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Hurricane Matthew: Recovery is an Ongoing Process

By Jill Lucas, Joint Field Office

The floodwaters that saturated much of central and eastern North Carolina in October have long since receded, but state and federal responders remain dedicated to assisting residents whose lives were forever changed by Hurricane Matthew.

Half of the state’s 100 counties were approved for federal and state disaster assistance following the storm, with 45 counties declared eligible for both Individual and Public Assistance programs. More than 80,000 households with damage to their primary dwelling registered for help with the Federal Emergency Management Agency (FEMA), which so far has provided nearly $90 million in grants for homeowners and renters. Additionally, the U.S. Small Business Administration (SBA) has authorized more than $80 million in low-interest disaster loans to home and business owners. More loans are pending.

While FEMA closed its extended registration process on Jan. 23, it will continue to work with the North Carolina Emergency Management (NCEM), partner agencies and charitable organizations to provide recovery resources for storm survivors for months to come.

“We’re seeing Matthew’s impact anew in the struggles survivors are experiencing in rebuilding their homes or finding rental accommodations,” said NCEM Director Mike Sprayberry. “Contractors are overwhelmed and there are only so many functional apartments in some of the hardest-hit communities. Between individual housing and major infrastructure needs of communities, we will be working this storm for a long time.”

Within days after Matthew struck, hundreds of federal employees descended on North Carolina to help the state begin the long road to recovery. At one point there were more than 1,000 workers from FEMA, SBA, U.S. Army Corps of Engineers, Housing and Urban Development, and other federal agencies working alongside NCEM staff. Many of these staff are working at Disaster Recovery Centers or combing the communities to ensure each storm-impacted resident gets all the assistance he or she can. Most, however, are working in the temporary Joint Field Office in Durham where state and federal workers partner to find solutions to the complicated recovery issues. Nearly four months later, 847 federal employees remain in the state, and 30 local residents have been hired temporarily to help in the cause.

CONTINUE READING
Securing Disaster Relief Funding

In December, a special session of the General Assembly passed the Disaster Recovery Act of 2016, which allocated $201 million to help citizens and communities recover from Hurricane Matthew and wildfires that swept through western North Carolina. This included:

- $29 million for short-term housing for areas not covered by FEMA and grants for rental assistance, construction of new rental units and repairs;
- $40 million for local governments to address school calendar flexibility and help fund repairs to water/sewer, road, sidewalk, drainage and residential infrastructure, among other local needs;
- $5 million for economic development and stabilization to help impacted businesses get back on their feet;
- $11.5 million for planning to ensure communities are rebuilt in a sustainable way; and
- $76 million to cover the state share of Disaster Relief to directly help citizens and replenish the State Emergency Response and Disaster Relief fund to ensure North Carolina is prepared for the next disaster.

Additionally, in January, FEMA awarded North Carolina a $4.5 million Disaster Case Management Grant to help survivors navigate the sometimes complex recovery process. The grant marks the first time that the state has sought or received this type of award, which was created in the aftermath of Hurricane Katrina to aid survivors of large disasters who have long-term recovery needs. Experienced case managers from the nonprofit and volunteer sectors will assist survivors in this program for up to 24 months. Another resource is the North Carolina Disaster Relief Fund, which is administered by the United Way to aid long-term recovery efforts to repair and rebuild storm-damaged homes. Funds will be used to help support the work of nonprofits and volunteer or faith-based organizations that help survivors with unmet needs. As of Jan. 18, donors contributed approximately $800,000 to the fund.

Tackling Housing Challenges

Not since Hurricane Floyd struck in 1999 has there been a storm that has impacted so many North Carolinians. Thousands of families were left with homes that were either destroyed or uninhabitable.

Recovery efforts have been complicated by several factors. Many of the homes were in low-lying areas subject to flooding. Numerous homes were in rural areas, with limited other temporary housing available while homeowners repair or rebuild their damaged homes. For those who are able to rebuild, securing the necessary labor and funds takes time.

Transitional Sheltering Assistance

Considerable effort has been dedicated to ensuring that eligible survivors in 11 designated counties (Columbus, Cumberland, Dare, Edgecombe, Hoke, Johnson, Lenoir, Pitt, Robeson, Wayne and Wilson) receive Transitional Sheltering Assistance (TSA), which provides hotel rooms for households that cannot return to their damaged home or rental.

At its peak on Nov. 9, the program provided 1,910 households with 2,064 hotel rooms in disaster designated counties. On Jan. 18, more than 1,300 households were being provided accommodations in about 1,450 rooms. An interim TSA deadline of Jan. 21 was expected to reduce the number of households by about 30 with more to leave the program on Feb. 4.

