

ON THE Scene

In praise
of prison
workers

Save the Date



2nd Annual Secretary's Cup Golf Tournament

NC Department of Public Safety is partnering with the State Employees Combined Campaign to sponsor this event, benefiting childhood hunger in North Carolina.

"Tee it up 4 Hunger"

Friday, September 30, 2016

**Grandover Resort & Convention Center
1000 Club Road
Greensboro, North Carolina**



What's inside?

Click on a title to go directly to the article.

Prisons
corrections

Profession has evolved

Invisible professionals

Successful reentry

**WIMS: Inmates need
teachers, too**

Hurricane season is near

Some things good

Jet pull champs

New leaders

Top tank team

Move over

Life savers

Academic opportunities

Instructors instructed

Promotions, retirements, passings

Correctional officers, prison workers

Profession has evolved, specialized

By **Keith Acree**,
Communications Officer

The role of the correctional officer has changed dramatically since the beginning of North Carolina's state prison system. Long gone are days when guards watched over inmates in striped uniforms at the State Penitentiary in Raleigh, at Caledonia Prison Farm in Halifax County and from mobile road camps that housed inmates in wheeled prison cages.

[CONTINUE READING](#)





CONTINUED FROM PAGE 3

The profession has evolved and specialized. The state abandoned the terms “prison guard” and “matron” in 1970 and adopted the title of correctional officer. In 1974, the state established a criminal justice certification body and began certification training for corrections staff.

Today’s correctional officer faces changes and challenges that weren’t even imagined nearly 100 years ago. The threat of violence and gang activity is a real and constant threat in higher security prison facilities. Prisons are housing more inmates with mental illness than ever before. National attitudes and practices on the treatment and housing of inmates are changing rapidly based on the latest research.

“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 complex job in a more challenging environment than it was years ago.”

A new classification and compensation structure for prison custody staff approved last year by the State Human Resources Commission recognized this evolving complexity in correctional work by establishing a new progression in job classes. For the correctional officer, it established three position types with corresponding increases in pay grade: correctional officer I for those working in minimum custody, correctional officer II for those working in medium custody and correctional officer III for those working in close custody. A similar progression was established for all positions up the chain of command to superintendent and

It’s a much more complex job in a more challenging environment than it was years ago.

CONTINUE READING

We need critical thinkers
who develop solutions,
not just point out problems.



CONTINUED FROM PAGE 4

administrators. This was the first time these positions had been evaluated and reclassified in 30 years. It was sorely needed and long overdue.

The hiring process for correctional officers has evolved significantly over the past few years as well. The Correctional Officer Physical Aptitude Test (COPAT) has become standard, along with new screening designed to find candidates mentally and emotionally suited for the rigors of correctional work. The division has put special emphasis on recruitment of military veterans and frequently uses one-day hiring events to recruit custody and medical staff.

“As we continue to move forward, these changes will help us build a strong workforce that can meet the challenges of the modern correctional environment,” said Commissioner **W. David Guice**. “We need critical thinkers who develop solutions, not just point out problems. Those who understand how using evidence-based practices makes us more effective and provides better outcomes for offenders, and those who understand how Justice Reinvestment is reshaping our criminal justice system are the ones poised to be our future leaders.” ▴

CONTINUE READING



State of North Carolina

PAT McCrory
GOVERNOR

CORRECTIONAL OFFICERS AND PRISON EMPLOYEES APPRECIATION WEEK

2016

BY THE GOVERNOR OF THE STATE OF NORTH CAROLINA

A PROCLAMATION

WHEREAS, more than 12,000 North Carolina correctional officers are responsible for the daily supervision of more than 37,000 criminal offenders housed in North Carolina’s state prison system; and

WHEREAS, correctional officers are responsible for ensuring the safety of the general public, correctional staff and offenders; and

WHEREAS, correctional officers must act as communicators and experts at crisis management, acting to resolve conflicts and to restrain persons representing a danger to themselves or others; and

WHEREAS, correctional officers must develop and maintain these skills through rigorous basic and annual training; and

WHEREAS, correctional officers often must perform their work under adverse and hazardous conditions, while continuing to meet the high standards set by their profession and the expectations of the public; and

WHEREAS, each day of the year, correctional officers and prison employees perform a valuable service to the citizens of North Carolina; and

WHEREAS, correctional officers often perform outstanding services outside the scope of their normal responsibilities to their communities in times of need and crisis;

NOW, THEREFORE, I, PAT McCRORY, Governor of the State of North Carolina, do hereby proclaim May 1-7, 2016, as “CORRECTIONAL OFFICERS and PRISON EMPLOYEES APPRECIATION WEEK” in North Carolina, and commend its observance to all citizens.

IN WITNESS WHEREOF, I have hereunto set my hand and affixed the Great Seal of the State of North Carolina at the Capitol in Raleigh this twenty-eighth day of March in the year of our Lord two thousand and sixteen, and of the Independence of the United States of America the two hundred and fortieth.



Pat McCrory
PAT McCRORY
Governor

Correctional
officers
and prison
employees
stand proudly,
professionally
and bravely.



A view of invisible professionals

By **W. David Guice**, Commissioner, Adult Correction and Juvenile Justice

In the public safety community, correctional officers and prison employees are quiet, often invisible professionals. They stand in defense of the public inside the walls and fences of prisons and jails that confine criminal offenders, so their work is seldom seen by the public.

The heroic feats of police officers, firefighters and EMTs are often featured on the evening news. The work of correctional officers is equally important and often just as dangerous. While maintaining security is essential, correctional officers are also focused on behavior change and rehabilitation – so that a better citizen can be returned to the community. The goal is to help ensure offenders do not reoffend, but lead successful, productive lives.

Society must understand that correctional employees have difficult jobs. It's a job requiring extensive training, multi-disciplinary certifications and the daily exposure to danger. It's not for the weak of heart, mind and spirit. It's a job for a professional, as are the jobs of policing streets and neighborhoods, fighting fires and aiding the sick and injured.

North Carolina employs nearly 18,000 state correctional officers and prison employees, who share the 24-hour-a-day job of standing watch over the 37,000 criminal offenders in state prisons every day of the year. Correctional employees are significantly outnumbered by the inmates they supervise as they ensure the safety of the general public, fellow employees, offenders and themselves.

Trained in communications and crisis management, they are also critical in the mission to rehabilitate. More than 95 percent of inmates will be released from incarceration and studies show that incarceration alone does not work. It is the structure and support provided by correctional officers and prison employees that makes rehabilitation possible. They are change agents.

