



Cover story

**A NEW HOME
FOR READINESS
AND RESPONSE** page 4

SECRETARY'S MESSAGE 2

PROFILE IN LEADERSHIP 3

WALK IN MY SHOES

IT DOES TAKE A 'VILLAGE' 6
ALL ABOUT HELPING OTHERS 8
A GOOD SIGN FOR CUSTOMERS 9

**A MARCH MADNESS
OF THEIR OWN** 11

NEWS WHERE YOU ARE 13

**Promotions/retirements/
passings** 14



We celebrate the Joint Force Headquarters

*A message
from Secretary
Reuben Young*

Seven members of the N.C. National Guard were the first to be honored in a deployment ceremony on March 3 at the new Joint Force Headquarters in Raleigh. To those members of Operational Support Airlift Command, Flight

Detachment 17, we wish them the best as they serve in Afghanistan and a safe return home.

The Department of Public Safety is fortunate to have this new, state-of-the-art facility located on 18 acres off Reedy Creek Road. The building houses more than 500 civilian and military employees, mostly from the National Guard, but also from Emergency Management, the State Highway Patrol and the Department of Transportation.

This 237,000-square-foot building exemplifies the job we all do — public safety. In the first week of March, the State Emergency Operations Center was in use during the severe weather that destroyed homes in Cherokee, Cabarrus and Mecklenburg counties. The Joint Force Headquarters is designed to be the operations center for the state, with impressive up-to-date technology and energy-efficient engineering.

Congressman David Price was instrumental in providing the federal funding for the JFH, and Gov. Bev Perdue secured the necessary state funding for the construction. It is an inspiration to have a building with advanced tools to provide the best emergency response when needed.

Also, kudos to the good work this newly-consolidated agency provided last month in shutting down a dog-fighting operation in Eastern North Carolina. Alcohol Law Enforcement agents were aided by the State Highway Patrol, an Army National Guard helicopter unit and an Adult Correction dog handler, other staff and a bus. Together, the new Department of Public Safety is a stronger force in combating crime.

Thanks to all of you, whether working inside the prisons or patrolling our highways. Each of you is a valued member of the DPS team. ▀

You have spoken, and this is *On the Scene*

A message from the editor.

That's right. You — or at least a resounding majority of you who voted — said you wanted this, your newsletter, to be named *On the Scene*. And we thank you, very much so.

In terms of an election, it was a hands-down victory, with 64 percent of the votes going for the name that your newsletter now bears.

We in the Communications Office hope you enjoyed the first edition, and that you will enjoy this and future ones at least equally as well. We believe the contents justly reflect the name, because we have literally gone to where the events happened, to where people work and have talked personally with those people. In short, in the production of this newsletter, we are literally on the scene. It's our job to be where you cannot be so that, through our words and pictures, you, too, can have an on-the-scene experience of news for and about DPS employee.

Now, I offer a glance at what you'll see in the March 2012 edition of *On the Scene*:

- ▲ You have already seen the cover. That's the brand-spanking new Joint Force Headquarters and State Emergency Operations Center. Our article will tell you why it is special enough to be the cover story this month.
- ▲ As indicated last month, *On the Scene* will be featuring profiles of the top DPS leadership. Rudy Rudisill, chief deputy secretary for the Law Enforcement Division, was our first profile. This month, learn about Mikael Gross, chief operating officer.
- ▲ Our first edition also inaugurated the series "Walk in my shoes." In this edition, take a walk with a Juvenile Justice community consultant, a State Highway Patrol trooper and a supervisor at one of Correction Enterprises' plants.
- ▲ It's March Madness time, and even the employees at the Juvenile Justice youth development centers get in on the action with some therapeutic competition.
- ▲ And you'll find a wide assortment of shorter reports, including a story about an employee saving the life of her boss and another employee who founded an organization that was honored by the Raleigh Human Relations Commission.

It's for and about you, and that's why we are *On the Scene*. ▀

Profile in Leadership

Mikael Gross *Chief Operating Officer
Chief Deputy Secretary*

As chief operating officer and chief deputy secretary, **Mikael Gross** is responsible for daily operations of the N.C. Department of Public Safety.

Operations include oversight of the divisions of Adult Correction, Juvenile Justice and Law Enforcement, as well as Emergency Management and the N.C. National Guard. In the absence of Secretary Reuben Young, Gross carries out the duties and responsibilities of that office.

Prior to his appointment to Public Safety, Gross had been senior legislative counsel to the N.C. General Assembly since 2004. He provided nonpartisan advice and legal analysis to legislators, drafted legislation and coordinated budget development for the Senate Appropriations Committee.

Gross is an adjunct law lecturer at Wake Technical Community College, where he develops curriculum for law enforcement. He has also been an adjunct lecturer in political science at N.C. State University. Meanwhile, from 2004 to 2011, he maintained a private general practice in criminal and civil litigation, including juvenile law, family law, employment law, contracts, wills, estates and guardianships.

Other career experience includes:

- ▲ Director of Police Corps Training at the North Carolina Justice Academy.
- ▲ N.C. Alcohol Law Enforcement agent.
- ▲ Youth Services Officer, former Division of Youth Services.
- ▲ Brevard College chief of police.
- ▲ Site security manager for IBM's Research Triangle Park campus.
- ▲ Intern in the General Counsel's Office of Russell Corporation in Atlanta.
- ▲ Extern-Clerk at the N.C. Supreme Court.

Gross is a North Carolina native, who earned his bachelor of science degree in criminal justice at East Carolina University, master of science degree in criminal justice at the University of North Carolina at Charlotte and juris doctor degree at Appalachian School Law in Grundy, Va.

We asked Gross a few questions designed to help us get to know him.