Manufactured Housing Units

Manufactured Housing Units (MHUs) have been identified as a last-resort option for some displaced households, including some with accessibility needs that cannot be met elsewhere. More than 100 households have been approved for the program, with the majority of units to be placed in Edgecombe, Lenoir, Robeson and Wayne counties and others in Bladen, Columbus, Harnett, Hoke, Johnston, Pitt and Sampson.
Rental Assistance
The Federal Emergency Management Agency provides money to eligible survivors to rent a different place to live or a temporary housing unit while their home is repaired from storm damage. The amount varies based on local fair-market rates, and survivors may be recertified for additional rent support.

Survivors cannot receive rental assistance and TSA support at the same time, which has proven challenging for some survivors who are experiencing delays between making a rental commitment and taking occupancy. As of Jan. 18, nearly 14,000 applicants in affected counties had been provided at least one rent support grant and more than 1,200 remained in the program, which so far has expended more than $20 million.

Hazard Mitigation
Hazard mitigation projects are designed to minimize the risk of damage for future disasters to the same property. With each federal disaster declaration comes designated funds to help the state build more resilient communities.

State and federal specialists are working closely with local government leaders in all disaster designated counties, who must determine which of the solutions below, to recommend for citizens whose homes suffered significant damage. These include:
- Acquisition and demolition, commonly called a “buyout,” which would tear down the structure and keep the land as open space indefinitely;
- Structural elevation, or “house raising,” which would raise an otherwise structurally sound residence above the floodplain; and
- For those structures unfeasible to elevate, potentially mitigation reconstruction, or “demolition and rebuild” to code.

Other Housing Resources
While survivors must keep their address current in FEMA and state systems to remain eligible for benefits, they are not specifically obligated to report where they go after leaving TSA. Representatives from FEMA, NCEM, SBA and HUD, among others, have teamed up to provide face-to-face opportunities for people in local communities to discuss concerns, learn ways to rebuild stronger residences and discover available resources. Several housing resource fairs and disaster recovery workshops have been held in big-box stores, municipal centers and other facilities, with the goal of helping more survivors move forward in their personal recovery plans.

Next Steps
NCEM will continue to partner with federal, state and local agencies to help Hurricane Matthew households for many months as they transition from distress to recovery. As more people become settled in permanent or temporary housing, focus will shift toward supporting local governments as they undertake lengthy infrastructure projects. Many of these will be hazard mitigation efforts designed not only to restore vital services but also to minimize the risk of future disaster-related flooding.

“The goal is to build stronger, more resilient homes, buildings, roadways and other essential components of our North Carolina communities,” said Mike Sprayberry. “We are committed to using all available resources to increase preparedness for future hurricanes and other major weather events. There will be challenges ahead, but this work is intended to reduce the incidence of significant damage and loss of life, as well as provide a predictable path to recovery.”
Meet DPS’ New Secretary

Secretary Erik A. Hooks has always known, even at an early age, that he would at all times choose to help people rather than to make a profit. What he did not know, however, was that the seeds of public service were being planted.

CONTINUE READING
Growing up in the military near Fort Bragg and Pope Field (formerly Pope Air Force Base) in Cumberland County, young Erik Hooks was surrounded by men and women who dedicated their lives to the service of our country. Such an early exposure profoundly impacted his life and career choices, and continues to do so to this day.

“I view public service as a calling,” said Hooks. “It is an opportunity to selflessly provide much needed services to our communities with the highest level of ethical standards.”

Hooks has an extensive law enforcement background and a long history in internal affairs and investigation of public corruption. He began his professional career after undergraduate studies with a brief stint at the Wake County Juvenile Restitution Program under the direction of a juvenile court counselor before his interest in the investigatory process led him toward law enforcement.

Presented with an opportunity in 1989, Hooks joined the North Carolina State Bureau of Investigation (SBI) as a special agent and has since served there in various capacities, including assistant special agent in charge with the Special Investigations Division as well as unit commander/manager for Professional Standards. In 2005, he rose to be the SBI assistant director over the Professional Standards Division. He has also led the SBI’s efforts in threat assessment, inspections and compliance.

Explaining the essentials of an effective workforce, Hooks said “a lesson I learned growing up in a diverse military community was the importance of character and strength through our differences. We must all give our best to the people we protect. A strong workforce is one where everyone and their ideas are brought to the table, and people of all backgrounds are heard.”

A number of the young Amateur Athletic Union (AAU) program basketball players in his Wake County community only know Secretary Hooks as Coach Hooks, as he stresses the fundamentals of the game, learning, character and teamwork. To Secretary Hooks, it’s more than just basketball; he enjoys mentoring and passing along the importance of individual integrity and personal growth of the young players.