Gov. McCrory and our state legislature recognized their value last year when \$25.5 million was approved to begin a pay improvements plan for prison custody staff. The compensation level of this group had not been evaluated in 30 years, and was long overdue. In this year's budget Gov. McCrory proposes an additional \$10 million to continue implementing that plan. It's a positive step in improving public safety in our state.

The ideal world would have no need for correctional facilities. But as a matter of preserving a civil society, some people must be diverted from society at times. Correctional officers and prison employees stand proudly, professionally and bravely between society and those who threaten its order, civility and safety. That, too, is heroism.

Making reentry successful

By **Keith Acree**
Communications Officer

As criminal justice and corrections agencies across the country observed April 24-30 as National Reentry Week, the North Carolina Department of Public Safety highlighted efforts in North Carolina to help ex-offenders succeed in society after their release from prison.

“About 95 percent of all inmates will one day be released from prison and return to our communities,” Public Safety Secretary **Frank L. Perry** said. “We must do all we can to help ensure that they are successful and do not re-offend.”

Preparation for reentry begins the day an inmate enters prison. The admission and diagnostic process assesses the specific needs of each inmate in several areas including medical, mental health, substance abuse and education. A case plan is crafted, laying out programs that will aid in the inmates’ treatment and rehabilitation and meet individual needs.

During time in prison, inmates participate in basic educational programs if they do not have a high school diploma or an equivalent. They can learn specialty skills through a wide variety of vocational programs offered in conjunction with the North Carolina Community

Prisons don’t want inmates back

College system. Work programs allow inmates to occupy their time in a productive manner, learn a skill or trade, earn a wage, develop a positive work ethic and learn soft skills that will help them in a future workplace after prison.

“As we continue with improvements through a process of re-missioning our 56 state prisons, reentry is a significant and important part of the conversation,” said **W. David Guice**, commissioner of Adult Correction and Juvenile Justice. “More than a dozen of our minimum and medium custody prison facilities will have reentry as their designated mission.”

The prisons will prepare inmates for release back into society when their sentence is complete. Case managers will help inmates develop a transition plan and make sure each inmate has essential documents such as a photo ID, a social security card and educational certificates from their prison learning. Institutional probation/parole officers working from offices in the prison will connect releasing inmates to needed services and resources in the community where they will live, and to the probation/parole officer, who

will supervise them after release.

The Department of Public Safety is focused on developing a seamless transition from prison to the community for all inmates, especially those with mental illness, by ensuring the continuity of care and treatment is maintained upon release. Probation/parole officers help in such areas as housing, treatment and employment. A more comprehensive handoff through the sharing of information will increase the likelihood of success in the community.

Local reentry councils have been established in many parts of the state to coordinate and develop resources to help ex-offenders in areas like employment, housing, treatment, transportation and counseling. The councils will identify service gaps; develop a network of resources and service providers; educate the people to change their perceptions about returning offenders; and identify potential funding to support local reentry initiatives.

Local re-entry councils are operating individually in Buncombe, McDowell, Mecklenburg and Pitt counties, and regionally for Hoke, Scotland and Robeson counties and Nash, Edgecombe and Wilson counties. ▴

We must do all we can to help ensure that they are successful and do not re-offend.



Helping students want to learn

Young inmates return to school

By **Townes Maxwell**, Communications Specialist

When **Rebecca Mangrum** graduated from Milligan College in Eastern Tennessee, she wasn't sure where she would work. A history major, Mangrum knew she loved teaching and learning, but she wasn't specifically drawn to any one school system. She initially went to work at Western Piedmont Community College, and her job assignment was at the former Western Youth Institution in Morganton.

"It was different, especially since it was the first time I'd ever been in a facility like that," she said. "But in my eyes, it's like I'm teaching someone in a traditional school. Sure, you have people who act up, but that's not very different than most schools."

Mangrum taught all subjects tested on the General Educational Development examination while she was at Western Youth Institution. She was immersed in the multidiscipline system and was teaching more subjects than just history, her field of expertise.

CONTINUE READING

**Walk In
My Shoes**

Photos by
Ryan Guthrie,
staff photographer

CONTINUED FROM PAGE 8

In April 2014, Mangrum took her present position teaching social studies at Polk Correctional Institution. She is excited to be teaching what she loves.

Mangrum usually sees about eight inmates per class with six classes per day, five days a week. She said the students are “a bit of a mixed bag.”

“Some inmates are educated; some can’t read,” she said. “We don’t give any special groupings. They all learn the same things, regardless of skill levels. We do work with them differently [when teaching] one-on-one though, obviously.”

Her students are working toward taking a high school equivalency test, which is administered by Vance-Granville Community College. In order to take the test, inmates have to be in the educational program for at least 40 hours.

Polk also offers night classes for inmates who work during the day. Some students even take college classes in the University of North Carolina system.

Mangrum has to work around inmate scheduling for visitation, case manager meetings and medical issues. Sometimes restricted housing (confinement separate from the general inmate population) takes priority over classes. Mangrum agrees that

some inmates are challenging, but the rewards can be very fruitful.

“We’ve had students who didn’t understand anything and didn’t really want to learn,” Mangrum said.

“I once had a [student] in here who was very negative and never wanted to learn anything. We started studying the Civil War and medicine.

When we talked about the surgery practices then, he took interest. It really gripped him and made him think about advances in medicine and how difficult things were

then. It was like it had finally gotten through to him.”

Another student — one at Western Youth Institution — had high academic potential, Mangrum said.

“He asked to take the SAT, and he did exceptionally well,” she said. “He went on to play basketball at a four-year college and came back to speak at the facility graduation about his second chance. Times like that make this all worth it. I know we are making a difference here.”

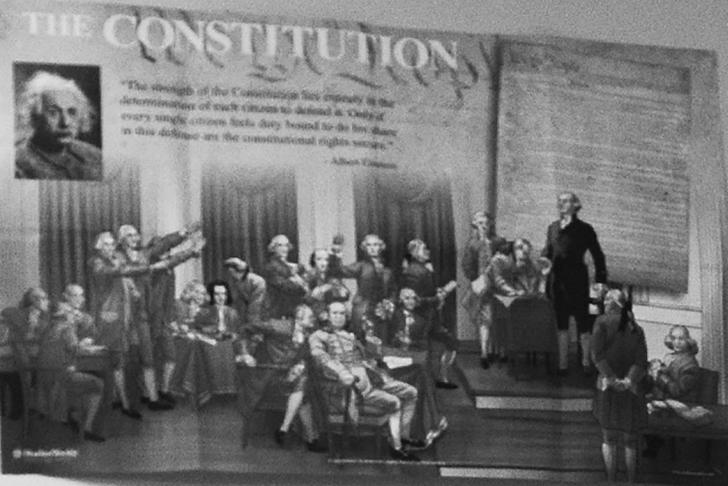
Teaching was not a life-long dream for Mangrum.

