



# The CCPS All-Points Bulletin

**Mission: To reduce crime, enhance public safety and assist victims throughout North Carolina.**

June 2010

## Message from the Secretary



Near record temperatures in late June did not dampen the enthusiasm and participation of the 115 cadets attending the N.C. Wing Civil Air Patrol Encampment in Butner. Held at the N.C. National Guard's training center, the weeklong camp offers these boys and girls challenging and exciting activities and learning experiences.

Chief Deputy Secretary Rudy Rudisill and I had the pleasure to meet with these cadets one day and see the training up close. First-aid and CPR were taught along with land navigation skills including flight-line marshalling, communications between ground

personnel and airborne aircraft, and how to use compasses and signal mirrors. Agents with the Division of Alcohol Law Enforcement also provided firearms training.

Other activities during the week included an obstacle course, rappelling provided by the Federal Bureau of Prisons Special Operations Team, firefighter training from Butner Public Safety, classroom exercises and learning to live, eat and bivouac with fellow cadets from across the state.

It's a fantastic program, and I extend kudos to the Civil Air Patrol and its many dedicated volunteers for making this experience a reality for the cadets. The Civil Air Patrol is the civilian auxiliary of the U.S. Air Force and they do an outstanding job. I also want to commend the National Guard for hosting the encampment and for housing and feeding all the participants. Great job to all!



*Reuben Young*

## ***Congratulations!***



*The following employees were promoted:*

Administration: **Marsha Overby**

State Highway Patrol: **Timothy Cason, Neil Denman, John Ivarsson, Lee Johnson, Mark Little, Larry Respass, Roger Smith**

and **Charles Ward**

N.C. National Guard: **Traci Langdon**

Emergency Management: **Nicholas Burk**

*The following employees celebrate significant service milestones in their state careers:*

### 25 years

Emergency Management: **Elaine Wathen**

State Highway Patrol: **Brenda Drake** and **Vikki Kinsland** (Troop G), Fst. Sgt. **Jeffrey Burgin** (Troop H) Sgt. **Herman Bisette** (Troop C) and **Michael Creech**

### 20 years

State Highway Patrol: Lt. **Teia Poulin**



## ***Comings and Goings***



*Welcome to our new employees:*

State Capitol Police: **David Blackwelder, Thomas Cagle, Patrick Ford, LaShanda Langley** and **Gregory Pawluk**

State Highway Patrol: **William Best, James Launis** and **Floyd Woodley**

*Best wishes to our recent retirees:*

State Highway Patrol: **Brenda Barbee, Glenda Hall\*** (\*Hall retired May 2010)

## **In Memoriam**

Administration: Deputy Secretary **Marvin Waters**



## ***From the Desk of Staff Development***

***By Terri Butler***



### **Performance Management**

It's interim review time! How are we performing this year so far?

The interim review provides the opportunity for the supervisor to informally review the employee's progress in meeting the expectations established for each key responsibility. Interim reviews are to be conducted between July 1 and Aug. 15.

*Don't just meet a deadline, beat it! Don't arrive on time, be early! When asked to complete a task, go above and*

*beyond what is expected.*

### ***Supervisor Corner***

"I never hear anything when I've done a good job but I always hear when I make a mistake." Sound familiar? All too often this is the perception of employees when reflecting on feedback they've been given in the workplace. We can change that perception by acknowledging and recognizing employees' contributions on an ongoing basis. That is the "managing" part of the performance management process. This is a good time to think about setting up informal meetings with the employees who report to you on a regular basis to review and discuss their performance.

### ***Employee Corner***

Each week take a little time out, perhaps 15 minutes, and do a review of your previous week. Identify what helped you to perform tasks better. Maybe your energy was higher, you felt very motivated, or you might have felt rested. It's from these things that you'll learn the most about how to improve your own personal performance. Evaluate how you are going to approach the next week and what specifically you're going to implement. Listen to performance feedback and focus on how you'll strive to be the best you can be.

### **Training**

Check out upcoming course offerings on the Training link of the **Human Resources** web page. You will find the most recent course calendar containing courses offered through the Office of State Personnel and Crime Control and Public Safety leadership courses.

### ***Upcoming CCPS Courses***

#### **Performance Management (Supervisors/Managers with direct reports)**

Tuesday, July 13  
8:30 a.m. – 4 p.m.

State Highway Patrol Training Academy, Building 4, Room 2  
Facilitator: Terri Butler, [trbutler@nccrimecontrol.org](mailto:trbutler@nccrimecontrol.org)

**Leadership Level 100: Basic Leadership Training (First line supervisors)**

Wednesday – Friday, July 28–30

8:30 a.m. – 4 p.m.

State Highway Patrol Training Academy, Building 4, Room 2

Facilitator: Terri Butler, [trbutler@nccrimecontrol.org](mailto:trbutler@nccrimecontrol.org)

Course descriptions and the course registration form for the above courses can be found on the Human Resources/Training link. Leadership Level 100 is a mandatory course for first line supervisors.

---

***Time to Renew Your GoPass***  
***Some State Employees are Riding the Bus for Free!***

If you currently have a GoPass, it's time to renew it. Old passes expire midnight, July 14. New passes take effect Tuesday, July 15.