A native of Spring Lake, Hooks is a North Carolina State University graduate, holding a bachelor’s degree in political science with a concentration in criminal justice as well as a master’s degree in liberal studies with a concentration in organizational management and research. He is a member of the International Association of Chiefs of Police, North Carolina Police Executive’s Association, and has served as the chairman of the SBI Special Committee on Development and Diversity, Committee on Criminal Discovery and Compliance, and a host of internal workgroups to enhance the efficiency of law enforcement. Secretary Hooks was most recently sworn in as the Chairman of the State Emergency Response Commission.
The Jan. 6 winter storm that dumped two to nine inches of snow across parts of North Carolina was Secretary Erik A. Hooks’ introduction to the intricacies of leading the Department of Public Safety. This storm impacted much of the state, and caused two fatalities, more than 1,600 crashes and approximately 30,000 power outages.

North Carolina’s State Emergency Response Team (SERT) activated to handle the complexities of this snow and ice event.

This event, which began in the evening and hung around because of temperatures in the single digits until Jan. 9, caused many SERT partners to answer the call for help.

State and local law enforcement officers, first responders, state and local emergency management personnel, and North Carolina National Guard soldiers worked together to help keep North Carolinians safe.

The State Highway Patrol responded to more than 3,600 calls for service and 1,600 crashes across all parts of the state.

- Troop A - 100 crashes, 207 calls for service.
- Troop B - 121 crashes, 254 calls for service.
- Troop C - 486 crashes, 829 calls for service.
- Troop D - 220 crashes, 546 calls for service.
- Troop E - 202 crashes, 517 calls for service.
- Troop F - 158 crashes, 431 calls for service.
- Troop G - 196 crashes, 478 calls for service.
- Troop H - 167 crashes, 355 calls for service.
According to a recent Federal Bureau of Investigation report, an estimated 1.4 million people are active in more than 33,000 street, prison and outlaw motorcycle gangs across the country and in Puerto Rico. Chicago has an estimated 70,000 gang members, while Los Angeles has 120,000.

Comparatively, North Carolina has 4,888 active members across the state involved in 289 different gangs. Those figures come from North Carolina GangNet, the state’s law enforcement database on validated gang members. Housed under the State Highway Patrol, GangNet is administered by Jon-Paul Guarino who cautions that the numbers in the database are dependent on reports from law enforcement agencies. He said this year’s data shows a slight decrease in the number of gang members from last year while several counties – Craven, Columbus, Union and Pitt – show a slight increase.

If gathered in one spot, North Carolina’s gang members would equal the population size of Mount Olive. That’s where the 11th annual Eastern North Carolina Gang Conference was held Jan. 5.

Learning the Signs

Law enforcement, court counselors, prison workers and probation and parole officers were among the attendees of the one-day conference held at the University of Mount Olive.

“Gang activity is entering the mainstream on a daily basis,” said Guarino, who led a Gang 101 workshop. “Love and violence are one in the same (to gang members). Kids want love and attention more than anything, and they commit crimes on behalf of their clubs to get that attention.”

Guarino said kids model what they learn from their environment. A second grader formed a gang hand sign with his hands while posing for a group photo of his class. Neither the teacher nor the editors of the yearbook caught the signal before the book was published.

In a different school, an alert teacher noticed what looked like a gang symbol on a 13-year-old girl’s school notebook and notified authorities. Guarino’s interview of the girl led to Wilmington gang members who were arrested and convicted for two separate murders — one was an unsolved murder and the other was a missing person case.

Gang members, Guarino told attendees, identify with various colors, star designs, logoed clothing, letters of the alphabet and numbers. For example, 88 is a well-known symbol among neo-Nazi groups. The number stands for Heil Hitler because H is the 8th letter in the alphabet.

Last year, 65 law enforcement agencies and 426 officers were trained on the use of GangNet, a tool that has become critical to identifying potential trouble spots as well as aiding in the protection of officers patrolling communities.

An FBI report states that gangs are responsible on average for 48 percent of violent crime in most jurisdictions.

Across the hall at the conference was Guarino’s wife, Michelle, a licensed clinical social worker at the Chapel Hill Police Department. She said data is necessary concerning gang members.

“School teachers, counselors, nurses and cafeteria workers are the first to see gang activity, tattoos and such,” she said. “Communication skills are vital. They need to know what they are working with. That helps build a rapport and save lives.”

According to the U.S. Department of Justice and the N.C. Gang Center, the majority of law enforcement agencies report most participants in gang crimes tend to be young, male and either black or Hispanic, and that the vast majority of people who join gangs do so between the ages of 11 and 15.