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

“First and foremost, I want them to know that they come first! In my new role as the chief operating officer I will remain focused on the needs of the employees, their work environments, and helping them to achieve their career goals. I know that the workers in the field will make or break this agency, and my responsibility is to make sure that they have the tools they need to be successful. If the employee is successful, so is the department.”

What makes you comfortable with your job?

“My comfort level in my new position is high. I have come to know the senior leadership team and found them to all be extremely competent and well-versed in their respective areas of expertise. I think most of my comfort level comes from knowing that the employees are highly trained, very professional, and dedicated to serving the people of this state. Having a team that is experienced and knowledgeable sets the stage for success and the employees are the key!”

What do you like to do in your free time?

“In my free time I enjoy doing ‘nothing.’ While doing nothing, I like to play Xbox 360 online, watch classic movies like ‘RoboCop,’ and eat fine cuisine like Froot Loops and string cheese.”

What did you want to do when you were young?

“This is a much harder question to answer. I think I would be inclined to say a ‘jack of all trades and a master of none.’ I have worked in a textile factory, been a camp counselor, a parking lot sweeper operator, a janitor, a Domino's pizza delivery ‘Dominoid,’ a state Youth Services Officer, a state Alcohol Law Enforcement agent, an instructor at the N.C. Justice Academy, a site security manager for IBM, a chief of police, a deputy sheriff, an attorney for the N.C. General Assembly and a parent. The latter is the most challenging and rewarding of all my endeavors.

“With all of that said, I am right where I wanted to be — here with you at the Department of Public Safety!” ▲



Above, the State Transportation Operations Center keeps an eye on the major highways across the state.

Below, Gov. Bev Perdue and U.S. Rep. David Price together cut the ribbon at the dedication of the Joint Force Headquarters and State Emergency Operations Center.

A new home opens for vital operations, 24-hour readiness

RALEIGH | Nearly 300 people joined N.C. National Guard and N.C. Emergency Management to dedicate the new Joint Force Headquarters and State Emergency Operations Center in February.

The building resides on an 18-acre campus adjacent to the Claude T. Bowers Military Center, the original NCNG headquarters, off Reedy Creek Road in Raleigh. The new building is a partnership between the Guard, Emergency Management, N.C. Department of Transportation and State Highway Patrol.

“A long day in coming, we are now under one roof,” said the Adjutant General of North Carolina, Army Maj. Gen. Greg Lusk, leader of the nearly 12,000 soldiers and airmen in the NCNG.

“It makes good sense to have the primary agencies that are responsible for protecting our state to be physically located together,” said **Reuben Young**, secretary of the Department of Public Safety. “Not only is that more efficient on a daily basis, it saves precious time during emergencies

See “New Center” on page 5

JFH/EOC Factsheet

- ▲ Projected cost of project was \$53 million; \$39 million funded as an American Recovery & Reinvestment Act project and nearly \$14 million provided through state funds.
- ▲ Houses nearly 520 civilian and military employees who represent the N.C. National Guard, N.C. Emergency Management, N.C. Department of Transportation and N.C. Department of Public Safety.
- ▲ Contains the major command elements of the N.C. National Guard, both Army & Air, N.C. Emergency Management State Emergency Operations Center, N.C. Department of Transportation State Transportation Operations Center, State Highway Patrol Communications Center and the N.C. Turnpike Authority.
- ▲ Construction began July 1, 2009, and took nearly 24 months to complete.
- ▲ Building features:
 - ▷ 237,000 square feet.
 - ▷ Meets anti-terrorism force protection standards, to include a collapsible design and blast glass window construction.
 - ▷ Complete fenced security complex with full security

See “Factsheet” on page 5



Factsheet

continued from page 4

- guard and surveillance monitoring.
- ▷ 60-person command conference room, seven additional 16- to 25-person conference rooms, a distance learning laboratory classroom, and three additional training classrooms.
- ▷ Contains a Military Skills Engagement Training Range.
- ▷ Contains a mail/package rapid scan explosive/anthrax scanning system with bomb-proof containment chamber.
- ▷ 400-person concert auditorium.
- ▷ 150-person dining facility.
- ▷ Physical fitness center.
- ▷ Back-up power generators that can provide “green” power back to the grid when being exercised, and operate on a multi-fuel system.
- ▷ Contains a “green” roof with sprinkler recycle water system and water fountain feature.

Below, the situation conference and briefing room.

New Center ...

continued from page 4

and disasters.”

Doug Hoell, NCEM director, said the advantages are evident.

“With the 24-hour communications centers for Emergency Management, the Highway Patrol and DOT in one location, we already have seen a synergy and efficiency that we’ve not had before,” he said.

The facility is primarily an operations center for the state in the event of natural disasters or other emergencies.

The new building is composed of some of the most modern technologies and energy-efficient “green” engineering. Some of the features include a 400-person concert auditorium and a 150-person dining facility.

The new SEOC occupies about 43,000 square

feet, which includes a large situation briefing room, breakout rooms for each emergency function, a Joint Information Center, media briefing facility and Governor’s Hotline.

Left, the N.C. National Guard’s Minute Man statue keeps a symbolic readiness watch in front of the new center, while **Chris Tant**, right, emergency management officer, keeps a close eye and ear on incoming information.