If you don't have one, you can receive the GoPass by filling out the attached form and sending it to Robynne McCrary, CCPS's parking coordinator. She is located on the second floor of the Archdale Building, fiscal section. Robynne can be reached at (919) 733-2193 ext. 261.

For the past three years, CCPS employees have been able to ride Triangle Transit or Capital Area Transit routes for free with a GoPass.

Triangle Transit's effort is to encourage employees to leave their cars at home and take the bus to work. The GoPass is good anytime, not just to and from work.

Triangle Transit states that their mission is to improve our region's quality of life by connecting people and places with reliable, safe and easy-to-use travel choices that reduce congestion and energy use, save money, and promote sustainability, healthier lifestyles and a more environmentally responsible community.



You can learn more about how to ride by going to the Triangle Transit's web site:  
<http://triangletransit.org/bus/ride-guide/>

# Employee Spotlight

From eight to five, the unassuming **Blake Taylor** works in an out-of-the-way, quiet office in the fiscal section of the N.C. Department of Crime Control and Public Safety. He spends his day processing invoices, sorting checks, stamping and logging the mail and scanning fiscal documents. When five o'clock comes, it's a different story. He heads straight to the gym to practice Muay-Thai, a form of kick-boxing, and Jiu Jitsu, methods of throwing, trapping, joint locks and holds. Taylor plans on being a pro-fighter in his free time.

"This isn't anything like karate or Tae Kwon Do – not even close," Taylor said.

After 10 months of vigorous training, Taylor competed in his first amateur Mixed Martial Arts competition in Hampton, Va. on June 19. He knocked his opponent out cold in the second round and won the event.



**Blake Taylor**

Taylor grew up in Bailey, a small town just east of Raleigh. He said that although there wasn't much to do in Bailey, he always remembers being active. While playing baseball in middle school, his coach, who was also the high school wrestling coach, suggested he start practicing with the high school team to guarantee him a spot two years down the road. Although he said he was, "getting wupped," he enjoyed being a part of the team.

"I went out and fell in love with the sport, competed year-round. There was never an off season for me. I didn't want time off. It was what I did for fun and it was where my friends were."

Initially, his parents were concerned about Taylor getting hurt. "They were iffy at first, but they came to every wrestling meet in high school and college."

"You couldn't point fingers to anyone else," Taylor said. "You got the credit for when you won, and you had to man-up when you lost."

Taylor said he never wanted to take mixed martial arts seriously. However, last August, he was lifting weights at the gym when he realized getting in shape was not

enough. A number of his wrestling teammates from Appalachian State University had turned pro, and he thought he could become competitive, too. He met a pro-fighter who took Taylor under his wing. Then he was introduced to another promoter who is now training Taylor in Jiu Jitsu.



“I’ve been very fortunate to have doors open for me like that,” Taylor said. “Where I excel is the work ethic. I can smoke anyone in drilling moves, learning new combinations. Everything we do is physically and mentally straining. Your body isn’t as quick as your mind and repetition is the key to success, especially in athletics or sports. It takes 1,000 to 10,000 repetitions to get close to perfecting a move. A trainer says if you do 10,000, you own it: No time to think, just react.”

Taylor said he had no problem with the crowd of 5,000 at this past June’s competition. He said he has had wrestling competitions with larger crowds, and when the whistle blows, the crowd just disappears.

Taylor needs five sanctioned amateur fights under his belt before he can participate in a pro-fight. “The Boxing Commission has rules, too,” Taylor said. “They have to sanction the fighters.”

During the last fiscal year, the Boxing Commission (which falls under the N.C. Division of Alcohol Law Enforcement) oversaw 40 mixed martial arts events.

“When I find something I’m passionate about, I see the big picture and everything else falls into place.”

Taylor graduated from Southern Nash High School in 2003, then spent three years at Appalachian State University, majoring in political science and history. He loves politics and hopes to one day take an active role. He says it’s a dream he’s had since he was a kid.

Taylor’s first job was as a co-owner and manager of three Verizon Wireless stores. They were located in Rocky Mount, Wilson and Goldsboro. The constant staff turnover or no-shows moved Taylor to look for another job.

He started working in a temporary position for Law Enforcement Support Services in June of 2007 as a stock clerk. “I was fortunate enough for Neil Woodcock to take a chance on me,” Taylor said. In September, 2008, he accepted his current job as processing assistant in the fiscal section.

“Blake Taylor is a very dependable employee,” said Bennie Aiken, controller in the department’s fiscal section. “All of the work that is assigned to him is done quickly and efficiently.”

Taylor said that he thinks his Mixed Martial Arts training helps him do a better job at work.

“It’s difficult for me to be a peak performer in one area of my life and not in another,” Taylor said.

When he’s not throwing a punch or a kick in practice, he spends time with his parents and his older sister, or has cook-outs with his friends who are mostly from the gym. “We’re like one big family.”

##

---

The *All-Points Bulletin* is your newsletter! If you have information you would like included, please contact the Public Affairs Office at (919) 733-5027 or send e-mail to [pmcquillan@nccrimecontrol.org](mailto:pmcquillan@nccrimecontrol.org) before the 15th of each month.