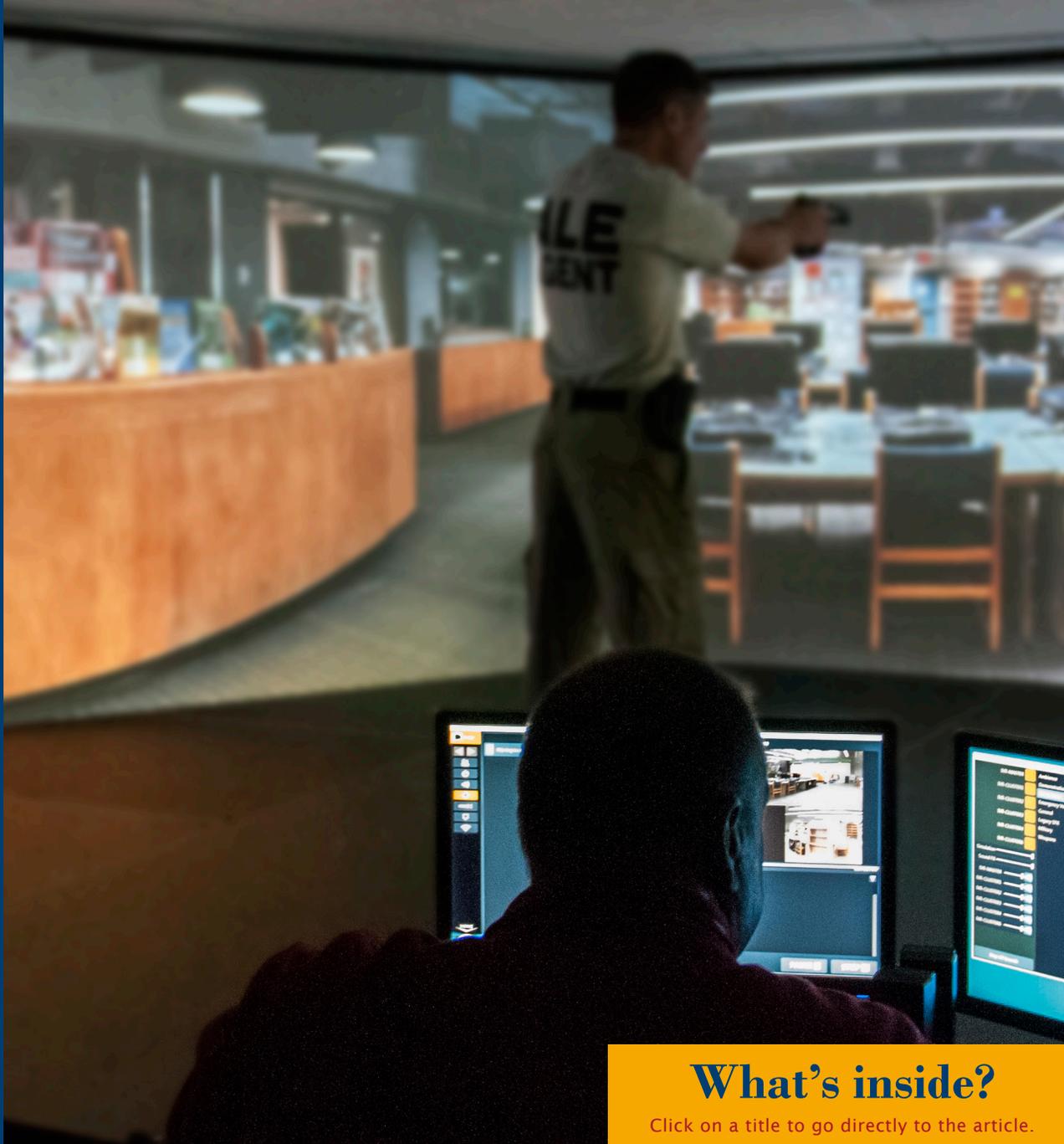




February 2018

ON THE SCENE



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Virtual Reality Training at Samarcand Aims to Save Lives

By Clyde Roper, Communications Officer

"Put the gun down! Put the gun down, now!"

"No!" replied the armed suspect.

"Come on, put the gun down and let's talk," said ALE Agent Mike Klingenschmidt.

They were inside the library of a school and the male suspect had a semi-automatic handgun pointed at the head of a student hostage. The suspect stood behind his victim, with only part of his head intermittently visible. The suspect's finger was on the trigger of the handgun. Agent Klingenschmidt knew his best hope for ending the standoff was for the suspect to put down his weapon. That was the best-case ending for the tactical problem confronting him: he wanted a live suspect in custody and an unharmed hostage. A single miscalculation could lead to tragedy.

"Put the gun down now so we can talk about this," Klingenschmidt said.

"What will happen to me if I do?" asked the suspect.

"We can all walk out of here," replied Agent Klingenschmidt.

The suspect slowly lowered his pistol and then put it down on the ground, stepping away from the hostage. The screen went black and the small enclosure Klingenschmidt was in got dark for a split second before the lights came back up. Agent Klingenschmidt re-holstered his weapon. He had just successfully completed an active shooter training scenario, demonstrating Samarcand Training Academy's new virtual reality firearms training simulator for members of the DPS communications staff.

Samarcand Training Academy

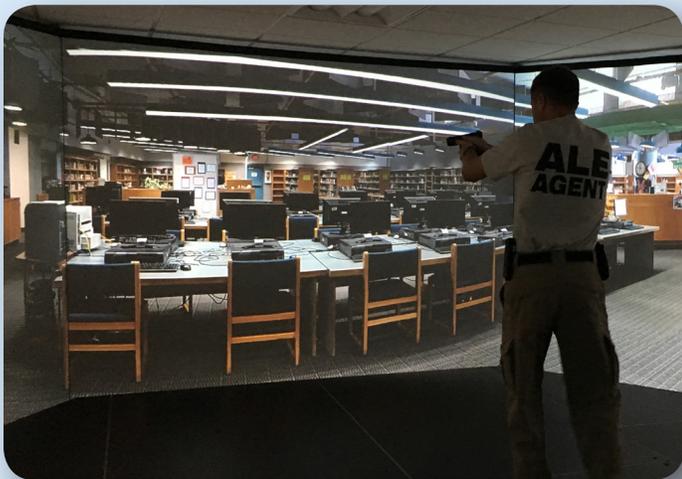
Occupying 430 acres in Moore County, Samarcand Training Academy has provided correctional basic, in-service, law enforcement basic and law enforcement advanced training since 2015. The primary purpose of the academy is to conduct basic training for correctional officers, probation/parole officers and juvenile justice employees, as well as other in-service training. The law enforcement agencies within DPS are able to use Samarcand to conduct in-service and advanced training programs, while other local, state and

federal agencies also conduct training at the facility from time to time.

A New and Improved Tool in The Toolkit

Sound modern law enforcement instruction places a big emphasis on virtual reality judgmental use of force and de-escalation scenario training. The simulator at Samarcand is a new and exciting way to conduct such training. Equipped with more than 130 unique judgmental use of force scenarios, the simulator allows DPS and other law enforcement personnel to train “virtually” in the kind of life-or-death, shoot/no-shoot situations they may face in the field or inside a prison. Unlike earlier generations of video training simulators that had the officer facing a single screen, the simulator at Samarcand provides five screens almost completely surrounding the trainee for 300-degrees. This allows the officer to become fully immersed in the training scenario, which results in the most realistic training possible using this technology.

