, Nash Correctional Institution
Laura Hux, professional nurse, Nash Correctional Institution
Amy Jenkins, programs supervisor, Alexander Correctional Institution
Patricia Keith, food service manager II, N.C. Correctional Institution for Women
Leigh Kent, parole case analyst III, Parole Commission Case Review
David Kinlaw, first sergeant, SHP Troop B District 2
David Kornegay, social work supervisor II, Dobbs Youth Development Center
Jeffrey Krantz, sergeant, Lanesboro Correctional Institution
Clayton Kraus, assistant superintendent-programs I, Craggy Correctional Institution
Kenneth Kubas, major, SHP Support Services
Angela Lackey, food service officer, Alexander Correctional Institution
Jarrious Lassite, auto parts clerk II, SHP Office Supply & Storeroom
Arkil Lee, sergeant, Polk Correctional Institution
Betty Lee, behavioral specialist II, Maury Correctional Institution

[Read more](#)

Continued from previous page

Terry Lemon, assistant unit manager, Lanesboro Correctional Institution
Ronnie Locklear, assistant unit manager, Scotland Correctional Institution
Deana Loflin, nurse supervisor, Piedmont Correctional Institution
Raven Mack, sergeant, Lanesboro Correctional Institution
David Manning, sergeant, Nash Correctional Institution
Candace McKnight, lieutenant, Franklin Correctional Center
Michael McLeod, sergeant, SHP Troop G District 3
Marisol Mendoza, sergeant, Harnett Correctional Institution
Benjamin Miller, sergeant, Pamlico Correctional Institution
Elton Miller, sergeant, SHP Troop H District 3
Chandler Mitchell, supervisor II, Correction Enterprises - Columbus
James Mohl, sergeant, Lanesboro Correctional Institution
Tina Moore, accounting technician, Controller
Tracey Newburg, administrative officer II, Johnston Correctional Institution
Stephanie Newton, accounting clerk V, Caledonia Correctional Institution - Minimum Unit
Anthony Okade, nurse supervisor, Central Prison Health Complex
Timothy Otey, sergeant, Dan River Prison Work Farm
Stephen Pace, first sergeant, SHP Troop D District 1
Brent Parke, sergeant, Pamlico Correctional Institution
Robert Pearson, lieutenant, SHP Troop B Operations
Lisa Phillips, personnel assistant IV, Craven Correctional Institution
Travis Pons, HVAC mechanic, Alexander Correctional Institution
Torie Ponton, sergeant, Odom Correctional Institution
James Rader, assistant unit manager, Alexander Correctional Institution
Christopher Raynor, chief probation and parole officer, Community Corrections District 3
Tasha Redmond, sergeant, Piedmont Correctional Institution
Whitney Revels, assistant unit manager, Scotland Correctional Institution
Robert Reynolds, lieutenant, SHP Trooper Selection
Peggy Riddle, personnel assistant V, Eastern Correctional Institution
Charles Ridge, sergeant, Davidson Correctional Center
Jared Robinson, sergeant, Central Prison
Tyrone Ross, lieutenant, SHP Executive Protection
Jeffrey Rowan, first sergeant, SHP Troop G District 4
Kenley Russell, first sergeant, SHP Troop D District 9
Jasmine Scott, food service officer, Orange Correctional Center
Rechelle Simmons, chief probation and parole officer, Community Corrections District 6
Richard Simpson, sergeant, Central Prison
Orry Slade, assistant unit manager, Bertie Correctional Institution
Melissa Smith, professional nurse, Lumberton Correctional Institution
Michael Smith, first sergeant, SHP
Timothy Smith, sergeant, Central Prison
Ricky Soles, sergeant, Tabor Correctional Institution
German Soto, sergeant, Scotland Correctional Institution
Jeffrey Squires, youth program / education assistant II, N.C. National Guard Tarheel Challenge
Stephanie Stallings, office assistant IV, Community Corrections District 5
Harold Stines, first sergeant, SHP Troop G District 3
Jodie Strickland, diagnostic center director, Central Prison Correctional Institution
Renita Stroup, nurse supervisor, Avery-Mitchell Correctional Institution
Danny Sutton, captain, Pender Correctional Institution
Marisa Terry, sergeant, Central Prison

Willie Thompson, lieutenant, Bertie Correctional Institution
William Tillman, assistant superintendent-programs II, Polk Correctional Institution
Kristi Toth, professional nurse, Piedmont Correctional Institution
James Triplet, captain, Alexander Correctional Institution
Stephen Turner, HVAC mechanic, Brown Creek Correctional Institution
Garrick Walker, assistant manager II, Community Corrections District 10
Sharon Walters, correctional officer, Tabor Correctional Institution
Glenda Walton, substance abuse counselor advanced, Alcoholism & Chemical Dependency Programs
Trina Whitley, office assistant IV, Community Corrections District 19A
Christopher Williams, sergeant, Craven Correctional Institution
David Williams, trooper (master), SHP Troop G District 9
Mary Williams, sergeant, Greene Correctional Institution
Melissa Williams, personnel technician I, Community Corrections District 10
Christopher Woodard, captain, SHP Fleet Management

RETIREMENTS

Retirements in November 2015

Name, job title, location, length of service (years/months)

James Black, processing assistant III, N.C. Correctional Institution for Women, 15y/5m
William Carter, not assigned, SHP Troop H District 9, 23/6
Steve Drye, youth counselor technician, Stonewall Jackson Youth Development Center, 24/1
Terry Edwards, correctional officer, Harnett Correctional Institution, 24/7
Mary Fowler, licensed practical nurse, Central Prison Health Complex, 30/2
Robert Hinnant, not assigned, SHP Basic Training & Operations, 28/1
Darlene Johnson, section manager, N.C. Emergency Management Operations, 29/2
Stella Keesor, correctional officer, Johnston Correctional Institution, 8/8
Denise King, correctional sergeant, Swannanoa Correctional Institution for Women, 26/16
Carol Poole, facility maintenance supervisor IV, Southern Correctional Institution, 12/0
Janet Propst, professional nurse, Brown Creek Correctional Institution, 22/11
Patricia Ray, programs director I, Caswell Correctional Center, 28/10
Richard Reed, radio engineer I, SHP Radio Shop and Parts, 8/7
Robert Rivers, correctional officer, Warren Correctional Institution, 36/10
Randall Smith, sergeant, Piedmont Correctional Institution, 29/1
Samuel Speller, juvenile court counselor, Juvenile Justice District 2, 28/4
Vincent Terry, not assigned, SHP Troop B District 9, 23/6
David Thomas, probation/parole officer, Community Corrections District 24, 20/8
William Valentine, correctional officer, Tyrrell Prison Work Farm, 26/2
Pearl Williams, processing assistant IV, Dobbs Youth Development Center, 11/0
Peggie Williams, correctional officer, Hyde Correctional Institution, 14/0

Passings

Name, job title, location, length of service (years/months)

Casey Blackwell, correctional officer, Tabor Correctional Institution, 10/5
Donald Micklos, specialized skills worker, Prisons Health Services, 1/0
Richard Smith, correctional officer, Lanesboro Correctional Institutional, 1/6