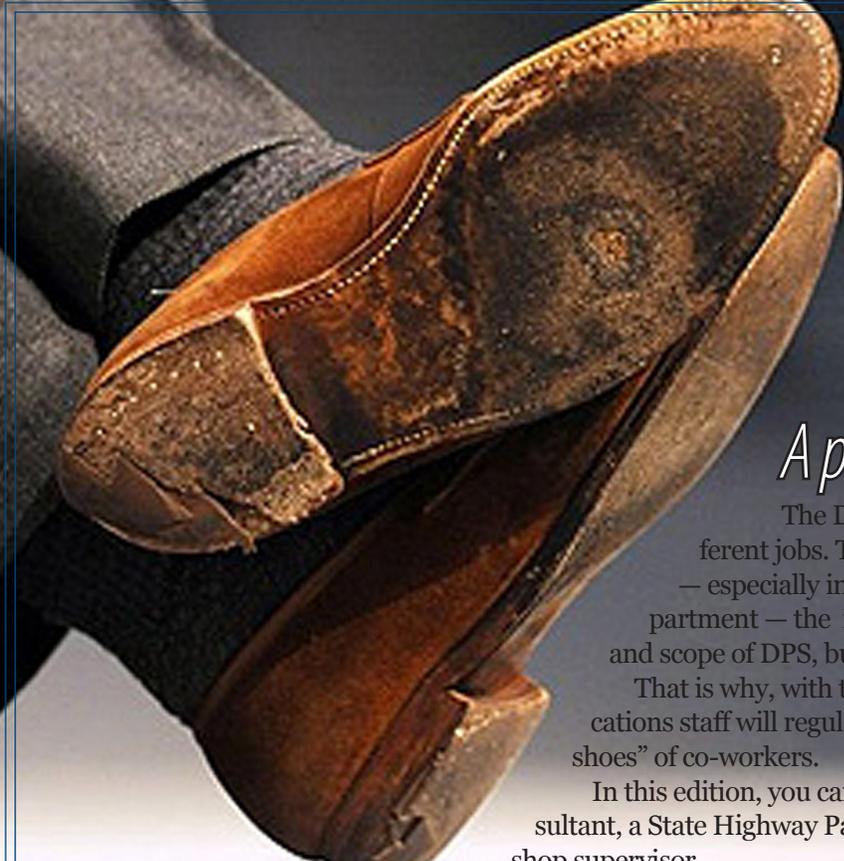


The four-story facility houses nearly 520 civilian and military employees. Construction was made possible by legislation supported by U.S. Rep. David Price and other congressional leaders through the federal American Recovery and Reinvestment Act, a stimulus package created to generate job growth, target infrastructure development and spur economic activity for long-term growth investments.

The 237,000-square-foot facility cost approximately \$53 million to build. Nearly \$39 million was supported by ARRA, with an additional \$14 million provided through state funds for the construction of critical state infrastructure in the building. Construction began on the building in July 2009 and took nearly two years to complete.

The new building further solidifies the relationship among critical state agencies. The partnership ensures that the citizens of North Carolina receive responsive and effective support during such emergencies by exercising the full capabilities of the National Guard, Emergency Management, Highway Patrol and NC-DOT. ▲





Walk in my shoes

A personal look at what we do

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

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

In this edition, you can read about a Juvenile Justice community consultant, a State Highway Patrol trooper and a Correction Enterprises sign shop supervisor.

Juvenile Justice Program Development: Right resources, right child, right time

When U.S. Secretary of State Hillary Clinton published a book titled, “It Takes a Village to Raise a Child,” she did not try to claim authorship of the title. Its source has proven to be debatable, but few people question the truth in this apparent proverb.

In fact, many people pro-actively embrace the proverb, including **Nancy Hodges**, a Juvenile Justice program development specialist. It is her job to manage a program that enables counties in a large, highly diverse swath of Eastern North Carolina to redirect at-risk young people to a life path that will be better for the youths and the “village.”

Each North Carolina county has a Juvenile Crime Prevention Council. The Juvenile Justice Division provides consultants, such as Nancy, who help guide the councils in their use of state money that is allocated for reducing delinquency and preventing crime committed by youths.

Hodges has 13 “villages,” ranging from Wake County across the northeastern quadrant of the state to the coasts of Currituck, Dare and Hyde counties. Each county has assembled an advisory panel of local professionals and concerned volunteers who map out how

Nancy Hodges

Juvenile Justice
Program Development Specialist
Eastern North Carolina

they can best use their allocations to help direct juveniles to more positive paths.

“For a long time, the mantra for addressing juvenile justice has been, ‘The right resources for the right child at the right time,’ and that is absolutely spot on,” Hodges said. “If you can do that, you can make a difference.”

Among the key indicators of a youth being at-risk of becoming delinquent are school misbehavior, poor academics, substance abuse and

See ‘Program Development’ on page 7



Program Development ...

continued from page 6

domestic discord, including family drug use and weak parenting skills. Members of the local JCPC consider the local data they have on the key risk indicators when weighing which resource provider will be awarded a portion of the state allocation.

Hodges said the process makes the providers competitive, and the competition often results in better resources.

"The council is required to ensure that the programs they fund are effective and are not duplicative services," she said. "Further, the council has to be fiscally responsible, and has to ensure that programs have adequate cash of other in-kind matches for the JCPC funds."

The process, steered by Hodges, requires intensive planning and meetings that are most effective with full participation. To publish a Request for Proposal, the council is required to evaluate the performance of the previous year's recipients, hear from all who wish to receive funds from the next allocation and decide which agencies will receive money.

Juvenile justice officials from other states that provide state crime prevention and intervention services praise North Carolina's program, Hodges said. One reason is the councils' diverse membership from the community, with representatives from law enforcement, the courts, the district attorney, the schools, mental health, public health, the faith community, juvenile justice and even youths themselves.

Another reason for the crime prevention council program's national reputation comes from the competitive nature of the funding process.

"The resource providers know that they have to continue doing excellent work in order to get continued funding," Hodges said. "Also, our program is pretty well matched, sometimes with as much as 100 percent in cash and other types of in-kind contributions."