Trainees use specially modified guns that are safe for training but allow the simulator to track



and record precisely where shots land—or don’t land—on target. If a trainee fires a wild shot that hits a bystander, the simulator will show that. The training guns are exactly the same size and weight of the trainees’ duty weapons. The simulator can even simulate the use of pepper spray and Tasers. (No actual firearms are allowed in the training building, to avoid accidents.) With each training

scenario, the simulator gives the instructor the option to change the training cycle with various outcomes for each event. These outcomes are driven by the actions of the trainee.

Samarcand Director Richard Jordan and Range Master Michael Kimbrell, who operates the simulator, have spent decades as law enforcement trainers and instructors and together have amassed more than 60 years’ experience. They have both seen first-hand how technology has changed use of force training.

“Today we have training technology available that would have been unimaginable 30 years ago. I think a firearms training simulator like the [simulator at Samarcand] is a critically important part of a trainer’s toolkit and a valuable tool when used in conjunction with all available training opportunities,” Director Jordan said.

Improved Efficiency + Better Tactics = Lives Saved

The Samarcand staff can allow one or more participants to run through a scenario. With experienced trainers observing their every move and the simulator recording the experience, participants receive detailed feedback on the actions they took and the judgments made during the training process.

Often participants will hesitate and react with uncertainty during a scenario or not remember what action they took. How many suspects were there? What clothing were they wearing? What type of firearm or other instrument were they holding? How many shots were fired? Agency trainers can review the actions taken by the trainees during the debriefing process. This allows participants to see how the stress of the hyper realistic judgmental use of force scenarios can impact their decision-making.

“They will sometimes make a mistake and claim that they did something the way they were taught in training until they are shown a video replay of what really happened. Replays also allow us to address training and equipment issues that sometimes go unnoticed until realistic training

exposes them,” said Kimbrell.

He cited an example of a recruit who hesitated in engaging a subject with a weapon in a low-light scenario. The student had a difficult time transitioning from one piece of equipment to their handgun because of where the equipment was located on their duty belt. The video playback of the debriefing allowed Kimbrell to point this out and help the recruit by relocating the equipment pouch on their belt.

“Replaying the scenario allows participants to see their mistakes,” said Kimbrell. “De-escalation and communication is the key. We have to get the trainees out of the mindset of just saying, ‘put the gun down’ and help them learn ways, whenever possible, to de-escalate dangerous and stressful incidents to a safe conclusion.”

Kimbrell also appreciates that in addition to learning the importance of communication in de-escalation and practicing it under stress, trainees can improve their physical skills, too.

“I can see if their hands are empty and ready as they begin engaging a subject, or if they’re in a proper engagement stance if the scenario escalates,” he said. “Part of my job is ensuring that participants are correctly using the techniques they’ve been taught, which will help keep themselves and the public safer. These are insights that can’t be gleaned from training on a shooting

range or using older technology, since the action is usually more static and less realistic.”

The realistic use of force scenarios also helps participants to better understand the physiological effects of stress that can accompany the immersive sights and sounds found in the firearms simulator.

“These lifelike aspects, including loud sounds like shouting and gunfire, sometimes have an impact on the way participants interpret things and react in the scenarios, such as causing them to miss the sound of a door opening outside their field of view,” said Director Jordan. “In a scenario in which the subject has a firearm, this can have potentially deadly consequences. The training you get in the simulator is as realistic as you can get,” said Jordan.

Kimbrell concluded the demonstration by saying the biggest payoff to be had from the simulator experience is in the debriefing.

“When they see their playback, the trainees will often say ‘wow’ –because they are seeing something from a fresh perspective, seeing what worked and what did not...and seeing is believing. It’s also great when an officer comes back for additional training and tells you they were able to better handle a situation because they had seen a similar scenario in the simulator. We would rather them make a mistake here than out on the street, in the real world.” ♦



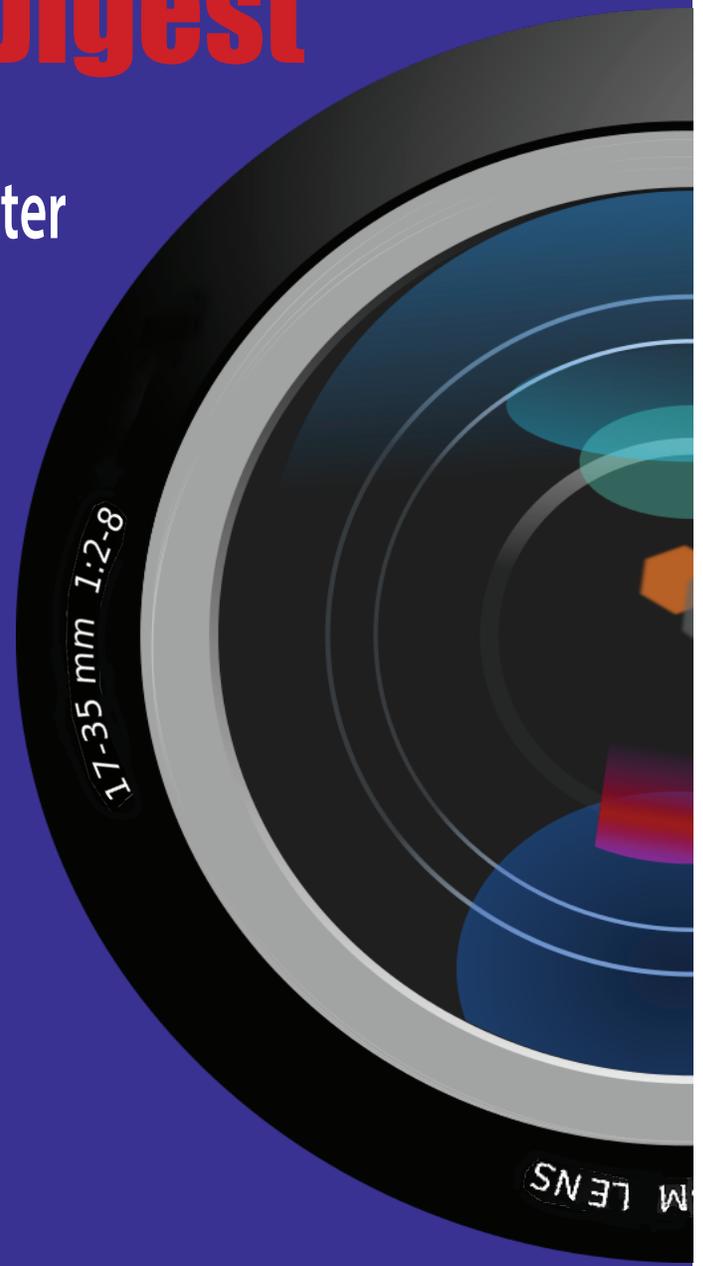
Arriving Soon...

On The

SCENE

Digest

Interactive Biweekly Newsletter
for DPS Employees



Got Story Ideas?

Email the Editor at
Ashley.Rice@ncdps.gov



Governor Cooper Unveils State Reentry Action Plan

By Sonja A. Bennett-Bellamy, Communications Officer

Governor Roy Cooper is making good on his promise to make North Carolina safer by helping people leaving the state's prisons become productive members of their communities.

During the second meeting of the State Reentry Council Collaborative held in February, Gov. Cooper unveiled the comprehensive action plan created by the Council to ensure the success of formerly incarcerated people after they've paid their debt to society and return to their communities.