“When I was in high school, I didn’t plan to be a teacher,” she said. “But I get paid to talk about and learn about what I love. History has always been a passion of mine, and I truly enjoy educating people.”

CONTINUE READING

One student went on to play basketball at a four-year college and returned to speak at the prison about his second chance.





CONTINUED FROM PAGE 9

As the curriculum guide dictates, Mangrum teaches numerous topics throughout the year. She sees value in this variation and the collaboration that working from a single curriculum can bring. Her most recent lessons were about World War I.

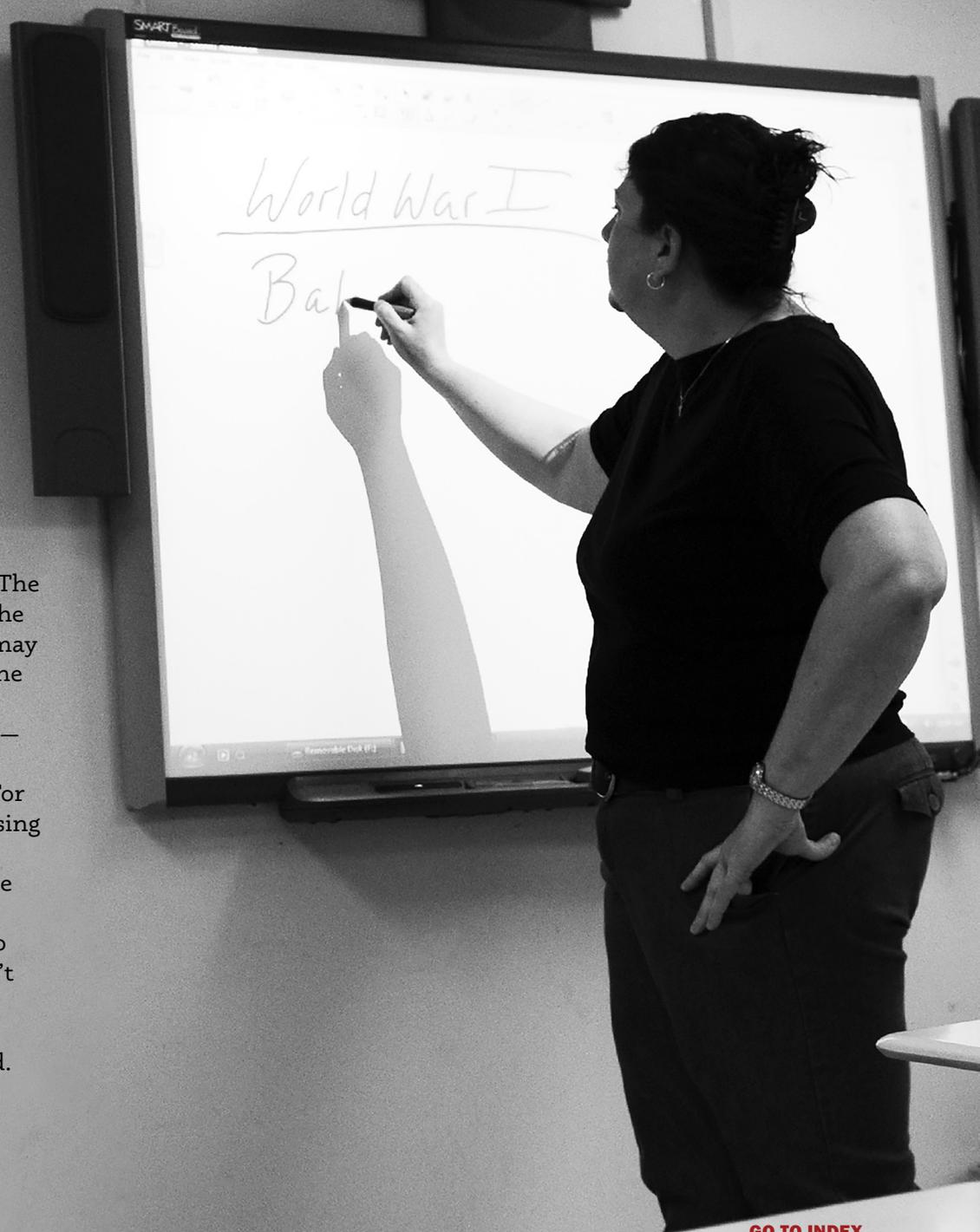
“When I’m teaching civics, we do a mock trial,” Mangrum said. “The inmates love that because it gives them a better understanding of the legal system, and that’s something they’ve all had to go through. I may teach a lesson on economics of a business and then team up with the science teacher to discuss the science of that business’ industry.”

Mangrum’s interest in education extends beyond the classroom — to herself.

“I want to be sure I’ve researched what I don’t know,” she said. “For example, I recently watched ‘The Big Short,’ a movie about the housing crisis of the mid-2000s. There were some concepts I didn’t initially understand, so I did some research to learn about them. I want to be informed, especially about anything that could come up in class.”

This thirst for knowledge has given Mangrum the opportunity to reach the students who might not otherwise care, even if they aren’t aware they’re learning.

“I do an exercise with them sometimes where I let them try to stump me about any fact in the books we’re learning from,” she said. “If they stump me, we get to play a game. What they don’t realize is that they’re working hard to find facts I don’t know. They’re going through the books and learning.” ▴



Summer also heralds hurricane season

Get ready now

Build — or update — an emergency supply kit, and have it ready to go with:

- ▶ Enough non-perishable food and bottled water (1 gallon per person per day) to last three to seven days.
- ▶ Copies of insurance papers and identification sealed in a water-tight plastic bag.
- ▶ A first-aid kit.
- ▶ A weather radio and batteries.
- ▶ A supply of needed prescription medicines.
- ▶ Bedding.
- ▶ Changes of clothes.
- ▶ Hygiene items, such as toothbrush, toothpaste, soap and deodorant.
- ▶ Cash or checkbook.
- ▶ Pet supplies including food, water, leashes, bedding, muzzle and vaccination records.
- ▶ Plans for those under your care who are not able to help themselves.