Rather than being driven by a state agency, the county councils, with their local knowledge and vested interests, become vital partners with the state in directing and monitoring the funding, Hodges said.

"The money the agencies receive is provided from within, the programs are monitored from within, they are administered from within, and the decision as to whether to continue to fund an agency is made from within," she said.

Because the General Assembly provides the allocations, it expects and receives comprehensive annual and intermittent reports on how effectively the money is being used. For the current fiscal year, the statewide JCPC funding allocation totaled more than \$21 million. It was \$2.1 million for Hodges' 13 counties – Beaufort, Camden, Chowan, Currituck, Dare, Gates, Hyde, Martin, Pasquotank, Perquimans, Tyrrell, Wake and



Prior to a regular meeting, Martin County Juvenile Crime Prevention Council members Willie Peele, left, former Martin County Schools superintendent, and Jeremiah Jackson Sr. of Smithwick Chapel Enrichment Program, work with **Nancy Hodges**, right.

Washington. The size of a county's population largely determines its allocation.

The small counties "do a great deal with what little they get," Hodges said.

"They have an array of services in the local community that makes sense for that community. It's a great process, and other states would love to figure out how to do it in their own states."

Hodges entered her job with a heart for troubled youths that she recognized in herself as early as high school. She earned a bachelor of science degree in education from East Carolina University. She has worked with developmentally challenged children and adults, and was a cottage supervisor in a faith-based group home.

"I felt drawn to it," she said. "My nature is social work; I'm a helper."

Before moving from direct work with youths to the in-direct side of the same services with the state, Nancy was a program manager for a northeastern North Carolina temporary shelter that was funded under the former Community Based Alternatives program.

Nancy said her previous career prepared her well for her regional work with locally-focused advocates and service providers for troubled youths.

Noting that about 4 percent of the state's children are the primary focus of the JCPC service providers, she spelled out the bottom line of her job: Keep children who are in the system from penetrating that system any further by redirecting their negative behavior. For children who are at risk, keep them from coming into the system in the first place.

"We have a unique and wonderful opportunity to really make a difference, because this is important work," she said. "We have the added advantage of being able to work with volunteers who are uniquely interested in this group of kids. It's a real community effort." ▀

Trooper: Highway Patrol all about helping others

GREENSBORO | Being a State Highway Patrol officer is all about helping others, according to Trooper **Greg Ingram**, a Traffic Safety Information officer for Troop D in Greensboro.

"I love helping people," Ingram said. "This job is perfect for me."

As a Traffic Safety Information officer, Ingram gives educational presentations on highway safety at schools, businesses, civic clubs, churches and driver education classes in nine counties in and around the Triad area. He is most frequently asked to talk about distracted driving, texting, seatbelt laws and teen driving.

News reporters call Ingram about traffic accidents or driving conditions in inclement weather. He does live television and telephone interviews, and he talks with local newspaper reporters.

Holding up his cell phone, Ingram said, "The news media have a direct line to me.

"I enjoy it. I just like interacting with people. That's me. I have a good rapport with the news media."

The Highway Patrol has eight troop offices across the state, and each troop has a designated traffic safety information officer to help educate the public on good driving habits. When Ingram speaks to groups, his main point is that people shouldn't drive aggressively.

"Nothing is so important that we cause an accident and lose our life or cause someone else to lose theirs," Ingram said. It is well known that one of the toughest jobs troopers have is notifying family that their child, parent or spouse is not returning home.

During 28 weeks at the State



Greg Ingram
Traffic Safety
Information Officer
State Highway Patrol
Troop D, Greensboro

Highway Patrol academy, cadets are trained to treat people with respect. For some, a traffic stop can be a person's first encounter with law enforcement. Troopers understand that they are in an authoritative role and that they must be courteous even under the most difficult of situations.

"You always want every situation to come out positive," Ingram said.

Drivers often say, "Thank you sir" at the end of one of Ingram's traffic stops.

"Greg is truly an integral part of our leadership team," said Troop D Capt. B.T. Clayton. "He is instrumental in building partnerships with various media outlets, county school systems, citizen action groups such as Mothers Against Drunk Driving and emergency service entities.

He has been a key part in getting distracted driving programs included in various driver's education programs in the nine counties across Troop D."

Ingram received his certification in the SHP Executive Protection Program and has been assigned to protect various dignitaries, including governors from other states, when they visit North Carolina.

"He's awesome," said Lt. Tea Poulin, who has worked special dignitary assignments with Ingram. "He's always positive, professional and willing to help, even outside of what's been asked of him."

Ingram grew up in Caswell County. He credits his mother for teaching him to work hard for what he wanted. She said that if something was easy to get, he wouldn't want it.

Ingram played football, basketball and baseball during his teen years at Bartlett Yancey High School where he graduated in 1987. He went on to play college baseball at Bluefield State College in West Virginia. Golf is his game now.

In 1992, Ingram became a state correctional officer for Caswell Correctional Center in Yanceyville. In 1995, he became the bloodhound handler at Dan River Prison Work Farm. He also worked as an extradition officer, traveling out of state to return absconders and parole violators. Ingram said his work for the prison system prepared him for his job as trooper.

"In prison, you have to be firm, but treat



Lee Blackman
 Sign Plant Supervisor
 Correction Enterprises
 Franklin Correctional Center



Plant supervisor all about giving customers his best



BUNN | The GPS says this is the exit, and the sign confirms it! But without Correction Enterprises employees such as **Lee Blackman**, the sign might not be there at all.

Upon arrival at the Enterprise Sign Plant, it is apparent that it is a complex and well-organized operation. As one of 30 Correction Enterprises operations across the state, the sign plant is next to the Franklin Correctional Center in Bunn. The plant makes highway, interstate and other signs, and is the largest facility of its kind in the United States.