"North Carolina is a better and safer place when those who take responsibility for and learn from their mistakes can get another chance to live productive, purposeful lives," Gov. Cooper said. "Ninety-five percent of people in prison will be back out. We owe it to everyone to make sure they're successful."

The Governor tasked Department of Public Safety Secretary Erik A. Hooks with developing the reentry plan, which is designed to ease the transition from prison back into society. The plan seeks to coordinate existing resources, identify resource gaps and advocate on behalf of people with criminal records. It is centered around six key components:

- Create a State Reentry Council Collaborative
- Develop detailed implementation of the Reentry Action Plan
- Provide capacity building and technical support for local Reentry Councils
- Expand and formalize faith-based and community engagement
- Resolve warrants and pending charges prior to release
- Address major reentry barriers such as housing, transportation, employment, and substance misuse and mental health

Since the State Reentry Council Collaborative was established by lawmakers in 2017, it has made its first report to the legislature and has developed nine work groups made up of various advocates and stakeholders. The first five of those work groups have addressed topics related to employment, faith-based organizations and initiatives, transportation, substance misuse and mental health, and advocacy and communication.

The Council also retained Attorney Daryl Atkinson to help implement the action plan. Atkinson is co-director of Forward Justice, a law, policy and strategy center focused on racial, social and economic justice in the South. Formerly imprisoned in Alabama during the 1990s, Atkinson, recognized by the White House for his work in reentry and employment, gave the Council a charge.

"Our task collectively is to figure out how to create opportunity and unleash their potential," said Atkinson. ♦



The Head of Adult Correction & Juvenile Justice Discusses Prison Reform Efforts



Judge Reuben Young has been on the job approximately nine weeks serving as interim chief deputy secretary of Adult Correction and Juvenile Justice. His primary area of focus has been on Prison Reform. Judge Young recently sat down to answer some questions about the Prison Reform efforts sharing insight on what he has heard from employees during prison listening tours; actions already completed or in the works; and what is on his mind as he works with other leadership on the many very important action steps.

[Watch the Video Here](#)

How Hackers Crack Passwords – and Why It's So Hard to Stop Them

Experts agree that it's long past time to stop relying on traditional passwords. Why? Consider just some of the many ways criminals can get your password:

Stolen password files. If all of a company's passwords are cracked at once, it's usually because a password file was stolen.

Botnets enable mass-market attacks. For attacks against large public sites, attackers use botnets (armies of hijacked computers) to try out different combinations of logins and passwords, trying lists of login credentials stolen from other sites and lists of passwords that people commonly use.

Is your password already stolen? To target an individual, attackers check if that user's credentials have already been stolen from other sites; if it has been, odds are good that the same password (or a similar one) was used. Most people use just one or two passwords, with some simple variations—and that's a problem.

Trying the obvious. Far too many people still use passwords such as 123456, qwerty, and, yes, password. This makes life very easy for crooks, spies, and hackers.



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Recovering from Hurricane Matthew



By **Julia Jarema, Communications Officer**

After several record-breaking hurricanes and wildfires struck last fall, much of the nation's attention has been diverted to those devastated U.S. states and island territories. But for North Carolina, the recovery focus remains on those families and communities impacted by Hurricane Matthew in October 2016.

Though Hurricane Matthew made landfall in South Carolina, most of the devastation was felt in North Carolina where communities in the central and eastern regions saw eight to 12 inches of rain, with some areas getting up to 18 inches. The Tar, Cape Fear, Cashie, Lumber and Neuse rivers flooded and remained at flood stage for two weeks exacerbating the initial devastation.

The storm left in its wake an estimated \$4.8 billion in damages to homes, businesses, public facilities, agriculture, roads and more, according to an economic study conducted post-disaster by N.C. Emergency Management (NCEM).

"The devastation took mere hours, or in some cases days," said NCEM Director Mike Sprayberry. "But rebuilding these communities can take years.

We're working to get people into safe housing as quickly as we can, while also rebuilding resilient communities that are better able to withstand the next disaster."

Affordable Housing is Focus

In the initial weeks and months after Matthew, local, state and federal emergency management agencies used a variety of solutions to house thousands of displaced residents: from hotels, to rental properties to mobile homes. Today, 100 households remain in FEMA-provided mobile home units, with more than half of those in rural areas of Edgecombe County where there are few other housing options. NCEM, local social services agencies and volunteer groups are actively working with each of the families on permanent housing solutions and hope to have all of those residents placed by late spring.

While most storm survivors have either repaired their homes or found new ones, many families still need help. A grant provided by the U.S. Department of Housing and Urban Development provides qualified homeowners with funds to

repair or reconstruct single family homes or mobile homes. It also can reimburse homeowners who already have completed repairs, as well as landlords with small rental units that may need repairs. (Program details can be found on rebuild.nc.gov)

Last year, Congress appropriated approximately \$237 million in Community Development Block Grant – Disaster Recovery funds with the majority designated to help with housing. The proposed Congressional budget could provide to North Carolina an additional \$125 million; of which \$100 million would help address housing needs with the remaining funds for road repair.



For hurricane survivors to qualify for the grants, however, homeowners must first apply and be approved. To help families with the funding process, application centers (known as ReBuild NC Recovery Centers) opened last fall in the four counties most severely impacted by Hurricane Matthew. Residents are urged to make an appointment to meet with an application specialist at the centers in Cumberland, Edgecombe, Robeson and Wayne counties to complete the necessary forms. Families in other hurricane-impacted communities can call 2-1-1 to register their interest in the program.

So far, nearly 1,900 North Carolinians have scheduled appointments to apply for disaster



recovery grants and more than 1,300 families have submitted applications.

Once applications are completed, RebuildNC staff review the paperwork to check for duplication of benefits with other federal programs. Rebuild NC staff work with applicants to ensure that inspections and environmental reviews are conducted, appropriate contractors are chosen and construction is completed.

To help qualified homeowners reduce the likelihood of future storm damage, NCEM and community leaders are working with some homeowners to elevate their homes, reconstruct their home to make it more resilient, or pursue buyout of the home. Through the Hazard Mitigation Grant Program, federal and state funds will be used to improve disaster resiliency for 800 families. Nearly 3,000 homeowners qualified for the program, but only 800 could be submitted due to funding restrictions.

“There are numerous programs and types of funding to help rebuild and repair homes,” explained NCEM Resiliency Chief Nick Burk. “But for storm survivors it can be overwhelming discerning which option is best for them. We’re here to help make a complicated process a little easier.”

NCEM has already hired four community development specialists who are working in the hardest hit areas to identify and help families continue their storm recovery efforts and will be hiring more staff soon.

Rebuilding Resilient Communities

Families aren't the only ones who needed help recovering from Matthew's devastation. Communities themselves have been working to rebuild and repair damaged property.

Through the federal Public Assistance program, FEMA and NCEM so far have approved more than \$230 million for more than 1,700 local projects. The federal and state funds have helped communities and local governments pay for their storm response efforts and debris removal as well as repair or replace heavily damaged public utilities, buildings and recreational facilities.

"More than 90 percent of all of the PA projects already have had funds obligated," explained NCEM Recovery Director Joe Stanton. "And most of the remaining projects deal with road and bridge repair which takes longer."

Stanton said state emergency management and transportation staff are working together daily to address those outstanding road repairs.

"For those impacted by the storm, we realize the repairs can't come soon enough. Yet, to have nearly all the public assistance projects submitted and funded within 18 months of the storm is remarkable," Stanton explained. Recovery efforts for previous storms have sometimes taken several years to finalize.