By **Laura Leonard**
Community Outreach Coordinator

North Carolina summers are like paintings right out of Norman Rockwell's portfolio — children playing by the ocean, people hiking in the mountains, families barbecuing in the backyard and kids catching fireflies at dusk. It's hard to imagine these picturesque views threatened by tumultuous storms churning in the tropics.

The fact is, while most people enjoy North Carolina's relaxing summer atmosphere, they should keep in mind that the pleasant change in weather also heralds dangerous possibilities: Hurricane season begins June 1 and lasts through November.

CONTINUE READING





Having your plan and necessary supplies in place will go a long way in keeping you safe.

CONTINUED FROM PAGE 11

“North Carolina has seen its share of devastation from hurricanes as it is a lightning rod for tropical storms,” said **Mike Sprayberry**, North Carolina Emergency Management director. “The state felt the impacts last May from Tropical Storm Ana and the previous July from Hurricane Arthur, both of which were abnormally early as most storms tend to strike North Carolina between August and October. It only takes one storm to change your life and your community.”

Gov. Pat McCrory proclaimed May 15-21 as Hurricane Preparedness Week, urging North Carolinians to develop and practice their emergency plans and update their supplies kits.

Since 1954, 27 hurricanes or tropical storms have had lasting impacts on the state. According to the National

Weather Service, a tropical storm or hurricane will make direct landfall on North Carolina’s coast about once every two years.

“No part of our state is immune from tropical storms and hurricanes,” Sprayberry said. “The heavy rain, damaging winds and flooding brought by hurricanes can devastate a community. Many residents remember the destruction that Hurricanes Hugo, Fran, Floyd, Frances, Ivan and Irene caused – power outages, floods, landslides, toppled trees and wind destruction.”

Be Ready

Sprayberry said preparing for emergencies before they strike can make the recovery process easier and quicker.

Take steps to be ready long before the first storm warnings are issued. Make an emergency plan, then practice it with your family. Write down the evacuation routes you may need. Stay informed during severe weather using a battery-powered radio. Monitor the weather reports, and heed the warnings of local and state officials. Evacuate quickly when told to do so, and pay close attention to flooded or washed-out roads.

Also, review and update your homeowners’ or renters’ insurance policies to make sure they include coverage for accidental damage, natural disasters and, if necessary, flood insurance. Standard homeowners insurance does not cover flooding. Homeowners who are at risk need a separate flood insurance policy; typically, a 30-day waiting period is required before flood insurance can take effect.

“During those first few days after a disaster strikes, you may be on your own until responders can reach you and essential services can be restored,” Sprayberry said. “Having your plan and necessary supplies in place will go a long way in keeping you safe.”

More information is available at www.ReadyNC.org, where the free ReadyNC mobile app can be downloaded. It provides real-time information on traffic, weather, open shelters and riverine flood levels. ▀

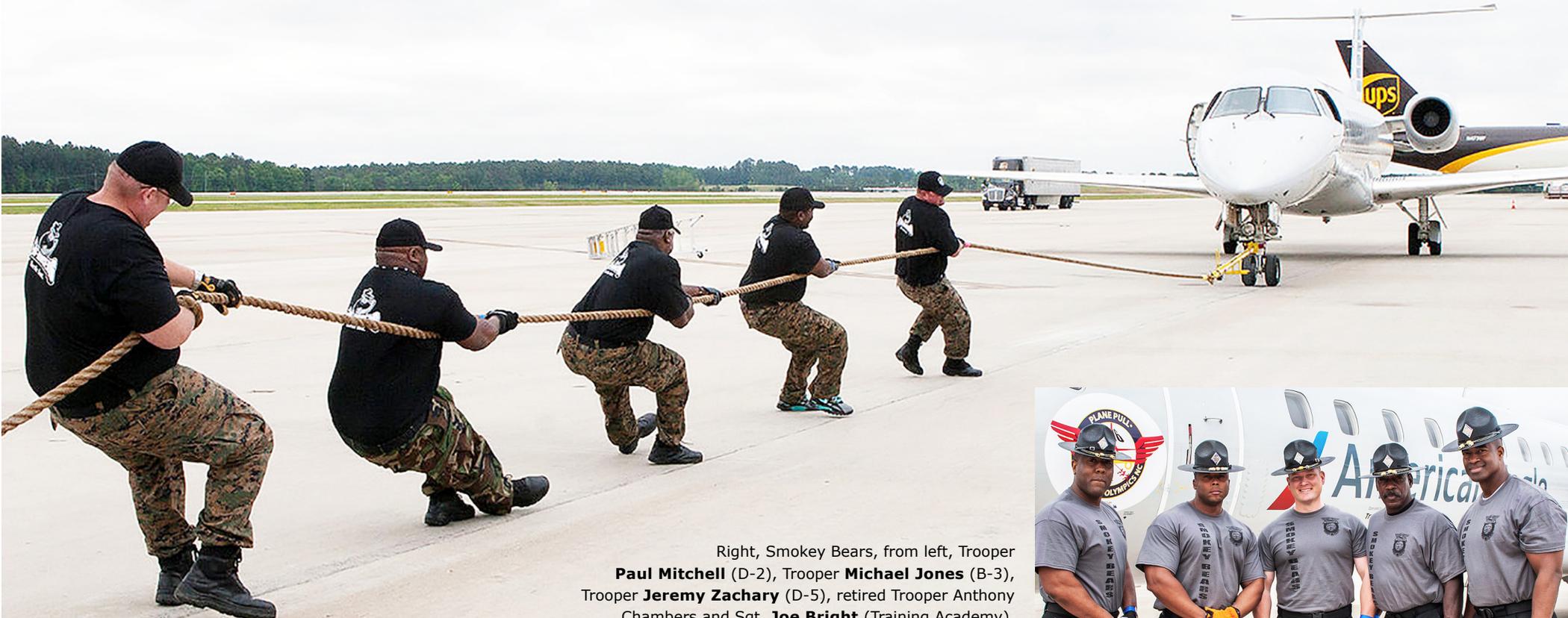


Jet pull champs

The Enforcers, a team from Bertie Correctional Institution, was the grand champion in the annual plane pulling fundraiser for Special Olympics at Raleigh-Durham International Airport on April 30. The Enforcers pulled an American Eagle jet 25 feet in 7.85 seconds, more than 0.2 second faster than the second place team, the Smokey Bears from the State Highway Patrol.