“Pride, identification, love, discipline, self-esteem, acceptance, status and excitement are all reasons kids are attracted to gang membership.”
Love is by far the biggest issue. It is a big catalyst for joining a gang,” Michelle Guarino said.

Street gangs depend on recruiting disaffected youths with the promise of a sense of belonging. Gang recruiters join clubs and become tutors or mentors to know what’s going on in youths’ families and target the ones who are easy prey, the ones who are unwanted or unloved at home.

“School-age recruiters are the hardest to get our hands on,” she said. “Reports show that 67 percent of kids said they wouldn’t have gotten into a gang if they had parental support. It’s hard to change someone’s normal. It’s a challenge to have kids go back into the environment from whence they came.”

Leaving Gangs

Fading away from a gang is reportedly the best approach to leaving and avoiding threats of violence. Doing so takes time as it involves disassociating with friends and even family members who are involved in gangs. Making the transition alone is difficult.

How to Help

When community members, social workers or law enforcement try to help young people disassociate, they need to understand that the child’s source of love and support is lost when he leaves, Michelle said. That gap must be filled.

Experts recommend engaging young people in activities to prevent recruitment. For example, when the Guarinos worked in Wilmington, they took kids kayaking, camping, horseback riding and to other activities that were often unfamiliar to this group.

• Let young people feel valued—provide the skills and opportunity for them to participate and feel connected to their community.
• Know that gang members would actually like to lead a conventional life, have a legitimate job, have a family and their own place to live.
• Walk them through the methods of finding and applying successfully for a job.
• Help them get the proper papers needed to work.
• Help them stay on the job by making them aware of the protocols needed to succeed such as resolving anger management or family conflict issues.
• Advocate for gang members when confronted by the justice system.
• Identify substance abuse issues and offer support in dealing with the addiction.
• Help kids find new sources of social support.
• Work with the family; identify new peer groups.

Keynote Speaker

Tarheel ChalleNGe Director, Col. Edward Timmons, Sr., told members of the gang conference that the North Carolina National Guard’s Tarheel ChalleNGe program is available to kids 16 to 18 years old who are at risk of dropping out of school and looking for a second chance.

“There are 1.2 million dropouts every 26 seconds across the United States. We are saving lives, one cadet at a time,” Simmons said of the volunteer program that has been in existence for 22 years. “Seventy-five percent of crimes are conducted by high school dropouts.”

Timmons said the 52-week program is a volunteer program where teens have classes on life skills, health and safety, sex education, child nutrition, and dealing with substance abuse and sexual values. They also get physical fitness training, learn job skills and perform 40 hours of community service.

The program is free, and part residential and part non-residential.

“If you can’t follow, you can’t lead,” Timmons said of its military-type atmosphere.

http://nc-tcachallenge.org/

Give Thought to These Points:

• Gangs obtain their money through drug and gun trafficking, robberies, fraud, prostitution and human trafficking.
• Gangs typically use violence to control neighborhoods.
• Prison and street gangs are intermingling as gang members flow in and out of the correctional system.
• During the past two years, the FBI report states that known or suspected gang members have applied for positions or gained employment in the United States military, law enforcement, corrections, and the judiciary. Of those, the U.S. military was identified as the most common.
• Military-trained gang members pose a serious threat to law enforcement and the public. They learn combat tactics in the military, then return home to use these skills against rival gangs or law enforcement. These soldiers have access to weapons and can move more easily across the US border.
• The 14- to 24-year-olds who are not in school or have a job are typically bored and disengaged from society. Gangs are attractive to them because their reputation and social status increases with membership.
• Those who drop out of school later find that their lack of education contributes to his or her inability to earn a living. If they do have a job, often they are unstable in their work environment.
• Some are involved in criminal activity and have a high risk of being arrested.
• Some discover early parenthood.
• Some are homeless.
• Some have problems with substance abuse.
• Some want to be with friends and family who are already gang-involved.
• Some are lured by the promise of money and drugs, the excitement of being part of a gang.
• Some may find protection while others fear being victimized if they don’t join.

All of these factors make children at-risk and vulnerable. Prevention efforts need to begin at an early age to keep kids from falling victim to recruitment tactics.

References:
• FBI’s 2015 National Gang Report
• National Gang Center
• National Criminal Justice Reference Service
Maury CI Employee Wins Prestigious Award

Clarence N. Godley, food service manager III at Maury Correctional Institution, received the prestigious John R. Larkins Award during the 2017 State Employees Dr. Martin Luther King Jr. celebration in downtown Raleigh. This award is the highest civil rights honor that can be won by a state employee.