Part of building more resilient communities means finding ways to mitigate future devastation. After Matthew prompted widespread destruction along several rivers, state and local leaders began looking closer at impacts of development on communities downstream.



"We want to learn all we can from these floods so we can better prepare for the future," said Governor Roy Cooper. "This effort will guide our recovery from the last storm and make us better equipped to weather the next one."

The state established Advisory Councils, which include local leaders, in the affected areas around the Neuse, Lumber and Tar rivers. The councils will provide an opportunity for experts to work with flood-prone communities on ways to better prepare for and prevent flooding.

Flood mitigation studies will help the state learn more about the sources and severity of flooding, communicate with those in the surrounding areas who were heavily impacted by floods about strategies moving forward, and work with the Army Corps of Engineers and other federal partners to implement basin-specific mitigation measures recommended by the respective studies.

NCEM and the N.C. Department of Transportation are collaborating on each of the

“Hurricane Matthew highlighted the lack of safe, affordable housing in North Carolina,” said Mike Sprayberry. “We’re working with community leaders to address those needs, but it’s going to take all of us working together, and it will take time.”

three basin-wide studies that are expected to be finished later this spring. For each study, NCEM will hold three meetings to examine the area's profile, hydrology, impacts, mitigation strategies and then discuss potential next steps. The three-part series of meetings will be held the last week of February, March and April.

In conjunction with the flood-basin studies, the North Carolina Department of Environmental Quality is cataloging existing information on dam systems throughout the Neuse River basin, and will integrate the information into a hydrologic and hydraulic model. This model will deepen the experts' understanding of the effectiveness of these dams.

Recently, NCEM completed a study on the flooding around the levee in Lumberton, which was a major source of flooding for properties and for I-95. The study generated five possible flood mitigation strategies for the city of Lumberton to consider, including the installation and operation of flood gates where there are openings around the levee. Similarly, NCEM is conducting an in-depth hydrology study of the Tar River between Tarboro and Princeville to better understand the causes of major flooding and the best strategies to mitigate future floods. ♦

More information about Hurricane Matthew Recovery is available on Rebuild.NC.gov





Highway Patrol Partners on Rural Roadways Safety Initiative

By Sergeant Chris Knox, SHP Public Information Office

The State Highway Patrol joined forces with the Governor's Highway Safety Program, NCDOT and the Institute for Transportation Research and Education to address rural roadway safety. The program was created as a result of recommendations made by the National Governors Association to combat fatal collisions taking place on the nation's secondary roadways. The initiative began in January and will run until the end of June in five counties with high fatality and crash rates. The following counties were chosen to be part of the pilot program: Cleveland, Harnett, Johnston, Sampson and Randolph.

The initiative is known as "Survive The Drive. Slow Down. Don't Drive Distracted." A kickoff event was held on Government Road, a rural road in Johnston County, near Clayton on Feb. 9. The event brought together many of the key partners that can make an impact in rural roadway safety such as emergency responders, NCDOT and local district attorneys. Remarks were provided by Col. Glenn McNeill, GHSP Director Mark Ezzell and Johnston County District Attorney Susan Doyle.

"The primary mission of this initiative is to reduce the number of fatalities on secondary roadways," said Col. McNeill. "Through the combined efforts of each organization involved, we will work together to accomplish the shared goal of saving lives across our state."

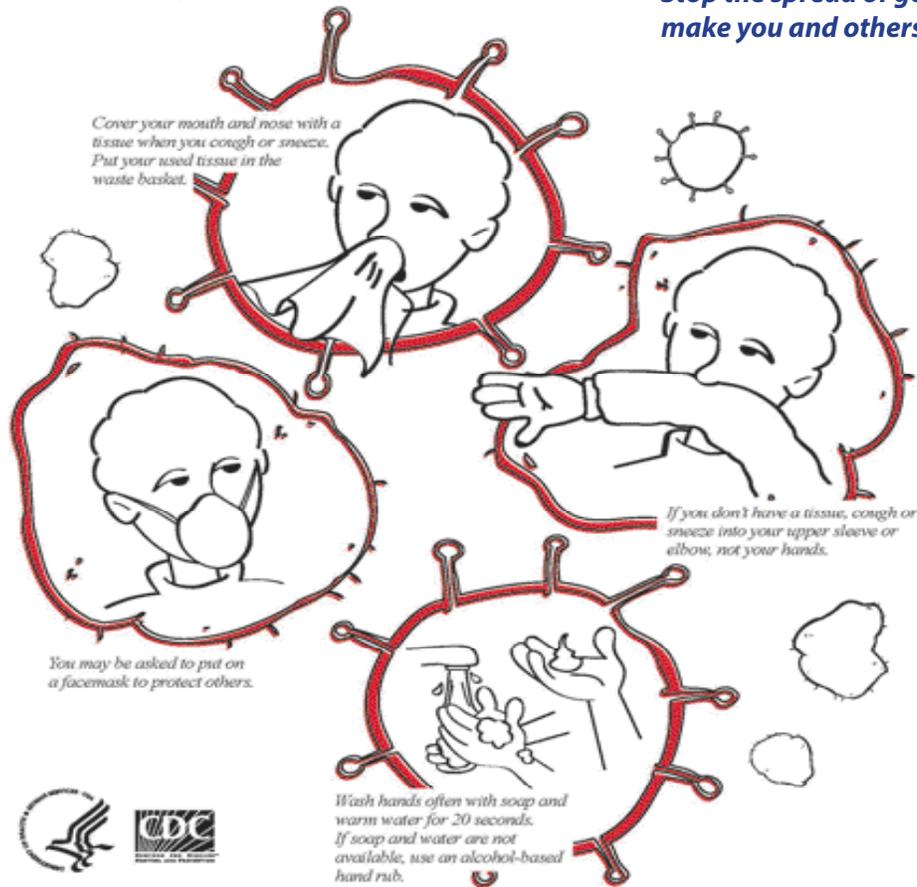
In 2017, the State Highway Patrol responded to 48,789 collisions on secondary roads. Among those collisions, 14,321 resulted in injury and 383 resulted in at least one or more fatalities. The fatalities were caused by a single contributing circumstance such as excessive speed, impairment, driving distracted or not wearing a seat belt.



During the week of Feb. 12, the highway patrol's social media pages highlighted the initiative with daily tips, instructional videos and recommendations for the public to remember while traveling North Carolina's rural roadways. At the conclusion of "Survive The Drive," a report will be prepared analyzing the pilot program and making recommendations for moving forward statewide. ♦

Help Fight the Flu!

Stop the spread of germs that can make you and others sick!



It's not too late to get a flu shot

NC State Health Plan members, including retirees enrolled in the 80/20 Plan and the 70/30 Plan can get a flu shot at their local pharmacy, convenience care center or doctor's office (call to find out if it is available for free or there is a copay, coinsurance or deductible fees).

Quick facts about the flu shot

- The flu shot is made from dead viruses that cannot give you the flu.
- You need a flu shot every year. The flu changes every year. Each year the shot is used to fight the most current flu.
- You can get a flu shot as early as the beginning of September or as soon as the shot is available. You can also get it throughout the flu season, which can last as late as May.
- The flu usually makes people very sick for several days and is the reason more than 300,000 people are hospitalized each year. Getting a flu shot every year is the best way to protect yourself and others.
- Everyone six months of age and older should get a flu shot each year, especially people who may be at a higher risk of getting the flu and who have a harder time getting better after they are sick.