The Enforcers, from left, Capt. **Kevin Staton**, Capt. **John Swain**, Sgt. **Timothy Sanders**, Correctional Officer **Rochelle Gaskins** and Sgt. **James Leigh**. (Photos courtesy of Special Olympics of North Carolina.)

Tell me something good



Right, Smokey Bears, from left, Trooper **Paul Mitchell** (D-2), Trooper **Michael Jones** (B-3), Trooper **Jeremy Zachary** (D-5), retired Trooper Anthony Chambers and Sgt. **Joe Bright** (Training Academy).





Speight to oversee juvenile facility operations

RALEIGH | **James W. Speight** of Wilmington is the new director of juvenile facilities operations. He most recently was director of the New Hanover Juvenile Detention Center in Castle Hayne.

In his new role, Speight is responsible for the management and operational supervision of four youth development centers, six state-operated detention centers, transportation and administrative services, along with monitoring of standards for two county-operated detention centers. These facilities provide

for the secure treatment and safe welfare of adjudicated and detained youths across the state.

“Jim brings with him to this position knowledge and close to 25 years’ worth of experience in working with the juvenile population,” said *William Lassiter*, deputy commissioner for Juvenile Justice. “He also brings a passion for helping some of our state’s most vulnerable youths, with the public’s safety in mind.”

Speight has worked as director of New Hanover Regional Juvenile

Detention Center for a total of 21 years. In addition, he served as state-wide manager of detention services from September 2010 until July 2013.

Prior to his service with Juvenile Justice, Speight worked for seven years with the Department of Correction, spending much of that time as a probation officer.

Speight, a Kinston native who lives in Wilmington, earned a bachelor’s degree in criminal justice/sociology from the University of North Carolina at Wilmington. ▴

Thomas named new Central Prison warden

RALEIGH | **Edward Thomas** is the new warden at Central Prison.

He replaces former warden *Carlton Joyner* who was recently promoted to deputy director of prisons for auxiliary services. Thomas has been Central Prison’s associate warden for operations since 2014.

A 24-year corrections veteran who began his career as a correctional officer at Central Prison in 1992, Thomas has also been a training specialist and internal affairs captain at Central Prison. He has also been a disciplinary hearing officer and chief of Disciplinary Services for the state prison system.

At Central Prison, he oversees a staff of approximately 1,400 employees who supervise nearly 900 inmates.

Central Prison houses the specialized male populations in the state prison system, including death row and safekeeping. It is the admission center for inmates serving sentences 20 years or longer and is home to a 120-bed hospital and a 216-bed mental health facility. ▴





NCNG team Army's best tank crew

'When they called us up there ... it was a surreal moment.'

From MilitarySpot.com
FORT BENNING, Ga. | After a shoot-off among five crews, a team from Southern Pines earned the right to be called 2016 Best Tank Crew in the Army on May 6.

"Old Hickory," a combat team from the 1st Battalion, 252nd Armor Regiment, 30th Armored Brigade of the North Carolina National Guard, won the Sullivan Cup. The victory surprised Spc. Brandon Sinor, loader for the "Old Hickory" crew.

"When they called us up there ... we were nervous, hearts were racing — it was a surreal moment," said Sinor, whose crew fought off 16 other crews for the title.

CONTINUE READING

Print Plant wins awards

CHARLOTTE | Correction Enterprises' Print Plant won three top awards that recognize excellence in the graphics industry in North and South Carolina.

The plant won two Best of Category Awards and one Special Judges Award. Only one Best of Category is given in each category.

Winners were announced during the 2015 PICA Awards Banquet in Concord.

The Printing Industry of the Carolinas (PICA) Awards competition is one of the largest printing contests in the nation. This year, the PICA awards attracted more than 630 entries from 47 printing companies, along with more than 125 entries from five graphic arts high schools and seven college graphic arts programs from across the Carolinas.

Each entry was judged on its own merit in a category with similar printed pieces. The judging criteria included registration, crossovers, clarity and neatness, sharpness of halftones and line drawings, richness and tonal qualities of color, paper and ink selection, ink coverage, difficulty of printing, effective contrast or softness, finishing, bindery and overall visual impact. ▴



Honor students

Named honor students in recently graduated Basic Correctional Officer classes were **Vittotio Sutton** of Neuse Correctional Institution, **Elizabeth Engle**, Craven Correctional Institution and **Allen Tran** of Lincoln Correctional Center.

CONTINUED FROM PAGE 15

Going into the shoot-off on the morning of May 6, the Old Hickory team was in first place, followed by four others. Sinor, who competed two years ago with one of his teammates, said the competition was more challenging this year.

“We came in this thinking we may know a little of what’s going to go on, but this year they completely rearranged the competition,” Sinor said. “They made it 100 times better and 100 times more organized.”

The win marks a notable year for the National Guard, with a National Guard team winning the Best Ranger Competition in April and now capturing the Sullivan Cup title in May.

“To be in the National Guard and to win this, it’s amazing,” said Sinor, who said the win shows that the National Guard is prepared to compete.

Retired Gen. Gordon Sullivan said the competition supports readiness, a top priority of Gen. Mark Milley, Army chief of staff.

“Together, the Armor School is answering the demand from the chief to raise the readiness level of the United States Army, and everyone involved here at Fort Benning and elsewhere should be very, very proud of what’s gone on here this week,” Sullivan said. ▴

‘Move over’ not just a suggestion

The State Highway Patrol is hoping to get more people aware of and complying with North Carolina’s law that requires motorists not to drive closely to vehicles stopped on the side of the road, especially law enforcement, emergency responders and construction.

“In the last six months, we’ve had two troopers struck from behind,” Sgt. **Michael Baker** told a reporter for WNCN-TV. “Two troopers were killed in the line of duty in the past eight to 10 years.”

Matthew Mitchell, a trooper who was critically injured by a vehicle that did not move over, [told his story to WNCN](#), which reported it in a recent newscast.

“You never realize how many people violate the law until something like this happens,” Mitchell said in the report.

In September 2012, Mitchell stopped a driver and was issuing a citation for a stolen tag and driving without insurance.

“I was standing on the driver’s side window explaining the ticket and I just got hit,” he said. “I don’t remember anything after that point.”

Troopers say the car was traveling about 50 mph when the front passenger side of the vehicle slammed into Mitchell. The impact threw him nearly 90 feet. The driver told troopers she had a lot on her mind and just didn’t see Mitchell or his flashing blue lights.

He spent 12 days in a coma. His family was told that he had less than a 1 percent chance of survival, and that if he did survive he would “be a vegetable.” But Mitchell proved them wrong, and faced a long road to recovery. Mitchell eventually returned to work.