Godley, who after four years in the United States Army began his career with state government in 2002 at Craven Correctional Institution, was cited for his work ethic and selfless dedication to helping those in his community – from a co-worker who was unable to work to parents who could not afford Christmas for their children to community children through the Toys for Tots Program.

With a ‘we can make it happen’ attitude, Godley stresses teamwork to his employees. He implemented an Employee of the Quarter program for his department to boost employees’ morale and encouraged them to work together to be a more efficient and effective department.

To help those in his work community, Godley spearheaded several events to raise funds to help co-workers who needed assistance. In 2014, he was notified that a co-worker was diagnosed with a type of cancer called Lymphoma. He worked with human resources to ensure that the coworker could focus on his treatment and recovery, and also assisted the family with modifications to their home. Godley also raised money for several correctional officers who had ill family members or lost their homes in fires. Godley also works with inmates in Maury Correctional Institution’s Food Service Department to learn skills that they can use when with them.

His sense of community extends beyond Maury Correctional Institution. Following Hurricane Matthew, Godley raised money to aid the victims. He and his department also worked with Greene County Department of Social Services to sponsor a family this past Christmas. In 2016, Godley raised approximately $12,700 for staff in need, Hurricane Matthew relief, employee appreciation, Toys for Tots and the sponsored family. He lives in Washington and is very active in his church.

“Godley is known for going above and beyond to help others,” said Erik A. Hooks, secretary of the Department of Public Safety. “His passion for his community overflows to those around him. He encourages every person to work together to accomplish more. North Carolina is fortunate to have a giving, selfless and dedicated leader in our correctional facilities who inspires others to improve their lives and the lives of those around them.”

The John R. Larkins Award was established in 1998 to recognize human service and is presented annually at the State Employees Dr. Martin Luther King Jr. Day Observance Program.
North Carolina National Guard soldiers and airmen, civilian staff, service organizations and other vendors hosted the annual Tarheel Homecoming celebration held at the North Carolina National Guard’s Joint Force Headquarters in Raleigh on Dec. 16.

Tarheel Homecoming invites NCNG retirees and prior service members to learn more about current Guard operations and provide information on retiree benefits.

Many veterans are not aware of the benefits and programs available to them. This event acts as a way to bring together these former service members and the organizations aimed to help them.

“We are educating retirees to make sure they understand their benefits and what they’re entitled to,” said Sgt. 1st Class Robert Shook, NCNG acting director of casualty operations, who was manning one of more than a dozen booths in the atrium at the headquarters building. “Many funeral homes and civilian authorities don’t actually understand that a National Guardsman is entitled to additional benefits that are comparable to the active component.”

Other booths included the Education Office, the Employment and Education Center and the North Carolina National Guard Association.

Retired Sgt. 1st Class Shelton Faircloth, who left the service in 2011 said that the event acts as a way to reconnect and stay educated on the Guard and his benefits.

“To come back and not just see older friends that I served with but to find out about the information they put out is great,” said Faircloth, who now works at the Durham Veterans Affairs Medical Center as a telehealth health technician. “Coming to these types of events are great for any type of retiree as it will give you a perspective on what is going on that can benefit you for your service to the North Carolina National Guard.”

In addition to the regular briefing on the current state of the Guard, a special presentation was held for Vietnam Era Veterans, as this year marks the 50th anniversary of the Vietnam War Commemoration.

All the Vietnam veterans were asked to come onto the stage in the auditorium where they were presented with a commemorative lapel pin and sticker for their cars.

The annual event brought more than 230 retired Guardsmen together this year.
Be Part of the Process: NCVIP Interim Review

The Interim Performance review became available in the NCVIP system on Jan. 17. This task is a three-step process with the employee taking the first step, followed by the supervisor and then returning to the employee for the final signature. Each step is open for 14 calendar days, so there is ample opportunity for employees to launch the task and provide their own comments about their progress for the first half of the performance cycle. The task will expire on March 2.

Managers, supervisors and employees should have been commenting since the beginning of the 2016-17 Performance Cycle to make this initial step easier for the employees.

Designed to allow for employee input, this process encourages employees to access their record on a regular basis to add comments and attachments as appropriate.

The policy does require three discussions. Both employees and supervisors should be prepared to have a discussion.

There are many resources available on the DPS Human Resources website, including job aids to help navigate the system. Questions can be sent to the DPS Human Resources Performance and Organizational Development Help Desk at DPS_NCVIPHELP@ncdps.gov.

FYI: Delay to Fair Labor Standards Act Overtime Pay Change

A recent court decision has caused a delay in the new Fair Labor Standards Act’s (FLSA) rule regarding overtime compensation, and as such it did not take effect Dec. 1, 2016. The U.S. Department of Labor (USDOL) previously issued a new rule updating the regulations determining employee coverage under the FLSA minimum wage and overtime pay protections.