For more information: visit <https://shp.nctreasurer.com> ∞ www.CDC.gov/flu ∞ www.bcsnc.com/flu



Call For Nominations

DO YOU KNOW SOMEONE WHO:

Has gone above and beyond in his or her job? Maybe he or she has done something outstanding in the community or as part of a public service project? Or, is there someone you work with who was courageous in an emergency or prevented loss of life?

If so, then you know someone to nominate for the 2018 Governor's Award for Excellence and the DPS Badge of Excellence!

Tell us about it!

[Click To Nominate](#)

Deadline to nominate DPS employees is March 29, 2018.

If you have questions about the nomination process, contact Margaret Ekam at 919-733-5027.



Elements of North Carolina's Mobile Disaster Hospital Serve Hurricane Ravaged Areas

By Keith Acree, Communications Officer

North Carolina's mobile disaster hospital, a complex collection of trailers, tents and medical equipment is often safely stored away in a warehouse, ready and waiting for the next disaster to strike. But for the past several months there's been lots of use for parts of that hospital. Its five-bed emergency department has been deployed to Marathon Key, Florida, since September. And this month, the hospital's mobile operating suite will be joined with other mobile hospital components from New Jersey and shipped to the U.S. Virgin Islands where it will help support a hospital on St. Croix that suffered damages from Hurricanes Irma and Maria.

The latest deployment for the hospital began Feb. 15 when the trailer housing the operating

rooms was hauled to a port in New Jersey. The current mission through the Emergency Management Assistance Compact is scheduled through mid-March, but will almost certainly be extended.

Local news reports describe major structural damage to hospitals in the U.S. Virgin Islands. North Carolina's mobile surgical unit will serve at Governor John F. Luis Hospital on St. Croix. While the Luis Hospital was not damaged as badly as other hospitals on St. Thomas, damage to its roof will require parts of the facility to move into temporary quarters, so repairs can be made.

In Florida, many months of repairs are required for Fisherman's Community Hospital in Marathon Key. North Carolina's mobile emergency department has been set up there and serving patients for five months, part of a field hospital staffed by the Fisherman's local doctors and nurses. The main hospital building remains closed while repairs are being made. North Carolina's mobile emergency department is expected to remain in the Florida Keys for a few more months before returning home and being rehabbed and made ready for the start of the 2018 hurricane season.

North Carolina's mobile hospital has seen other use in recent years. The emergency department was deployed in Kinston after Hurricane Matthew, and the hospital served in Mississippi after tornadoes in 2014. ♦



Dr. Thomas Morrison, medical director of Fisherman's Community Hospital, stands in the mobile emergency department.

Juvenile Justice Leaders Help Communities Begin Planning to 'Raise the Age'

By Diana Kees, Public Relations Manager

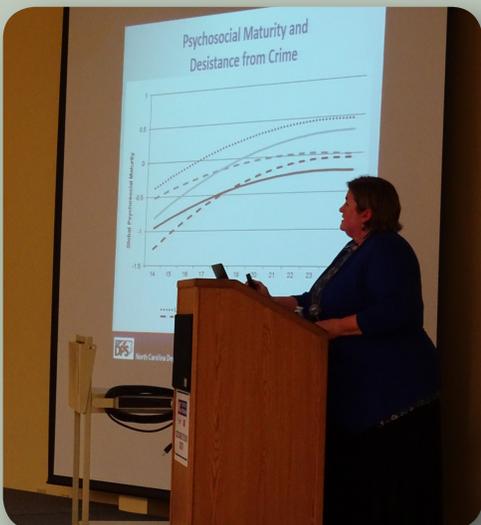
Juvenile Justice leaders are traveling across the state in early 2018, bringing first-hand knowledge and information about the coming change in the age of juvenile jurisdiction to those who work with criminal-justice involved youth.

During last year's regular session, the General Assembly included language to "Raise the Age" of juvenile jurisdiction for nonviolent crimes to age 18 beginning Dec. 1, 2019. To help community program-based providers – such as Juvenile Crime Prevention Council members and program providers, school officials, mental health providers, social services providers and other youth-serving agencies – prepare for this change, the N.C. Association of Community Alternatives for Youth is hosting six regional meetings to assist DPS in sharing the latest information on the planning and implementation of this legislation.

William Lassiter, deputy secretary for Juvenile Justice; Cindy

Porterfield, director of Juvenile Community Programs; Mike Rieder, director of Juvenile Court Services; and Dr. Jean Steinberg, director of Juvenile Clinical Programs and Services, are presenting planning data, information on best practice programming for older juveniles, challenges to be faced in transition and projections on the funding necessary for the new programming, as well as answering questions and taking comments from audience members.

The first three meetings occurred in February, in Wilmington, Rocky Mount and Raleigh. The final three meetings are scheduled for March 1 in Greensboro; March 8 in Concord; and March 23 in Asheville. ♦





NC Guard's 878th Engineer Company, Based in Kings Mountain, is on the Move

By Staff Sgt. Jonathan Shaw, NCNG

The North Carolina Army National Guard conducted a deployment ceremony for the 130th Maneuver Enhancement Brigade's 878th Engineer Company Feb. 17, 2018, at King's Mountain High School, King's Mountain.

More than 150 soldiers from the 878th are slated to deploy for nine to 12 months in support of Operation Inherent Resolve.

The King's Mountain High auditorium was standing room only as the official party and soldiers from the 878th filed in and took their seats. After a brief invocation, the soldiers and civilians in the crowd were addressed by the N.C. Speaker of the House Tim Moore, Mayor Scott Neisler of King's Mountain, Brig. Gen. Allen Boyette, NCARNG's assistant adjutant general of sustainment, and Capt. Chavous Nichols, commander of the 878th.

"The National Guard has answered the call of duty in defense of our country with professionalism, dedication, patriotism, and courage and must continue to do so," said Neisler. "We'd like to express our appreciation and pledge our support to the 878th engineering company during their deployment...and further offer our prayers for their safe return."

Other distinguished guests in attendance included Maj. Gen James Ernst, Deputy Adjutant General, City Manager Marilyn H. Sellers and N.C. Sen. Warren Daniel.

The 878th is a vertical engineering company.

Their primary specialization lies in the construction of base camps and internment facilities as well as construction, repair and maintenance other vertical infrastructures in support of corps or division level forces.

"We're going to be doing base expansions and other construction projects involving anything from carpentry to plumbing and electrical work," explained Sgt. Marcus Meeks, a carpentry and masonry specialist that's been with the 878th for 10 years. "I feel excited about it."

The 878th has a long history of service to its state and country. Its soldiers were mobilized in 2002 to support the National Security Agency during Operation Noble Eagle and again in 2005 during Operation Iraqi Freedom. They've also supported state emergency services with flood relief and repairs during 2015 and 2016 in Georgetown and Columbia, South Carolina and in Fayetteville and Kinston, North Carolina. ♦



First Probation Parole Officers of 2018 Graduate, Take Oath of Office

By Sonja A. Bennett-Bellamy, Communications Officer

Twenty-four men and women proudly took the oath of office as they became graduates of the first basic probation/parole officer training in 2018.

Family members, friends and trainers watched as Superior Court Judge Vince Rozier delivered the oath at a special ceremony held at the Office of Staff Development and Training Complex in Apex.

Community Corrections Director Tracy Lee was keynote speaker for the ceremony. He shared wisdom from his early career as a probation/parole officer in Charlotte.

"Make sure your honor, your integrity and your reputation remain intact," said Lee.

Lee reminded the new officers that safety should be their number one priority when they're serving in the field.