In April, two N.C. Department of Transportation workers were hit by a driver who was later charged with violating the “move over law.”

WNCN reported that last year 2,800 people were charged in North Carolina with violating the “move over” law. The violation is punishable by a \$250 fine plus court costs. If a serious injury or death results from the violation, it is a Class I felony with a \$500 fine and six-month license suspension.

Many drivers plead ignorance if they are caught violating the law.

“I dare to say that nine out of 10 people I’ve stopped for a move-over violation, say, ‘Trooper, I didn’t know it was the law,’” Baker said.

It’s the reason Trooper Mitchell shares his story. ▴



Trooper
**Matthew
Mitchell**

The car was traveling about 50 mph when it slammed into Mitchell.



Soldiers rescue teen girl from assault

A Kings Mountain mother in April personally thanked a group of N.C. National Guard soldiers who intervened to save her teenaged daughter from an alleged sexual attack. The soldiers were training inside the Kings Mountain NCNG facility when they heard screams on the outside and ran to the girl's rescue. The suspect was restrained and police charged him with second degree sexual offense and sexual battery. (Photo and information from Fox46 News.)

Simmons banged on a window to awaken anyone who may have been in the house.

Correctional officer alerts man to house fire

TILLERY | Correctional Officer **Clifton Simmons** of Caledonia Correctional Institution saved a Halifax County man from the lethal threat of flames that were burning his house in the early morning hours of April 29.

Upon seeing the fire on the front side of the home of Ed Outland on his way to work, Simmons banged on a window to awaken anyone who

may have been in the house.

"I knocked on the window and told him to run out the back since the porch was on fire," Simmons said.

Outland said he went out the back door to grab a hose in an attempt to put out the flames, but the fire had spread by then.

"I would be burnt up if it wasn't for this gentleman," Outland said. ▴

Nurse's skilled response saves inmate's life

TILLERY | Responding to a medical emergency in the Caledonia Correctional Institution's recreation yard on May 9, Lead Nurse **Patricia Coburn** found an inmate was having a heart attack, was unresponsive and not breathing. Coburn immediately began CPR and used a defibrillator to revive the inmate, who was then taken to the prison's medical unit.

The inmate became responsive

and began talking before 911 responders arrived.

Caledonia CI Nurse Manager **Sharon Arquilla** said Coburn's actions saved the inmate's life.

"He assuredly would not have survived if not for this rapid intervention," she said. "He had sudden cardiac arrest, and without this immediate treatment, he would no longer be alive, but instead he is recovering nicely." ▴

'He assuredly would not have survived if not for this rapid intervention.'



Career Day interview

Sgt. **Jeremy Shaver**, above, and Correctional Officer **Autraya Smith** of Craven Correctional Institution participated in a Career Day on April 22 at Graham A. Barden Elementary School. Students interviewed them about their jobs and several parents inquired about the jobs and how to apply because they or family members were looking for a career. The officers also handed out DPS cups and pens to the youngsters. The event was reported as a great success.

(Photo by Correctional Officer Autraya Smith.)



Agreement expands academic opportunities

Adult Correction and Juvenile Justice employees have gained additional opportunities for learning that can help them advance their careers.

A recently signed agreement between DPS and Kaplan University offers education designed to not only boost overall job performance, improve career development and enhance personal well-being, but underscores DPS's continued commitment to its employees.

Under the agreement, ACJJ employees have these incentives to take advantage of the Kaplan University educational opportunities:

- ▶ Year-round access to criminal justice programs and other online academic offerings.
- ▶ Heavily discounted tuition rates, no-cost textbooks and no technology fees.

- ▶ 17 quarter credits for the satisfactory completion of the 160-hour Basic Correctional Officer course.
 - ▶ 4 quarter credits on the satisfactory completion of the 80-hour General Instructor course, administered through the Office of Staff Development and Training.
 - ▶ Experiential learning credit can be awarded based on life experience and/or military service.
 - ▶ Transfer credit can also be awarded based on successful completion of open courses and transcript evaluation.
- Beginning June 1, detailed information will be available on the College Credit Program webpage on the OSDT portion of the [DPS website](#).

Above left, Scott A. Kilgore, left, Kaplan University senior vice president of strategic relations, presents a certificate commemorating a partnership with the Department of Public Safety to **W. David Guice**, DPS commissioner of Adult Correction and Juvenile Justice. Above right, **JR Gorham**, left, director of special projects, watches them sign the agreement.



Graduates of firearms instructor training

The Office of Staff Development and Training recently trained a group of employees to be certified firearms instructors, giving them an understanding of the use of force as it pertains to firearms, as well as range safety, legal considerations, handling medical emergencies on the range, and conducting the required courses contained in the firearms lesson plans. The course thoroughly explained the policies and procedures that are set forth by the agency in dealing with the use of firearms, and included a written exam and an evaluation of proficiency in range conduct safety. The training was conducted at the North Carolina Justice Academy in mid-April. From left are **Timothy Hopkins**, Community Corrections District 19A; **James Brown**, Randolph Correctional Center; **Stephanie Miller**, Alexander Correctional Institution; **Trey Holcombe**, Community Corrections District 19A; **Brad Coggins**, Southern Correctional Institution; **Jeff Lux**, State Bureau of Investigation; **Lisa Robinson**, Office of Staff Development and Training; **Charles Medlin**, Warren Correctional Institution; **Luther Ray**, Community Corrections District 27; **Robert McDonald**, Brown Creek CI; **Michael Robichaux**, Community Corrections District 26; **Teddy Morton**, Forsyth Correctional Center; **Steven Eudy**, Community Corrections District 26; **Darrick Philemon**, Lanesboro Correctional Institution; and **John Dies**, Craggy Correctional Center.

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.

Guice speaks at alma mater

MARS HILL | **W. David Guice**, commissioner of Adult Correction and Juvenile Justice, spoke to a senior seminar class on “Race/Ethnicity and Crime” on April 12 at Mars Hill University.

In addition to students from Mars Hill University, the audience included representatives from community partners and criminal justice agencies throughout western North Carolina.

Dr. Barbara Sims, professor of criminal justice, said she invited commissioner Guice, a 1979 graduate of Mars Hill, to speak on issues related both to corrections and to juvenile justice, two major components of the U.S. criminal justice system.

Among other topics, Guice addressed the need for people in the criminal justice system to listen, to seek solutions for ongoing problems in criminal justice and to approach their jobs with the knowledge that the goal is “for those people in our system to leave.”