The N.C. Office of State Human Resources advises agencies to continue to follow the existing overtime regulations while the USDOL is considering available options. Additional information will be provided when known.

Managers should notify employees of the delay and continue to:

- Monitor all non-subject employee’s compensatory leave balances to manageable levels.
- Manage work schedules of all employees for a balance between employee and agency.
- Review all current non-subject employee’s FLSA statuses for appropriateness.
- Be prepared for the next effective date, which will be provided as soon as OSHR is notified.

Questions may be directed to the DPS Human Resources staff at (919) 716-3800.
Nearly 150 DPS Adult Corrections staff and other officials attended the annual N.C. Correctional Association Annual Training Conference in Greensboro in November. Some of the key topics discussed included understanding the role of nonmedical correctional supervisors, culture improvements and new standards for using force in prisons. Attendees also had the opportunity to ask DPS senior officials questions during a Town Hall session. The group also presented several awards: Outstanding Journalism – Amanda Lamb, WRAL; Gus Moeller Award – Betty Brown, outgoing NCCA President; Piedmont Region Member of the Year – Takesha Hammond; Southeastern Region Member of the Year – Barbara Jacobs; and Healthcare Professionals Member of the Year – Patricia Scurlock.

Correctional Officer II Reginald Moore from Craven Correctional Institution was traveling on U.S. 23 in Ross County, Ohio, when he noticed a pick-up truck stalled in the left lane and its driver slumped over the steering wheel and not moving. He pulled over and tapped on the driver’s window, but the driver did not respond. He contacted the county’s emergency services, pulled the driver from the truck and checked for a pulse. Finding no pulse, Moore began CPR and continued it until emergency medical personnel arrived.

The N.C. Private Protective Services (PPS) and Alarms Systems Licensing (ASL) Boards have moved to 3101 Industrial Drive in Raleigh. The location is better suited to the successful implementation of the online registration and licensing system that is in progress. It will allow the staff to better serve the PPS Board, ASL Board and the industry.
Tell Me Something Good!

On The Scene...

is an online news magazine published monthly for and about employees of the North Carolina Department of Public Safety. If you have questions, ideas or content to submit, please call Laura J. Leonard at 919.436.3142 or by email at Laura.Leonard@ncdps.gov.

Showing Appreciation at Polk Correctional Institution

The Department of Public Safety’s Triangle Region Career Readiness Team recognized the hard work and dedication of Polk Correctional Institution’s employees in December with an employee appreciation day. Employees were provided a pizza lunch, followed by cake, and the Division of Prison’s senior management attended to extend their gratitude for the employees’ hard work and listen to any concerns employees may have had.

Thank You for Your Service to DPS

Secretary Erik A. Hooks presented a certificate of appreciation to Human Resources Director Nancy Lipscomb on Jan. 20, her last day at DPS. He thanked Lipscomb for her many contributions to DPS. Lipscomb will be the human resources director at the N.C. Department of Insurance.

Make a Joyful Noise

Hoke Correctional Institution Case Manager Cynthia Gibbs (center) formed the Hoke CI’s first inmate choir, which performed Dec. 8 for the institution’s inmates. The performance was followed by guest speakers and a performance from a community gospel group.
PROMOTIONS