"In today's environment, officer safety and situational awareness is the most important thing I want these graduates to take away," said Lee. "Today's offender is different than in the past. We're dealing with more violent offenders so we have to make sure we're aware of where we are and what we're doing. We're making sure we train our staff in the very best way that we can."

Lee presented the new PPOs with their official badges and certificates. Special honors were given to two officers who were the top performers in the class.

Charlotte Doran received the award for making the highest grade on the state exam. Doran said she looks forward to having a positive influence on those who have made mistakes in the past.

"I believe that everyone deserves a second chance and they need to know that their life doesn't always have to be about crime," said Doran. "I'm excited about helping them discover that."

Andre Bowens from Cumberland County is excited about his new career.

"It's so humbling to me, to be recognized for making such an accomplishment in my new career field, and I'm so excited about becoming a new officer," said Bowens.

The graduates completed five weeks of training at the N.C. Justice Academy in Salemburg. They will now report for duty in various cities throughout the state.



Tell Me Something Good!

Congratulations BCO # 1A, 2 and 3!



Eighteen participants graduated the Basic Correctional Officer Class #1A held at the Samarcand Training Academy on Feb. 9. Pictured are (front from left to right): Kristal Harvey, Kimberly Palmer, Condrel James, Toni Jenks, Joshea Perry, C/O Whitehead, Alisha Williams; (middle from left to right): Alicia Lindsey, Briana Brunson-Kornegay, Joseph Procelli, Steven Long, Tori Byrd, Kennetta Spencer, Hector Velazquez, (rear from left to right): Joseph Fuller, Christopher Harrell, Austin Davis, and Paul Walp.



Twenty-one participants graduated the Basic Correctional Officer Class #2 held at the Samarcand Training Academy on Feb. 16. Pictured are (front from left to right): Anika Evanson, Daryl Faison, Michael, Claiborne, Danielle White, Kayla Sherrod, Kimie Sellers, Monica Teague, Gabrielle Smith, Bruce Phillips Jr; (rear from left to right): Robert Ball III, Calvin Myrick, Anthony Frost, Jesse Lyle, Nicholas Cain, Ryan Lewis, Evan Hord, Marcus Bennett Jr., Kyle Page, Timothy Predmore, Benjamin Simmons, and Cody Nealey. Four officers graduated with honors for their exceptional efforts and achievements: Robert Ball, Evan Hord, Jesse Lyle and Kyle Page.



Eighteen participants graduated at the Basic Correctional Officer class #3 held at the Samarcand Training Academy on Feb. 23. Pictured are (front from left to right): Taylir Sodan, Ashley Donnelly, Gerenda Davis, Ma'kira Settle, Timoni George, Jocelyn Grable, Angelica Donnelly; (rear from left to right): Lewis Hardee, Jess Norris, David Youker, Hakeem Johnson, Austin Hunt, Charlie Rice, Willie Davis, John Needham, Craig Keegan, Austin Stewart and Casey Morris.

P R O M O T I O N S

JANUARY 2018

Anthony Adams, correctional sergeant I, Caledonia CI
Cynthia Adams, correctional sergeant II, Scotland CI
Deloris Albright, administrative services assistant V, Randolph Correctional Center
Bruce Allen, hvac supervisor I, Marion CI
Joshua Arnett, correctional food service officer II, Mountain View CI
Raymond Bailey, correctional programs director I, Tabor CI
Brian Barnette, correctional housing unit manager I, Warren Correctional Center
David Barrier, correctional sergeant III, Foothills Correctional Center
John Beasley, correctional lieutenant II, Caledonia CI
Keyla Bell, lieutenant, State Highway Patrol
Aryana Bell, correctional officer III, Bertie CI
Andrew Bennett, correctional food service officer II, Craggy Correctional Center
Becky Berry, accounting technician, Hyde CI
Susan Blake, housekeeping supervisor I, DPS Office Of The Secretary
Lynetta Blakney, w/a probation/parole assoc, Community Corrections
Brenda Boone, accounting clerk V, Tyrrell Prison Work Farm
Brittany Bowman, probation/parole officer, Community Corrections
Jeremy Brewington, lieutenant, State Highway Patrol
Marvin Brickhouse, correctional lieutenant I, Tyrrell Prison Work Farm
Tommy Brown, correctional programs supervisor, Tabor CI
Joy Brown, administrative services assistant V, Forsyth Correctional Center
Sheree Brown, administrative assistant to branch head, Alcohol Law Enforcement Administration
Robyn Bryant, project manager, Installations Mgt Agency
Caroline Buchanan, administrative assistant II, Marion CI
Charles Bumgarner, correctional programs supervisor, Marion CI
Berthel Bunch, correctional captain II, Caledonia CI
Kosygin Bynum, w/a correctional officer I and or II, Maury CI
Jerry Byrum, correctional lieutenant III, Pasquotank CI
Helen Cain, correctional lieutenant II, Southern CI
Jessica Cantrall, correctional lieutenant II, Pender CI
Michelle Carlton, correctional diagnostic center director, NCCI For Women
Denita Chappell, personnel assistant V, Dan River Prison Work Farm
Paris Collins, correctional sergeant II, Neuse CI
Daryl Conley, major, State Highway Patrol
Timothy Daniels, lieutenant s&w, State Highway Patrol
Michael Dean, chief probation & parole officer, Community Corrections
Joyce Douglas, correctional lieutenant III, Maury CI
David Drury, correctional sergeant I, Dan River Prison Work Farm
Hazel Dula, correctional programs supervisor, Alexander CI
Ashley Farrington, correctional officer III, Polk Youth CI
Tia Fields, correctional sergeant III, Bertie CI
Timothy Fleming, correctional sergeant II, Tabor CI
Angela Floors, chief probation & parole officer, Community Corrections
Joseph Fonvielle, correctional officer III, Tabor CI
Laurin Garris, correctional sergeant I, Odom CI
Carla Garrison, correctional officer III, Bertie CI
Candice Leigh Gary, correctional programs director I, Columbus Correctional Center
Karen Gaskins, correctional behavioral specialist II, Maury CI
Yashica Gilliam, correctional programs supervisor, Bertie CI