About 130 inmates are learning job skills producing signs for the North Carolina departments of Transportation and Public Safety and other tax-supported entities such as local governments. They are being trained and supervised by Lee and about 30 other full-time employees.

While Blackman teaches skills like graphics screening, logistics, quality assurance and safety, he credits the facility's success to "teamwork". His responsibilities vary from day-to-day. This particular day, he is supervising inmates producing screens in the dark room creating the template for large interstate signs.

With almost 21 years as a department employee and 19 of those years at the sign plant, he has done nearly all of the jobs in the plant. He is happiest knowing that "at the end of the day ... I've done the best I can do."

"This is more than just a job to me," he said, explaining that he feels his contributions to the team are important because each stage in the production process is essential and builds upon the previous step.

Every new sign starts with a clean, blank sheet of metal. While some metal comes to the plant as new, some sheets come from another Correction Enterprises facility. The Sign Reclaiming Plant in Carthage takes signs that have experienced some wear and tear and prepares them to be used again. This recycling process takes an older sign and removes graphics and residue and readies it to be used again. This process saves time and resources.

Each new sign is marked when it is produced for the first time. This cataloguing process enables tracking of details about the sign. This documentation proves helpful in numerous ways, especially in the reclaiming process.

Blackman has gained the trust of his co-workers and managers because of his dependability and his willingness to jump in where needed. He enjoys his job because of the new challenges that come from working in a pro-

See 'Supervisor Blackman' on page 10

Supervisor Blackman ...

continued from page 9



Lee Blackman checks one of the hundreds of road signs produced at the Correction Enterprises plant at Franklin Correctional Center in Bunn.

"There are different sections in the plant having various functions," he said. "For instance, there is an area that is responsible for cutting typical signs at standard sizes like stop and speed limit signs. There is also a specialized area for custom-made signs which are as large as 54 feet wide and 21.5 high."

Blackman said the culture at the Enterprise Sign Plant is that safety standards and product quality should exceed industry standards, and he and the entire team make this a daily goal. This is done by keeping up with production advances.

"Technology has changed so much since I came to the plant in 1993," he said. "With computers, many things are happening faster and with detailed precision, often allowing the color process to take less time. A few years ago, the process had many more steps and was done by hand."

Blackman's attention to detail and persistence was instilled in him growing up in a military family and his time spent in the US Air Force. Although he has travelled the world, Johnston County is home, and working at the Correction Enterprises sign plant his career. Like most of the employees at the sign plant, longevity is the norm: More than 90 percent of the staff has more than a decade or

duction facility that has numerous sections.

Whether completing a special rush order, diagnosing a machine issue or loading pallets onto delivery trucks, it's about being a part of a team which strives for perfection. Blackman's work ethic, productivity and can do spirit has earned him the reputation of being the "go to" person on any given day.

"Every day I come to work, I'm not sure which hat I'll have to wear," he said. "Working in different sections gives me the opportunity to help the team get the job done."

In his role as a supervisor, he is responsible for every step on the process, from inspecting the metal sheets when they arrive, to mixing chemicals for screening, to making sure the product meets or exceeds industry standards.

more of experience working at the sign plant.

Working in the prison environment presents some challenges and opportunities, just like in private or commercial settings. By working with an individual's strengths, identifying a talented worker with a particular skill set is an opportunity.

While some challenges are certainly to surface, the "team" seems to always find a solution and use these situations as teachable moments. The learning process works both ways. Sometimes the staff teaches the inmates, and there are times Blackman learns from them.

"I encourage anyone to continue to learn," he said.

And Blackman has taken his own advice. He received his college degree while an employee of the department.

"When I see what we accomplish here every day, I am proud of our work and the skills these men are learning," he said. "While we are saving the taxpayers money by producing these signs, I hope we're able to help turn some lives around, too." ▀

Trooper Ingram ...

continued from page 8

people with respect," Ingram said. "As a trooper, you use those same methods, but you also have more tools for your own protection."

Ingram became a trooper in 2001 and was first assigned to Orange County, then to his home county of Caswell.

"I enjoy going to work. I just like the organization," Ingram said. "We're held to a different standard by being accountable to ourselves, our organization, our family and our community. Having good supervisors along the way – it's all good."

Ingram and his wife, Donna, have two children, 14-year-old Christian and 11-year-old Elana. He follows both children in their various sports. The family has traveled to Belize, the Bahamas, the Virgin Islands and Florida's Disney World. In addition, Ingram is a trustee in his church.

"We have a lot of close calls doing our job," Ingram said. "At the end of the day, I know the Lord is looking after us, and that we have a lot of people praying for us." ▀

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

A March Madness of their own

BUTNER | Late winter brings out a madness among most people in this Tobacco Road part of the country, a place where a mere game rains triumph and tragedy on hearts and souls. The Atlantic Coast Conference basketball tournament commands water cooler conversation in preparation for the national spectacle that has earned the name March Madness.

But in some parts of this basketball-crazy state, the game is not just a game but a portion of a potion that helps heal troubled young lives. Each year at this time, counselors and others at the state's Juvenile Justice youth development centers get young men teamed up, suited up and pumped up for their own heart-pounding hardwood competitions.

They teach the same lessons that any regular high school coach drills into a group of young people who need to learn teamwork, discipline and respect, according to **Molly Macdonald**, Juvenile Justice recreation services coordinator.

"All of the coaches work together, not just to develop their basketball team, but also to instill the model of care skills as the youths learned the game," she said. "Over and over, the youths practicing basketball also practice skill elements of the model of care."

Macdonald said the skills include following instructions and rules, listening and communication skills, accepting responsibility, problem solving with their teammates, leadership and support.