In December 2016

Jordan Allen, programs director I, Tarbor Correctional Institution
John Autry, court counselor supervisor, Court Services District 24
Karen Baers, correctional officer III, Marion Correctional Institution
Brandon Bates, sergeant III, Maury Correctional Institution
Lee Beam, facility maintenance supervisor II, Facility Management
Laranda Boone, sergeant II, Pamlico Correctional Institution
Christopher Breinich, professional nurse, Lanesboro Correctional Institution
James Brown, training specialist II, Southern Correctional Institution
Shawn Burnett, food service officer II, Franklin Correctional Institution
James Candelario, correctional officer III, Maury Correctional Institution
Traci Canter, administrative secretary II, Community Corrections Judicial District 1
Kirk Carrow, substance abuse counselor, Alcohol and Chemical Dependency
Heath Cash, correction enterprise supervisor V, Correction Enterprise Sign/Tag Plant
Harry Chavis, maintenance mechanic IV, Polk Correctional Institution
Robert Cole, captain II, Morrison Correctional Institution
Timothy Cooper, case analyst, Polk Correctional Institution
David Cotto, correctional officer III, Bertie Correctional Institution
Michael Covington, correctional officer II, Morrison Correctional Institution
Bonnie Cox, correctional officer III, Central Prison
Brenda Crouch, substance abuse program consultant I, Alcohol and Chemical Dependency
Richard Cunningham, sergeant I, Sanford Correctional Center
Heslop Dana, case analyst, Piedmont Correctional Institution
Doris Daye, assistant superintendent for programs II, Polk Correctional Institution
Cynthia Day, food service supervisor I, Forsyth Correctional Institution
Daytrell Dixon, correctional officer III, Central Prison
Desmond Fletcher, youth program/education assistant II, Tarheel Challenge
Melody Freeman, sergeant I, Swannanoa Correctional Institution
Jonathan Gibson, correctional officer III, Scotland Correctional Institution
Sarah Gidden, correctional officer III, Pasquotank Correctional Institution
Sarah Gidden, sergeant III, Pasquotank Correctional Institution
Argentina Gillespie, sergeant II, Albemarle Correctional Institution
Sharmaine Green, food service officer I, Morrison Correctional Institution
Barbara Hargrove, housing unit manager II, Warren Correctional Institution
Mathew Henderson, sergeant I, Swannanoa Correctional Institution
Bethany Herman, chief probation and parole officer, Community Corrections Judicial District 25
Crawford Hester, maintenance mechanic III, Facility Management
Jacob Hicks, sergeant III, Marion Correctional Institution
Joshua Hughes, correctional officer II, Albemarle Correctional Institution
Justin Hunt, sergeant II, Lumberton Correctional Institution
Samaila Idris, behavioral specialist I, Prisons Administration
Antonio Jackson, youth counselor supervisor, Dobbs Youth Development Center
Jessica Jackson, food service officer III, Lanesboro Correctional Institution
Lorilou Jackson, nurse supervisor, Caledonia Correctional Institution
Nicole James, probation and parole associate, Community Corrections Judicial District 10
Valris Jernigan, programs supervisor, Sampson Correctional Institution
Randy Jones, chief court counselor, Court Services District 16
Tammy Jones, sergeant II, Avery Mitchell Correctional Institution
Areatha Kerwin, personnel assistant IV, Craven Correctional Institution
Donald King, sergeant III, Central Prison
Joseline Kirkendoll, community development specialist II, Governor’s Crime Control
Angela Lamm, case manager, Avery Mitchell Correctional Institution
Kyle Lanning, facility maintenance supervisor IV, Piedmont Correctional Institution
Stephanie Latham, sergeant II, Hyde Correctional Institution
James Leech, housing unit manager I, Albemarle Correctional Institution
Crystal Lee, probation and parole officer, Community Corrections Judicial District 14
Danyelle Lewis, processing assistant IV, Southern Correctional Institution
Herbert Lewis, staff development coordinator, Staff Development Training
Kenneth Little, chief probation and parole officer, Community Corrections Judicial District 25
Marc Little, facility maintenance supervisor II, Facility Management
Helena Locklear, lieutenant III, Scotland Correctional Institution
Ryan Looney, probation and parole associate, Community Corrections Judicial District 14
Stephen Lowery, correctional officer III, Central Prison
Della Lovin, correctional officer II, Morrison Correctional Institution
Tameka Lucas, probation and parole officer, Community Corrections Judicial District 4
John Mark, accounting technician, Mountain View Correctional Institution
Jonathan Mark, sergeant I, Randolph Correctional Institution
Crystal Marsh, youth counselor, Chatham Youth Development Center
Angela Martin, sergeant II, Southern Correctional Institution
Yahaira Martinez, correctional officer III, Scotland Correctional Institution
Marquita Mccray, accounting clerk V, N.C. Correctional Institution for Women
James McKimmon, correctional officer III, Central Prison
Kenyadial McLaurin, probation and parole officer, Community Corrections Judicial District 1
Christina McNeil, professional nurse, Piedmont Correctional Institution
Melissa Miller, probation and parole officer, Community Corrections Judicial District 1
Sherry Mitchell, programs director I, Craven Correctional Institution
Alex Myers, chief probation and parole officer, Community Corrections Judicial District 22
Joseph Norris, food service officer III, Maury Correctional Institution
Oladele Olawoye, correctional officer III, Polk Correctional Institution
Earnell Outlaw, sergeant II, Bertie Correctional Institution
James Owen, REP program manager, Emergency Management Information Planning
Brandon Oxendine, sergeant II, Lumberton Correctional Institution
Claudia Oxman, chief probation and parole officer, Community Corrections Judicial District 21
Torri Parmley, youth counselor, Dobbs Youth Development Center
Latricia Perry, youth counselor technician, Transportation Services