“If we want to make change, we have to do things differently than we have in the past,” he said. “That’s the business that we’re in, giving folks a hand and a way up and out of a situation that they find themselves in.” ▴

If we want to make change, we have to do things differently than we have in the past.

P R O M O T I O N S

In April 2016

Name, new job title, location

John Adam, corrections management services, Purchasing, Section 1
Debra Adams, medical records assistant IV, Wilkes Correctional Institution
Jesse Artis, sergeant II, Central Prison
Simonette Attiogbe, professional nurse, N.C. Correctional Institution for Women
Chaka Bailey, chief probation and parole officer, Community Corrections District 6
Toni Banks, lieutenant II, Marion Correctional Institution
Bradford Bannerman, assistant superintendent for programs II,
N.C. Correctional Institution for Women
James Barnes, programs supervisor, Lincoln Correctional Institution
Nadine Batts, sergeant I, Nash Correctional Institution
Paul Bennett, substance abuse counselor advanced,
Swannanoa Correctional Center for Women
Evita Bizzell, office assistant IV, Johnston Correctional Institution
Jerome Boyette, facility maintenance supervisor IV, Facility Management-Goldsboro
Daniel Brame, correctional housing unit manager II, Warren Correctional Institution
Scott Broadway, correctional food service manager I,
Avery-Mitchell Correctional Institution
Charnyka Brooks, programs supervisor, Harnett Correctional Institution
Michael Cahoon, housing unit manager I, Caledonia Correctional Institution
Ronald Carter, food service manager I, Central Prison
Lisa Cox, assistant V, State Highway Patrol
David Cross, HVAC technician, Facility Management-Eastern Region
Joyce Crotts, personnel technician I, Foothills Correctional Institution
John Davis, assistant superintendent I, Randolph Correctional Center
Michael Ditta, assistant superintendent II, New Hanover Correctional Center
Joel Dunn, sergeant I, Morrison Correctional Institution
Donald Eddins, accountant, Controller-Accounting
Thomas Elder, personnel analyst II, Human Resources – Raleigh Employment Office
Irish Fajardo, food service officer II, Central Prison
Joe Faulkner, facility maintenance supervisor II, Facility Management – Eastern Region
Kenya Faulkner, officer II, Central Prison
Tia Fields, sergeant I, Bertie Correctional Institution
Michael Flagg, sergeant I, Piedmont Correctional Institution

Robert Gentle, maintenance mechanic IV, Southern Correctional Institution
Dustin Goins, sergeant II, Alexander Correctional Institution
Shaun Gooler, sergeant I, Pender Correctional Institution
Kim Gray, behavioral specialist I, Piedmont Correctional Institution
Marshal Griffin, career coordinator, Adult Correction – Career Coaching
Ronnie Gwaltney, food service officer II, Alexander Correctional Institution
Susan Hardister, correctional officer II, Lanesboro Correctional Institution
Dexter Harris, sergeant I, Bertie Correctional Institution
James Harris, captain I, Franklin Correctional Center
Ned Harrison, assistant unit administrator, Dobbs Youth Development Center
Tommie Hedgepeth, sergeant I, Franklin Correctional Institution
Daniel Huthmacher, law enforcement supervisor, Alcohol Law Enforcement
Chevelle Hytower, substance abuse program administrator, Pender Correctional Institution
Anita Jarvis, processing assistant IV, Bertie Correctional Institution
Alvin Laws, training coordinator I, Office of Staff Development & Training – Eastern Region
Talena Lee, programs director I, Nash Correctional Institution
Michele Lowry, youth services behavioral specialist, Dobbs Youth Development Center
David Major, personnel technician II, Prisons Triangle Region
David May, assistant superintendent II, Greene Correctional Institution
Stephanie Miller, housing unit manager I, Alexander Correctional Institution
Israel Morrow, law enforcement supervisor, Alcohol Law Enforcement
Belinda Murray, juvenile court counselor, Juvenile Justice District 19
Toby Myrick, sergeant I, Southern Correctional Institution
Steven Niday, lieutenant I, Piedmont Correctional Institution
Kristie Nixon, social worker II, Southern Correctional Institution
Robert Phillips, programs supervisor, Swannanoa Correctional Center for Women
Chloe Pittman, food service officer I, Swannanoa Correctional Center for Women
Eric Pittman, lieutenant I, Caledonia Correctional Institution
Harold Presley, sergeant I, Sanford Correctional Center
Robert Price, programs supervisor, Sanford Correctional Center
Chandra Ransom, facility superintendent I, Randolph Correctional Center
Michael Reed, housing unit manager II, Polk Correctional Institution
Tonya Rollins, sergeant II, Pasquotank Correctional Institution
Michael Roomian, housing unit manager II, Lanesboro Correctional Institution
Debra Rowe, programs supervisor, Johnston Correctional Institution

CONTINUE READING

RETIREMENTS

In April 2016

Name, job title, location, service (y=years, m=months)

Harold Abernethy, mechanic II, State Highway Patrol Troop F Garage, 37y
Yvonne Allen, professional nurse, Central Prison Health Care, 5y
Geraldine Brown, office assistant IV, State Highway Patrol 10, 11y6m
George Childress, food service manager I, Avery-Mitchell Correctional Institution, 29y4m
Carolyn Cline, professional nurse, Craggy Correctional Center, 6y3m
Christopher Cook, trooper (master), Executive Protection, 27y20m
Hubert Cox, sergeant, State Highway Patrol Troop C District 5, 23y
Linda Crawford, office assistant III, Adult Correction – DART/CRV, 15y1m
Randall Ferguson, correctional officer I, Avery-Mitchell Correctional Institution, 17y1m
James Finley, correctional officer I, Craggy Correctional Center, 22y7m
Regina Fogg, educational/developmental aide II, Dillon Youth Development Center, 15y5m
John Fox, sergeant, State Highway Patrol Troop F District 4, 26y10m
Furman Gause, correctional officer I, Tabor Correctional Institution, 6y3m
Wallace Gibbs, probation/parole officer, Community Corrections District 2, 37y
Carl Haire, probation/parole officer, Community Corrections District 30, 17y
Dixie Harris, administrative services manager, Prisons Administration, 22y7m
Donald Harris, probation/parole officer, Community Corrections District 14, 25y3m
Rufus Hayes, programs supervisor, Harnett Correctional Institution, 21y5m
Keith Horton, sergeant I, Piedmont Correctional Institution, 19y3m
Larry Huggins, social work program director, Prisons Mental Health Services, 31y7m
Eddie Hughes, programs supervisor, Caswell Correctional Center, 27y7m
Randy Hyatt, correctional officer I, Craggy Correctional Center, 14y4m
Rodney Kelley, correctional officer I, Southern Correctional Institution, 19y11m
Erma King, administrative secretary II, Prisons – Rehabilitation Programs, 28y7m
Michael McLamb, first sergeant, State Highway Patrol Troop D District 5, 21y7m
Milton McLamb, shipping/receiving supervisor I, Purchasing & Logistics, 16y
Gwendolyn Messner, processing assistant IV,
Office of Staff Development & Training, 12y2m
James Morgan, training Instructor II, Office of Staff Development & Training, 27y
Tammy Naylor, judicial services coordinator, Community Corrections District 4, 25y9m
William Nooney, maintenance mechanic IV, Pasquotank Correctional Institution, 19y5m
Anthony Parrish, first sergeant, State Highway Patrol Troop B District 5, 25y10m