Steven Glover, correctional housing unit manager II, Polk Youth CI
Robert Gray, correctional sergeant I, Tyrrell Prison Work Farm
Fritzie Greene, office assistant IV, Lanesboro CI
Wanda Gregory, correctional sergeant III, Pasquotank CI
Robert Gron, engineering/architectural supervisor, Eng Design & Technical Consulting
Brooke Hales, probation/parole field specialist, Community Corrections
Gwendolyn Harrison, correctional programs supervisor, Wake Correctional Center
Tiffany Harrison, correctional food service officer III, Pasquotank CI
Audrey Hart, correctional sergeant III, Lanesboro CI
Regina Harvey, chief probation & parole officer, Community Corrections
Erin Hickey, correctional res & evaluation analyst, Juvenile Justice Admin
Stanley Hicks, chief probation/parole officer, Judicial District 19-B
Richie Hilburn, professional nurse, Columbus Correctional Center
Artis Hill, lieutenant, State Highway Patrol
Darren Hinson, administrative assistant II, Prisons Administration
Frank Hobbs, facility maintenance manager I, Raleigh Corr. Cntr For Women
Brenda Hogan, correctional sergeant II, Southern CI
Patrick Hollis, correctional officer III, Tabor CI
Ricky Hooks, lieutenant, State Highway Patrol
Kendrick Horner, correctional lieutenant III, Maury CI
Darlene Hussey, personnel assistant V, Class, Comp, & Policy,
Carol Ingram, correctional officer II, Morrison Correctional Center
Amy Jenkins, correctional programs director I, Alexander CI
Lillian Jernigan, professional nurse, Hoke Correctional Center
Niesha Johnson, correctional sergeant III, Maury CI
Angela Jones, chief probation & parole officer, Judicial District 3
Denzel Jones, correctional food service officer III, Alexander CI
Anna Kiser, judicial services specialist, Judicial District 22
Bryan Leavenworth, correctional officer III, Central Prison
Gloria Lee, correction training specialist II, Prisons Administration
Jonathan Leffew, correctional sergeant II, Lanesboro CI
Victor Locklear, correctional assistant superintendent II, Tyrrell Prison Work Farm
Curtis Lowman, correctional programs supervisor, Caldwell Correctional Center
Michael Marshburn, captain, State Highway Patrol
Terry McCann, chief probation & parole officer, Judicial District 17
Donna McKinnon, correctional housing unit manager II, Nash CI
Brett McLamb, youth program education assistant II, Tarheel Challenge
Lawrence McPhail, lieutenant, State Highway Patrol
Gracelon Melvin, correctional programs director I, NCCI For Women
Tonya Morrison, personnel assistant V, Pender CI
Brandon Mustian, correctional sergeant II, Franklin Correctional Center
Christopher Nichols, correctional captain III, Alexander CI
Derek Oxendine, w/a correctional officer III, Tabor CI
Fernando Paez, maintenance mechanic IV, Raleigh Corr. Cntr For Women
Chad Parks, lieutenant, State Highway Patrol
Daniel Paynter, correction food service officer II, Warren Correctional Center
Troy Pope, captain, State Highway Patrol
Marilyn Powell, correctional lieutenant III, Maury CI
Teyona Riddick, correctional sergeant I, Neuse CI
William Rivers, correctional officer II, Craggy Correctional Center



PROMOTIONS

CONTINUED...

James Roberts, correctional sergeant III, Maury CI
Toni Nicole Roberts, correctional programs director I, Central Prison
Aubrey Roberts, correctional housing unit manager II, Lanesboro CI
Justin Robinson, chief probation/parole officer, Judicial District 28
Terry Robinson, captain, State Highway Patrol
Pablo Rodriguez, w/a probation/parole assoc, Judicial District 17
Michael Roomian, correctional housing unit manager II, Scotland CI
Darrell Sanderford, correctional sergeant III, Lanesboro CI
William Sinclair, correctional sergeant I, Hoke Correctional Center
Sharonda Smith, correctional sergeant III, Scotland CI
Brett Snotherly, highway patrol lieutenant, State Highway Patrol
Allison Stahl, judicial district manager III, Security Services
Sakina Steele Robinson, correctional lieutenant II, Southern CI
Keosha Surlles, probation/parole field specialist, Judicial District 10
Andrea Taggart, w/a prob/parole associate, Judicial District 8
Deborah Teel, correctional programs director I, Bertie CI
Eric Thompson, lieutenant, State Highway Patrol
Kamyelia Thornton, administrative assistant II, Community Corrections

Christel Thornton, professional nurse, Prisons Administration
Tobias Turley, correctional lieutenant III, Pasquotank CI
Felicia Underwood, correctional case manager, Scotland CI
Michael Valentine, transfer coordinator III, Prisons Administration
Sharon Walker, administrative secretary II, Craven CI
Nichole Watterson, correctional sergeant II, Craven CI
Michael Whaley, lieutenant s&w, State Highway Patrol
Christopher White, correctional officer III, Central Prison
Douglas Whitfield, correctional officer III, Alexander CI
Matthew Wike, lieutenant, State Highway Patrol
Frederick Wilkins, juvenile court counselor supervisor, Western Region-District 23
Darian Williams, correctional sergeant II, NCCI For Women
Vanessa Williams, correctional officer III, Central Prison
Tommy Williams, correctional officer II, Southern CI
James Wolf, correctional officer III, Scotland CI
Sandy Wood, correctional administrative services mgr, Mountain View CI
Carston Zimmerman, correctional lieutenant III, Lanesboro CI

RETIREMENTS

Scotty Alexander, hvac mechanic, Facility Management, 29y/4m
Michael Allen, correctional officer I, Lanesboro CI, 26y/2m
Donnie Ashley, correctional programs supervisor, Orange Correctional Center, 24y/8m
James Atkins, trooper cadet, State Highway Patrol, 23y/2m
Linda Barber, office assistant III, Judicial District 7, 22y/6m
Terry Barham, correction enterprise supv II, Cannery, 29y/3m
Clarence Barnes, juvenile court counselor, Eastern Region-District 1, 28y/8m
Lee Beam, facility maintenance supervisor II, Facility Management, 24y/1m
Ronald Bell, physician, Prisons Administration, 15y/11m
Bruce Belverd, electrician supervisor I, Eng Constr & Major Maintenance, 5y/1m
Dwayne Bisette, correctional lieutenant I, Wake Correctional Center, 30y/2m
Wanda Bizzell, administrative assistant II, Prisons Administration, 32y/2m
Danny Blackmon, correctional officer III, Central Prison, 25y/3m
Adrian Bowen, sergeant, State Highway Patrol, 28y/3m
Thomas Brand, probation/parole officer, Judicial District 29, 40y/7m
Randal Braswell, trooper s&w, State Highway Patrol, 22y/4m
Minnie Bridges, licensed practical nurse, Prisons Administration, 12y/4m
Debra Brown, judicial district manager II, Judicial District 16, 28y/1m
Ervin Brown, correctional officer I, Lincoln Correctional Center, 29y/4m
Michael Brown, correctional officer II, Morrison Correctional Center, 28y/5m
Brenda Carroll, chief probation & parole officer, Judicial District 21, 27y/1m
David Cavanaugh, correctional captain II, Pender CI, 33y/0m
Marsha Chesbro, professional nurse, Prisons Administration, 5y/8m
Charles Cook, western branch manager, Operations East, 29y/9m
Cindy Cook, processing assistant IV, Hoke Correctional Center, 18y/1m
Mary Cooper, personnel technician I,

Development & Performance, 17y/9m
Harold Copley, probation/parole officer, Judicial District 24, 23y/2m
Tony Covington, correctional sergeant II, Southern CI, 35y/5m
Howard Cross, correctional sergeant III, Central Prison, 28y/0m
Portia Dancy, correctional officer II, Nash CI, 17y/9m
Toby Daniel, first sergeant, State Highway Patrol, 24y/4m
Ricky Darden, correctional officer II, Caledonia CI, 30y/0m
Ann Davenport, professional nurse, Tyrrell Prison Work Farm, 6y/0m
Christopher Day, trooper, State Highway Patrol, 28y/1m
Gary Denobrega, correctional programs director I, Columbus Correctional Center, 22y/9m
Martha Denton, correction training specialist II, Prisons Administration, 29y/3m
Michael Dobbings, cook II, New Hanover Detention Center, 14y/6m
John Dollar, correctional programs director I, Alexander CI, 24y/3m
Amelia Dublin, correctional officer I, Johnston CI, 23y/0m
Belinda Dudley, correctional programs director III, Coastal, 28y/5m
Renee Dunn, parole case analyst I, Parole Commission, 41y/1m
Kenneth Ellis, correctional officer III, Central Prison, 13y/5m
David Ferguson, trooper s&w, State Highway Patrol, 15y/0m
Douglas Finley, hvac supervisor I, Foothills Correctional Center, 23y/3m
Timothy Frahm, correctional officer I, Hoke Correctional Center, 29y/3m
John Gardner, sergeant, State Highway Patrol, 26y/4m
Gary Gaston, telecommunications shift supervisor, State Highway Patrol, 26y/8m
Tara Grandy, correctional behavioral specialist II, Prisons Administration, 30y/8m
Cynthia Green, licensed practical nurse, Neuse CI, 9y/5m
Jerry Hamilton, school educator II, Morrison Correctional Center, 23y/7m
Badri Hamra, psychiatrist, Prisons Administration, 33y/1m
Larry Harper, licensed practical nurse, Hoke Correctional Center, 14y/9m
Rhonda Harrell, juvenile court counselor, Eastern Region-District 6, 29y/1m