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**Retirements**

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

**Joseph Abbott**, correctional officer II, Columbus Correctional Institution, 27y/8m
**Delta Adams**, dental assistant, Scotland Correctional Institution, 27y/0m
**Barney Albright**, correctional officer III, Maury Correctional Institution, 9y/3m
**Teresa Alexander**, personnel analyst III, Human Resources, 32y/11m
**James Amelia**, chief probation and parole officer, Community Corrections Judicial District 25, 31y/0m
**Joseph Ayscue**, career development Teacher, Dillon Youth Development Center, 13y/10m
**Jeffrey Babb**, major, State High Patrol, 29y/2m
**Dianne Bazemore**, professional nurse, Bertie Correctional Institution, 25y/0m
**Samuel Bowers**, trooper, State High Patrol Troop G, 25y/9m
**Calvin Caswell**, correctional officer II, Caswell Correctional Institution, 16y/0m
**Reginald Davenport**, correctional officer I, Tyrrell Correctional Institution, 20y/5m
**Patricia Deloatch-Barber**, probation and parole officer, Community Corrections Judicial District 6, 24y/3m
**Gary Dennis**, sergeant II, Southern Correctional Institution, 30y/8m
**Max Gerald**, judicial district manager III, Deputy Community Corrections, 25y/8m
**Vicki Gibson**, office assistant III, Community Corrections Judicial District 17, 18y/8m
**Lynzandra Gray**, office assistant III, Hoke Correctional Institution, 23y/6m
**Ricky Hill**, sergeant II, Nash Correctional Institution, 28y/11m
**Michael Holmes**, trooper, State High Patrol Troop C, 28y/1m
**Allen Johnson**, trooper, State High Patrol Troop H, 26y/7m
**Robie Killette**, sergeant I, Neuse Correctional Institution, 21y/10m
**Vanessa King**, judicial services coordinator, Community Corrections Judicial District 5, 30y/9m
**Alban Lineberry**, correctional officer I, Randolph Correction Institution, 5y/0m
**Henry Long**, correctional officer II, Caswell Correctional Institution, 9y/3m
**Terry Mcrae**, correctional officer II, Pender Correctional Institution, 11y/9m
**Lucius Mcravin**, sergeant III, Central Prison, 27y/1m
**Wendy Minahan**, office assistant, State Highway Patrol Troop C, 30y/8m
**Larry Moore**, courier driver, Correction Enterprise Service/Warehouse, 8y/9m

**Richard Northington**, correctional officer II, Nash Correctional Institution, 23y/1m
**Otto Pharr**, administrator of education and health, Education/Health Services, 26y/1m
**Glenn Pruett**, correctional officer I, Confinement in Response to Violation Center, 16y/0m
**Mellie Rabette**, correctional officer II, Lanesboro Correctional Institution, 7y/11m
**Leslie Rhoden**, sergeant II, Piedmont Correctional Institution, 20y/3m
**Carey Roberts**, youth monitor, Stonewall Jackson Youth Development Center, 28y/4m
**Dennis Rowland**, assistant superintendent II, Wake Correction Institution, 29y/2m
**John Schwade**, staff psychologist, Polk Correction Institution, 32y/1m
**Louella Slaughter**, processing assistant V, Greene Correctional Institution, 11y/6m
**Malcolm Stocks**, sergeant I, Eastern Correctional Institution, 18y/11m
**Kenneth Teague**, probation and parole associate, Community Corrections Judicial District 16, 27y/7m

**Robert Williams**, facility maintenance supervisor I, Facility Management, 28y/9m

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

**Christopher Surratt**, lieutenant III, Marion Correctional Institution
**Tyrone Sutton**, juvenile court counselor, Court Services District 8
**Gregory Swink**, programs director I, Marion Correctional Institution
**Aree Thompson**, nurse supervisor, Lanesboro Correctional Institution
**Wesley Thompson**, sergeant II, Columbus Correctional Institution
**Tazwiah Tucker**, sergeant I, Gaston Correctional Center

**Donna Upchurch**, administrative services assistant V, Edgecombe Youth Development Center
**Katie Webster**, technical hazards unit leader, Emergency Management Information Planning
**Anthony Wilde**, assistant superintendent II, Craggy Correctional Center
**Chantal Wright**, correctional officer III, Central Prison
**Kelcey Wright**, correctional officer III, Marion Correctional Institution

**Joseph Zecca**, lieutenant II, Craven Correctional Institution

**Joseph Stafforh**, probation and parole field specialist, Community Corrections Judicial District 21
**Doodnauth Sukhu**, correctional officer III, Central Prison

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

**Reginald Davenport**, correctional officer II, Columbus Correctional Institution, 27y/8m
**Larry Moore**, courier driver, Correction Enterprise Service/Warehouse, 8y/9m

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