"Model of care teaches real life skills that our students will take with them, above and beyond basketball," she said.

On Feb. 29, five youth development centers each sent a team of nine to 10 male youths to the C.A. Dillon campus in Butner. The result was a tournament distinguished by good sportsmanship and all-out effort matched by emotion and excitement.

"It was truly the coaches who have made these basketball tournaments a success — for the youths, for

the spectators and for themselves," Macdonald said.

The youth development center teams and their coaches were:

Dillon, in Butner — **Cedric Taylor**, behavior specialist; **Audie Hicks**, youth services counselor technician; and **James Swinson**, teacher assistant.

Dobbs, in Kinston — **Marquise Grant**, counselor technician; **Thomas Dawson**, assistant unit administrator; and **Carlos Tilghman**, counselor technician.

Edgecombe, in Rocky Mount — **Allen Thomas**, youth counselor; and **Derek Raiford** and **James Powell**, youth counselor technicians.

Lenoir, in Kinston — **Dewayne Olds**, **Corey Ellison** and **Carl Canady**, all youth counselors.

Stonewall Jackson, in Concord — **Mortisse Smith**, youth counselor supervisor, and **Jermel Johnson**, youth counselor.

Three games were played. The scores were:

Game 1: Dobbs 30, Dillon 19

Game 2: Jackson 37, Lenoir 31

Game 3: Edgecombe 21, Dobbs 49

Macdonald emphasized that the coaches invest more than a few hours of teaching their students how to play team basketball.

"They schedule the practices, coordinate scrimmages, arrange for them to play in full-court gyms where needed, prepare the gyms for practices, and keep account of whether the youths remain eligible to participate," she said.

Students must maintain positive behavior and fulfill all other responsibilities in order to play.

"Coaches do all of this in addition to the day-to-day tasks of their jobs," she said.

Leaving all of the work aside, the coaches proudly took their teams to the courts with a fervor that infects the players, and their own version of March Madness sets in. The 2012 championship game was scheduled for March 21. ▴





In the photo to the left, **Shannon Sutton**, from the Lenoir and Dobbs youth development centers, and **Bill Ingram**, from the Stonewall Jackson YDC, run the clock and keep the score book during one of the games. Both are youth program assistants.



In the photo right, **Derek Raiford**, youth counselor associate, and **Allen Thomas**, youth counselor, instruct their team from Edgemcombe YDC.



Right photo, the Jackson YDC team hears half-time encouragement from coaches **Mortisse Smith**, left, youth counselor supervisor, and **Jermel Johnson**, youth counselor.



Above, **Dewayne Olds**, youth counselor at Dobbs YDC, directs a player about to enter a game. Left photo, *Shannon Sutton* and **Cedric Taylor**, behavior specialist at Dillon YDC, double-check the team rosters.



Above, **Audie Hicks**, youth services counselor technician at Dillon YDC, gives his team some last-minute instructions during warm-up.

Below, **Carlos Tilghman**, counselor technician at Dobbs YDC, offers helpful reminders while a player takes a break during a game.



Above, **Thomas Dawson**, left, assistant unit administrator, and **Marquise Grant**, counselor technician, from Dobbs YDC go over game strategy with their team. Right photo, **Molly Macdonald**, right, recreation services coordinator, explains the tournament format to Dillon staff members.



Dobbs employee saves co-worker

KINSTON | At Juvenile Justice's Dobbs Youth Development Center in Kinston, **Delores Sykes** is alive and well, and she thanks **Tracy Stanley**, who kept her that way in early March.



Delores Sykes, left, and Tracy Stanley.

When Stanley saw that Sykes was choking, she quickly realized that she needed to perform the Heimlich maneuver on Sykes. She did, and after only two thrusts, the bit of food blocking her airway was dislodged and expelled.

Sykes is a unit administrator at Dobbs YDC, and she supervises Stanley, who is an instructor at Dobbs. Among the courses that Stanley teaches

is first aid and cardiopulmonary resuscitation, or CPR.

Stanley has used the Heimlich maneuver to save another life — that of her daughter, who almost drowned when she was 11 months old.

She told the *Kinston Free Press* newspaper that CPR and first aid training are critical for employees.

"We train on this every year ... but it doesn't click in your mind that it can save somebody's life," she told the newspaper. "As they participate in these training, (I hope they) will really pay attention. You just never know what can happen. We have to be on our toes."

Juvenile center has new director

BUTNER | **Crystal M. Wynn** is Juvenile Justice's new director of the C.A. Dillon Youth Development Center in Butner.



Serving 90 youths, the YDC provides mentoring, education and therapeutic treatment to prepare youths for a fresh start when they re-enter their communities. YDCs promote learning and development through a wide range of educational and vocational courses.

Wynn had been superintendent for seven years at Culpeper Juvenile Correctional Center in Virginia. She began her career as a correctional officer in her native North Carolina. She earned a bachelor's degree at N.C. Central University and master's degree at Troy State University.

Community Corrections names District 27 manager

GASTONIA | **Sandy Holland** is Adult Correction's new manager of probation and parole operations in Community Corrections District 27, which covers Cleveland, Gaston and Lincoln counties. The district includes 100 officers and staff.



Holland succeeds the retired Tracy Royster, and had been assistant district manager since 2009. She began her career in 1983 at Gaston Correctional Center and became a probation officer in 1986.

Holland has a bachelor's degree from Sacred Heart College and a master's from Loyola University.

News where you are

New leader in District 12

SHALLOTTE | **Mike Frazier** is Adult Correction's new manager of probation and parole operations in Community Corrections District 12, which covers Bladen, Brunswick and



Columbus counties.