Gloria Plavec, accounting technician, Controller - Accounting, 11y4m
Karen Price, psychological services coordinator, Prisons Mental Health Services, 27y5m
Carol Ray, personnel assistant V, Human Resources – Raleigh Region, 9y7m
Dale Robertson, correctional officer I, Prisons – Central Region, 33y9m
Charles Rosser, correctional officer I, N.C. Correctional Institution for Women, 7y
Hubert Scott, correctional officer I, Lumberton Correctional Institution, 22y
Lanny Silver, correctional officer I, Avery-Mitchell Correctional Institution, 8y8m
Michael Smith, captain I, Caledonia Correctional Institution, 28y4m
Pamela Starling, processing assistant IV, Prisons Triangle Region, 10y2m
Randy Steele, correctional officer I, Brown Creek Correctional Institution, 24y11m
Darrell Taylor, correctional officer I, Pender Correctional Institution, 16y7m
Judy Taylor, nurse consultant, Juvenile Justice Education and Health Services, 20y8m
Deborah Tinsley, supervisor II, Correction Enterprises - Pender, 11y2m
Oliver Washington, administrator, Warren Correctional Institution, 31y6m
William Webb, correctional officer I, Caledonia Correctional Institution, 28y11m
Anne Wells, program assistant IV, Parole Commission Case Review, 25y
Earl Williams, correctional officer I, Columbus Correctional Institution, 8y
Gloria Williams, sergeant I, Hyde Correctional Institution, 19y6,
Laverne Woods, correctional officer I, Dan River Prison Work Farm, 12y2m
Linda Wright, supervisor II, Correction Enterprises - Pender, 7y
Pamela Yelton, correctional officer I, Avery-Mitchell Correctional Institution, 17y1m

PASSINGS

In April 2016

Richard Brenner, probation/parole officer, Community Corrections District 19A, 26y6m
Martin Deaton, sergeant I, Albemarle Correctional Institution, 18y9m
Jeffrey Lambert, correctional officer I, Brown Creek Correctional Institution, 2y11m
Gary Paul, correctional officer I, Harnett Correctional Institution, 3y4

SECURITY SENSE

Password Q&A:

Authentication goes mainstream

For years, experts have bemoaned the weakness of password-based security. Now, it appears multi-factor authentication is making genuine inroads in both private industry and government agencies. Here are some answers to some common questions about this better security mousetrap.

Q: *What's wrong with passwords?*

A: In theory, nothing. In the real world, though, it's another story. Too many computer users create easily-guessed passwords, or write them down, or share them with others. And computer processing speeds have increased to the point where "brute-force cracking" — simply guessing every possible password — is quite feasible for attackers.

Q: *What exactly is multi-factor authentication?*

A: This practice combines two or more independent credentials: Something the user knows (such as a password); something the user has (such as a security token); and, often, what the user is (biometric verification).

Q: *How is it superior to passwords?*

A: The goal is to create a layered defense, making it more difficult for an unauthorized person to access a target such as a physical location, a computing device, a network or a database. If one factor is compromised or broken, the attacker still has at least one more barrier to breach before successfully breaking into the target.

Q: *What are a few examples?*

A: The best known example is the way you access your ATM; doing so requires something you have (your card) and something you know (your PIN or password). These days, some high-security facilities require employees to swipe a card, have their fingerprint scanned, and answer a security question in order to gain access. ▀

PROMOTIONS continued from page 20

Felix Saez Capo, sergeant I, Warren Correctional Institution
Jeremy Sams, sergeant II, Alexander Correctional Institution
Sarah Sanderson, sergeant I, Pender Correctional Institution
Michael Sise, food service officer II, Scotland Correctional Institution
Lalet Smith, food service officer II, N.C. Correctional Institution for Women
Sudie Smith, personnel technician III, Human Resources - Eastern Carolina
Sharon Southard, personnel technician III, Human Resources - Western Foothills
Jere Spaun, HVAC supervisor I, Southern Correctional Institution
Corie Spruill, office assistant IV, Bertie Correctional Institution
Joshua Srail, sergeant I, Brown Creek Correctional Institution
Mark Stancil, sergeant I, Marion Correctional Institution
Nelson Stevens, sergeant I, Neuse Correctional Institution
John Stiles, sergeant II, Marion Correctional Institution
Shawn Stimson, sergeant I, Nash Correctional Institution
King Stratford, probation/parole officer, Community Corrections District 27
Jodie Strickland, programs director II, Central Prison
Shannon Strickland, case analyst, Piedmont Correctional Institution
Raymond Suarez, sergeant I, Bertie Correctional Institution
Jazzmin Sutton, probation/parole officer, Community Corrections District 15
Jenny Tadie, lieutenant II, Alexander Correctional Institution
Howard Tate, lieutenant II, Marion Correctional Institution
Caroline Taylor, personnel assistant V, Pamlico Correctional Institution
Curlena Taylor, housing unit manager I, Nash Correctional Institution
Latoya Thomas, administrative secretary III, Adult Correction - Combined Records
Rebecca Townsend, youth counselor technician,
Stonewall Jackson Youth Development Center
David Wall, chief court counselor II, Juvenile Justice District 19
Kenneth Washington, sergeant I, Caledonia Correctional Institution
Jennifer Webb, housing unit manager I, Nash Correctional Institution
Jarquelia Whitaker, correctional officer II, Central Prison
Danyel Williams, administrative assistant II, Prisons Administration
Victoria Wise, processing assistant IV, Correction Enterprises - Marion Sewing
Justin Wood, correctional officer II, Foothills Correctional Institution