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Field Training Officer Program Helps the Trainers and Trainees Become Better Correctional Officers

by Jerry Higgins, Communications Officer

After a few short months, the Correctional Officer Field Training program has made a difference throughout the state.

The FTO program pairs an experienced correctional officer with a new CO who has finished basic training. The two are paired up for 120 hours in the facility they will work in before the “officer in training” staffs his or her post in the facility. The FTO trains the rookie and works with the new officer on how to carry out tasks in a facility.

The FTO is there to show how to do cell checks; how to properly place restraints on an inmate; even how to wear the uniform properly.

How can you tell it’s working? Just ask the people most affected by the program – correctional officers. Both the field training officers and officers-in-training agree that this program benefits everyone and will make correctional officers more effective as they work in prisons and keep the public safe – as well as each other.

“The initial assessment of the program is it’s been overwhelmingly well received by staff,” said Director of Prisons Kenneth Lassiter. “This program will better prepare staff for a career in corrections.”

“The FTO program is superior,” said Marion Correctional Institution FTO Jonathan Mathis, who is completing his fifth year as a CO. “I’m very happy (being an FTO). It’s much better than, ‘Here’s the keys, good luck and God bless.’”

The FTO program is one of the many changes that have taken place in prisons over the past year or so. New correctional officers now go straight to basic training after orientation.

Thanks to the hard work of the Office of Staff Development and Training, the backlog for basic training has been eliminated this year. The officers in training now develop familiarity with the facility where he/she will work. Learning skills from experienced training officers inside the new work environment is what the Division of Prisons is looking for from the program.

“We’ve received very positive feedback from all levels of people involved at this point,” said Program Director Zachary Kendall. “We’ve received strong interest in people taking the position of FTO. We’re very pleased with all the interest. And we’ve received good feedback from officers who’ve been trained. It’s overwhelmingly benefitted them. They’ve built on what they learned in basic training. They now have the confidence to perform jobs in a prison environment.”

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Career Readiness vs. Mentorship

Through the years, Prisons tried different ways to fill the needs of providing mentors for new correctional officers. A mentor program was put in place in the early 2000s but it ended due to budgetary and structural issues. Then, the career readiness came about where a “career coach” worked with a number of correctional officers on advice and counsel. But that ended last year when most correctional officers felt mentorship was a more effective way of training new officers.

“The original mentor program was a good concept,” Kendall said. “The career readiness program attempted to work with new staff periodically over a two-year period and provide encouragement. But we needed one-on-one training and that’s what we’ve come back to. This program provides the correct order of things in a much more formalized version.”

There are many benefits of the FTO program versus other training programs Prisons had in place in the past. This facility-based “hands-on” experience, or practical application of correctional knowledge, immediately following Correctional Officer Basic Training, serves to better prepare front-line staff with the necessary skills, qualities and confidence to effectively meet the challenges they will face on a daily basis once assigned to an individual post.

The program now mirrors the law enforcement training standards used across the nation, according to Kendall. Field training officers oversee a structured curriculum of tasks and duties that the officer-in-training completes. During training, the OIT will not be separated from the FTO, nor assume any post individually.

Each of the state’s 55 prison facility heads designate a person to serve as the Correctional Officer Field Training Facility Coordinator, who manages the FTO selection process. Part of his/her duties include managing, motivating and guiding the participants, as well as heading the screening, interviewing and selection of FTOs.

Since the program began on March 1, more than 350 field training officers have been trained at four sites across the state. The FTO training not only provided situational examples but worked on team building. During a session in Apex, the three groups were presented with scenarios where they had to build a large hat out of foam materials. Scenarios ranged from vocal leadership and planning to no leaders and no planning. And the parameters were changed on the fly, showing that, like the life of a correctional officer, nothing follows a set plan.

“I believe in the field training program,” said Deborah Ezuma of Polk CI, a 20-year CO and FTO at the Apex training. “I know I needed hand-holding when I started. We are an essential part of the law enforcement team.”
Early in the program, Central Region COFT Coordinator Mark Honhart shared a story from an OIT at NCCIW in Raleigh:

“Officer Charnell Jones, whose Field Training Officer (was) Shayla Croom, obtained her four-year college degree, and is subsequently working on her master’s degree. She is a CO III. Ms. Jones expressed genuine appreciation of field training, detailing the knowledge and confidence she’s gained. Ms. Jones repeatedly complimented her field training officer on her professionalism, knowledge and how she (Ms. Jones) felt comfortable asking any question.

“Ms. Jones further states that "This is not just a job, this is my career." Ms. Jones openly commented that without field training, she probably would not have continued her employment in corrections.”

Officer Jones, who started on Feb. 19, said she hopes the program grows.

“We will become a better staff,” she said. “I don’t know how they chose my FTO, but she was perfect for me. That’s important.”

FTO Richard Wargo trained Michael Marchman at Pender Correctional Institution. He enjoyed working and training Marchman and thought the training structure was successful.

“I want to pass on the knowledge I’ve gleaned to others,” Wargo said. “When I was new, I had a good training officer. I want to continue on with our new staff. I want to pass on what they needed to know instead of what they think it needs to be. This is a lot more effective. Now a new officer has time to ask anyone a question and we can figure out the answers.”