He has a staff of 57, including 46 officers, five judicial coordinators and six administrative support employees. The staff is responsible for 2,655 offenders.

Succeeding the retired Robert Shannon, Frazier had been chief probation officer since 2005. He began his career in 1995 as a probation officer.

Frazier has a bachelor's degree from the University of North Carolina at Wilmington.

Correction Enterprises taps deputy director

RALEIGH | **Robert Leon** has been named Adult Correction's deputy director of Correction Enterprises.

Leon had been industry director, overseeing Correction Enterprises' Print, Quick Copy, Braille, Framing and Matting, Optical and Warehousing operations. He began his career at printing companies before becoming a supervisor with Correction Enterprises in 1993.

He is a graduate of the Correctional Leadership Development Program and participant in "Shift 2011," an initiative aimed at improving efficiency in state government.

Officers help U.S. marshals find sex offenders

LOUISBURG | Several Community Corrections officers from Districts 7 and 9 participated in Operation Sentry, a federal sex offender compliance operation conducted in Nash, Franklin and Warren counties.

Led by U.S. marshals, the focus of the operation was approximately 275 supervised and unsupervised sex offenders residing within the three counties. Officers verified the offenders' residences and conducted searches for illegal contraband. Nineteen arrests were made.

Community Corrections officers involved were: Franklin County — Chief Probation/Parole Officer **Bobby Dickerson**, Probation Officer **Bradley Richards** and **Charles Reavis**, sex offender officer and surveillance officer; Granville County — Probation Officer **Vickie Reid**; Nash County — Chief Probation/Parole Officers **Rick Neal** and **Joe White**, Probation Officers **Brandy Bissette**, **Charlie Odom**, **Ashley Edwards**, **Darrain Jones**, **Tonya Sconyers** and **Brian Futrell**, and Surveillance Officers **Joe Langston** and **Marvin Vick**; Vance County — Surveillance Officer **Larry Harris**; and Warren County — Chief Probation/Parole Officer **James Hayes**, Probation Officer **Pam Waller** and **Tony Marrow**, surveillance and sex offender officer.

Correction Enterprises wins three printing awards

RALEIGH | Correction Enterprises' Print Plant has won three prestigious awards from The Printing Industry of the Carolinas Inc.

Correction Enterprises, a part of the Adult Correction Division, received a Best of Category Award for printing done for North Carolina Wildlife Education, a Special Judges Award for

See 'Printing awards' on page 14

Printing awards ...

continued from page 13

Season's Greeting cards and an Award of Excellence for Environmental Education Presentation Folders produced for the N.C. Department of Environment and Natural Resources.

As the premier symbol of excellence for the graphics industry in North Carolina and South Carolina, the awards demonstrate a company's commitment to excellence in graphics communications.



Employee honored for human relations work

RALEIGH | **Stephanie D. Young**, a vocational training kitchens manager in the Adult Correction Division, is the executive director of a non-profit organization that was named one of the four winners of 2012 awards that cite the recipients' contributions to positive human relations in Raleigh.

Angels in Aprons was one of the winners. It was started in 2007 by Young, who is its executive director. Angels in Aprons holds church services and holiday programs for under-served seniors and residents of nursing homes. The organization's goal is to enrich the lives of seniors and to demonstrate that those in every season of life deserve respect.

The award was presented Feb. 9 at the Human Relations Commission's 23rd annual Awards Banquet.

Probation staff members take cold swim

ATLANTIC BEACH | Community Corrections' District 3 Probation Officer **Brian Jones** and Office Assistant **Melissa Ward** took a chilly dip into the ocean on Feb. 13 as they supported a "Polar Plunge" at Atlantic Beach in support of anti-domestic violence efforts in Carteret County.

New officers named honor students in training

Three graduates of recent Basic Correctional Officer classes were named honor students: **Chadwick Scales** of Hyde Correctional Institution and **Stephen Durham** and **Eric Patton**, both of Marion Correctional Institution.



Officers help elementary school teach reading

Two Adult Correction officers helped Halifax County elementary school students learn to read during national Read Across America Day on March 2. Correctional Officers **Dorothy Jacobs** and **Christopher Kidd**, right, from Tillery Correctional Center went to Pittman Elementary School, which celebrated the event's theme "Happy Birthday Dr. Seuss!"

Promotions

Juvenile Justice Division

December 2011

Calvin Vaughan, chief court counselor II,
Court Services Dist. 14

Randall Perry, juvenile court counselor supervisor,
Court Services Dist. 23

Wanda Hunt, cook supervisor I, Dillon YDC

Kendra Durham, youth services behavioral specialist,
Dillon YDC

Dwight Williams, housing unit supervisor, Dillon YDC

Tangi Jordan, youth counselor supervisor, Lenoir YDC

None processed January-Feb.15.

Law Enforcement Division

Promotion processed Feb. 1-15

Ronald Crabtree, public safety officer,
Butner Public Safety

Adult Correction Division

Unreported from January 2012

Janita M. Brewington, probation/parole officer II,
Community Corrections District 26

Gregory Gouldman, sergeant, Polk CI

James Soules, health assistant II, Central Prison
Health Services

Promotions processed Feb. 1-15

Cass Alexander, sergeant, Warren CI

Beverly Barnes, sergeant, Greene CI

Matthew Bossie, lead correctional officer, Orange CC

Theodore Bowles, probation/parole surveillance officer,
Community Corrections Dist. 7