William Hart, facility maintenance manager I, Lanesboro CI, 23y/7m
Charles Harward, grounds supervisor I, Lanesboro CI, 7y/5m
Hugh Hightower, correctional sergeant I, Dan River Prison Work Farm, 26y/5m
Carmen Hiller, public safety officer, State Capitol Police, 10y/5m
Ritchie Holbrook, trooper cadet, State Highway Patrol, 24y/1m
Colette Jackson, judicial services coordinator, Judicial District 3, 14y/7m
Linda Jarvis, professional nurse, Pender CI, 12y/6m
Sam Jones, correctional officer II, Pamlico CI, 8y/9m
Sylvia Jones, correctional sergeant I, Dan River Prison Work Farm, 10y/5m
Celestine Jones, correctional officer I, Odom CI, 16y/6m
Patrick Jones, correctional officer II, Polk Youth CI, 16y/1m
Jonas Kaylor, correctional officer I, Rutherford Correctional Center, 7y/3m
Yancy King, area 8 coordinator, Operations Central, 29y/8m
Thomas Korwin, correctional captain III, Pasquotank CI, 17y/0m
Lalitha Krishnasami, engineering/architectural supervisor, Eng Design & Technical Consulting, 11y/0m
Francis Labore, physician extender, Prisons Administration, 12y/3m
Marlin Lennon, correctional officer I, Orange Correctional Center, 27y/3m
James Lewis, correctional sergeant I, Hoke Correctional Center, 29y/3m
David Livengood, correction enterprise manager IV, Reupholstery Plant, 36y/5m
Lucille Lockamy, pharmacist, Prisons Administration, 25y/6m
Kathy Mcauley, chief probation & parole officer, Judicial District 27, 23y/2m
Richard McMahon, maintenance mechanic IV, Facility Management, 22y/1m
Hal McNeely, probation/parole officer, Judicial District 21, 37y/4m
Cynthia Meekins Mattocks, correctional behavioral specialist II, NCCI For Women, 16y/1m
Reginald Mewborn, inmate grievance hearing examiner, Inmate Grievance Board, 38y/6m
Michael Mixon, probation/parole officer, Judicial District 20, 20y/10m
Debra Monroe, nurse supervisor, Prisons Administration, 25y/7m
Ronald Montgomery, youth counselor technician, New Hanover Detention Center-Reslife 1, 25y/5m
Danny Moody, parole commission member, Community Management Office, 28y/9m
Richie Moss, correctional officer I, Lincoln Correctional Center, 29y/2m
Joel Motley, correctional captain I, Odom CI, 25y/6m
Adell Nethercutt, correctional officer II, Sampson Correctional Center, 13y/8m
Jerry Paisley, correctional officer I, Catawba Correctional Center, 28y/5m
Terry Person, correctional officer II, Neuse CI, 19y/11m
Joseph Pigeon, correctional officer II, Pamlico CI, 10y/11m
Alyce Pinnell, correctional case manager, Warren Correctional Center, 21y/6m

Michael Pittman, correctional officer II, Caledonia CI, 30y/0m
Connie Price, auto body mechanic, State Highway Patrol, 13y/2m
Hubert Ray, correctional sergeant II, Harnett CI, 21y/3m
Dale Revels, correctional officer II, Lumberton Correctional Center, 7y/2m
James Richardson, correctional enterprise supervisor III, Print Plant, 19y/0m
Ray Richmond, correctional lieutenant II, Caswell Correctional Center, 28y/2m
Jerry Robinson, substance abuse program director I, Alcohol And Chemical Dependency, 26y/0m
Douglas Rouse, youth services behavioral specialist, Dobbs YDC-Administration, 31y/5m
Anita Rutter, engineering/architectural technician, Eng Constr & Major Maintenance, 10y/3m
Leonard Sapp, correctional officer I, Robeson CRV, 22y/0m
Jacquelyn Scism, administrative services assistant V, Forsyth Correctional Center, 10y/1m
Mark Senter, ale assistant director, Alcohol Law Enforcement Administration, 27y/9m
Mary Shearin, accounting technician, Warren Correctional Center, 29y/1m
Vanell Simmons, correctional housing unit manager I, Caledonia CI, 22y/0m
Deborah Sims, personnel assistant V, Class, Comp, & Policy, 10y/10m
Dennis Smith, hvac supervisor I, Marion CI, 30y/2m
Dennis Smith, correctional food service officer II, Neuse CI, 23y/2m
Paula Smith, medical director III, Prisons Administration, 25y/6m
Darlene Spatcher, correctional food service officer III, Lanesboro CI, 12y/1m
Johnny Stancil, correctional officer I, Johnston CI, 25y/1m
John Street, correction food service officer I, Rutherford Correctional Center, 18y/0m
Walter Talley, weigh station operator, State Highway Patrol, 12y/8m
Joycelyn Tate, correctional officer III, Marion CI, 22y/6m
Joyce Taylor, correctional sergeant II, Warren Correctional Center, 20y/6m
James Thomas, correctional officer I, Piedmont CI, 16y/10m
Betsy Thornton, accounting clerk IV, Sampson Correctional Center, 27y/8m
John Tribble, trooper cadet, State Highway Patrol, 28y/1m
Russell Turner, juvenile court counselor supervisor, Eastern Region-District 4, 32y/4m
Charles Webber, correctional officer III, Marion CI, 13y/6m
William Whitten, correctional officer II, Pender CI, 10y/4m
Richard Wilkie, correctional officer II, Harnett CI, 14y/0m
Frankie Williams, youth counselor technician, Dobbs YDC-Administration, 23y/7m
Hank Williams, correctional officer I, Catawba Correctional Center, 28y/9m
Kevin Williams, correctional officer II, Caledonia CI, 28y/2m
Andy Wood, correctional officer III, Maury CI, 28y/1m
Sybil Wood, office assistant IV, Alcohol Law Enforcement Administration, 28y/0m
Kennon Wrenn, processing assistant IV, Tillery Correctional Center, 28y/6m

P A S S I N G S

Alton Leonard, maintenance mechanic V, Bunn Sign Plant, 30y/0m



*Miles for Wellness
Challenge 17*

An Outdoor Adventure Trail

*The Competition begins
March 12!*

Miles for Wellness is a virtual, team-based walking initiative by and for the state employees. It is set up to encourage and support employees to increase their level of physical activity, with the goal of 10,000 steps, or the equivalent of 5 miles, achieved most days of the week.

- This is an opportunity to increase and track your physical activity for 8 weeks!
 - Gather co-workers and form a team!
- Join us on this virtual trail! Build comradery and find new friends along the way!

Register Now! Competition begins March 12, 2018!

Miles for Wellness is sponsored by Office of State Human Resources - Total Rewards Division. For more information visit www.oshr.nc.gov/state-employee-resources. To register [Click Here](#)



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