Chariesse Boyd, behavioral specialist II, Maury CI

Todd Brady, lead correctional officer, Caswell CC

Dafnie Brinkley, case manager, Fountain CFW

Shawn Britt, sergeant, Scotland CI

Bondy Carroll, sergeant, Avery-Mitchell CI

Bonita Creighton, sergeant, Pamlico CI

Tarsha Crosson, sergeant, Polk CI

Wayne Farmer, programs supervisor, Odom CI

Jerry Frazier, district manager I,
Community Corrections Dist. 13

Sandra Garnes, sergeant, Morrison CI

Dionne Garrett, food service officer, Warren CI

Sara Gibbs, medical records assistant IV, Wake CC

Pamela Gilliard, sergeant, Polk CI

Howard Gragg, lead correctional officer, Avery-Mitchell CI

Thomas Holmes, sergeant, New Hanover CC

Mccaggie Hughes, HVAC mechanic, Neuse CI

Ronnie Huneycutt, captain, Alexander CI

Jamel James, lieutenant, Wake CC

Kevin Lee, assistant superintendent for custody
& operations, Greene CI

See 'Promotions' on page 15

R e t i r e m e n t s

Juvenile Justice Division

December 2011

Name, position, location, service years/months

Bonnie Radford, administrative secretary III,
Administration-Facility Operations, 27y2m

Susan Seamon, juvenile court counselor I,
Court Services Dist. 12, 25y2m

January 2012

Steven Partenheimer, staff development specialist III,
Administration-Staff Development, 31y4m

Mary Robertson, social work supervisor II,
Cabarrus YDC, 26y4m

Patricia Sutherland, psychological program manager,
Administration-Facility Operations, 16y

None processed Feb. 1-15

Adult Corrections Division

Retirements processed Feb. 1-15

Effective in January

Elizabeth Carey, educator II, Morrison CI, 10y3m

Gladys Ingram, correctional officer, Morrison CI, 5y4m

Marie Terry, processing assistant III, Lanesboro CI,
8y3m

Effective in February

Shirley Andrews, health assistant II,
Central Prison Health Services, 19y6m

Lila Baldwin, administrative services assistant V,
Davidson CC, 21y7m

Donald Barlow, correctional officer, Piedmont CI, 10y1m

Larry Black, correctional officer, Hoke CI, 28y3m

Timothy Branam, electrician supervisor II,
Central Engineering, 6y11m

Bruce Crawford, dentist II, Avery-Mitchell CI, 10y3m

Clarence Davis, probation/parole officer II,
Community Corrections Dist. 25, 31y6m

Raymond Dean, sergeant, Piedmont CI, 29y1m

Mi Dickerson, correctional officer, N.C. CIW, 27y6m

Robert Drewette, correctional officer,
Prisons Central Region, 30y

Robert Feickert, captain, Foothills CI, 20y

Larry Foster, maintenance mechanic IV,
Prisons Piedmont Region Maintenance Yard, 8y10m

Larry Fox, correctional officer, Foothills CI, 7y6m

Stephen Gainey, sergeant, Harnett CI, 29y2m

Robert Guy, captain, Mountainview CI, 22y6m

David Hollar, food service manager I, Caldwell CI, 16y8m

William Holloway, sergeant, Gaston CC, 15y1m

Steve Howell, assistant unit manager, Maury CI, 29y8m

Yvonne King, program development coordinator,
Alcoholism & Chemical Dependency Programs, 35y10

Janet Ladd, administrative services manager,
Prisons South Central Region Office, 34y2m

Yvonne Locklear, professional nurse, Lumberton CI, 27y6m

Marilyn Mainer, correctional officer, Marion CI, 15y9m

McNeill Dalton, correctional officer, Randolph CC, 8y7m

Bobby Montague, program development coordinator,
Alcoholism & Chemical Dependency Programs, 34y

Ray Murray, assistant superintendent for custody
& operations I, Greene CI, 29y3m

Myra Owens, medical records assistant III, Forsyth CC,
7y10m

Linley Pearce, correctional officer, Western YI, 28y4m

Daniel Pearsall, correctional officer, Neuse CI, 15y

Nineveh Presnell, HVAC mechanic, Mountain View CI,
10y8m

Warren Purcell, probation/parole officer II,
Community Corrections Dist. 16, 28y2m

Gregory Riley, food service manager I, Wilkes CC, 30y1m

Marilyn Robinson, administrative assistant II,
Bladen CI, 20y2m

Brenda Scott, technology support analyst, ITS, 37y5m

Charles Sheppard, maintenance mechanic II,
Alcoholism & Chemical Dependency Programs, 5y8m

Stuart Snider, lieutenant, Piedmont CI, 32y2

Jimmy Soles, sergeant, Columbus CI, 20y5m

Lawrence Solomon, administrator I, Polk CI, 32y3m

Melton Taylor, maintenance mechanic IV, Scotland CI,
8y5m

Max Upchurch, correctional officer, Franklin CC, 14y11m

Michael Walker, captain, Columbus CI, 29y3m

Gordon Wells, correctional officer, Albemarle CI, 4y11m

Curtis Williams, correctional officer, Caledonia CI,
10y11m

Promotions ...

from page 13

Larry Lingenfelter, facility maintenance manager I,
Piedmont CI

Lindsay Morris, professional nurse, Mountain View CI

James Pittman, training instructor II, OSDT

Sharon Ruckman, administrative officer I,
Swannanoa CCW

Ronald Small, food service officer, Alexander CI

Joyce Smith, administrative assistant II, Bertie CI

Karen Smith, lieutenant, Western YI

George Thiessen, judicial services specialist,
Community Corrections Dist. 10

Kevin Wade, chief probation and parole officer,
Community Corrections Dist. 8

P a s s i n g s

December 2011

James Balmer, supervisor III, Correction Enterprises
Janitorial Products Plant, 5y6m

David Walston, correctional officer, Eastern CI, 25y8

February 2012

Tamra Gallimore, probation/parole officer II,
Community Corrections District 20, 16y7m