Added Marchman: “I didn’t know what to expect in training. I’ve worked in jails before. In jail, you’d see a guy for a week and then he’s gone. Here, you see them for years and years. I really thought Officer Wargo did a good job. He’s dedicated and thorough. Instead of being thrown right in, I had the opportunity to get used to working in this environment. I could ask about any situation. It really made my situation easier and more comfortable.”

Vincent Sharp trained Randy Beale at Bertie CI. Beale started as a CO about five years ago before transferring to Community Corrections a couple of years ago as a probation/parole officer. He returned to Prisons in April.

“The way we do things now is so much better,” Beale said. “When I started, I moved around to different facilities and they’re all different. Now, you are training where you are working. You learn about the inmates you’ll see every day and build relationships with the staff. Sharp was also calm with me. Inmates respect him, and he respects them. He’s a man of his word.”

Said Sharp: “I like training people on how to do things the right way. This isn’t a joke. You have to take it seriously. Beale took in what I learned and the mistakes I made. He listened about my experiences and we worked on improving skills. He’s going to make it.”

Continue Reading pg. 5
In the middle of a sunny afternoon, Marion Correctional Institution correctional officer William McFalls pulled out his flashlight and dropped to his knees in the corner of an inmate's cell. He shone the flashlight under a metal sink, around the steel toilet and then got to his feet. He then pointed the flashlight toward a light fixture above the sink and moved the light along the edges of the fixture.

"You're looking for any openings and changes along the edges where an inmate can hide something," McFalls told officer-in-training Lee Williams, who watched intently as his field training officer moved across the room with the flashlight and looked under the bed and along the corners of the room for any unusual breaks in the caulking or other abnormalities where an inmate may have altered the room to hide contraband.

Welcome to Correctional Field Officer Training in Marion CI. And, while the style of training may differ from trainer to trainer, the end result stays constant – teaching new correctional officers what it takes to keep themselves, other COs, staff, the public and, even inmates, safe and sound through hands-on training at the facility where he's going to work.

"The way I like to do it is to show the OIT how to do it, I'll do it and he'll watch and then he'll do it and I'll watch," said McFalls. "I'll be there for him to guide him along, answer questions and help him if he feels uncomfortable with the situation.

"I don't want Williams to feel overwhelmed coming into the first day (of being on a post himself). By me sitting here having him read it (instructional book), he's not going to retain it. With an experienced officer with him, showing him 'Hey, this is a way to do it.'"

Williams said, "He's been really good about giving me all the information I need and allowing me to take control. I feel levels above where I was the first day. He did it at first and then allowed me the opportunity to do it. As I got more comfortable, he'll critique me."

McFalls, like other FTOs, works out of a module-based training manual. McFalls created tabs in certain sections to make it easier for Williams or other OITs to find information quickly. McFalls also added his own notes he's acquired through the years about items such as gangs and undue familiarity to complement the training information.

During the cell search, McFalls showed Williams how to restrain the inmate prior to him leaving the cell. He assisted Williams in bringing the inmate out of the cell into a holding area in the showers and then went through every inch of the cell looking for contraband.

As they were inspecting the mattress, Williams asked McFalls how long he should take in inspecting the bedding and clothes.

"If it takes five minutes, it takes five minutes," McFalls said. "If it takes five hours, it takes five hours. Just do it thoroughly and feel comfortable after you're done."

Both officers had great rapport as they inspected the cell. Williams had questions and McFalls had answers. It wasn't like a boss/employee conversation, but rather like a partnership.

Both officers feel like their relationship will be positive. Just after 120 hours of training together, both men have an easygoing friendship and respect toward each other.

"The community doesn't realize what we do," McFalls said. "We are in volatile situations every day. If the prisoners are not here, they'll walk out and commit crimes in the community. The public sees what's in the news media and think we're dirty.

"Prison isn't like the shows on TV. This training really shows new correctional officers how it works here."
50th Tarheel ChalleNGe Graduation Held for Salemburg Cadets

On Friday, June 8, the North Carolina National Guard's Tarheel ChalleNGe Academy at Salemburg hosted a graduation ceremony at the Sampson County Agri-Exposition Center in Clinton. Dr. Larry Bell, the N.C House Representative for District 21, spoke to graduates and their families.

The ceremony was the program's 50th, with 103 cadets graduating, many earning their GEDs while in the program. The ChalleNGe Cadets also participated in a number of local service-related projects while enrolled to show support in their communities.

The Tarheel Challenge Academy has existed for 23 years and is sponsored by the North Carolina National Guard. Its unique quasi-military structure instills at-risk teens with life skills while focusing on academics, physical training, self-discipline, teamwork, leadership, team-building, work ethics, service to community, respect for others, self-esteem, loyalty and integrity.

The program consists of a 22 week in-residence phase at ChalleNGe's Salemburg campus focused on academics and physical training aimed at reclaiming troubled high school dropouts and giving them the skills to become productive citizens. Cadets are enrolled in a GED diploma program while in the in-residence phase with a one-year mentoring phase to follow.

Go to the [flickr page](#) to view more images from the ceremony.
New Troopers Graduate from 144th Basic Patrol School

by Sgt. Chris Knox, SHP Public Information Officer
The State Highway Patrol proudly welcomed 20 new troopers at a graduation ceremony for the 144th Basic Highway Patrol School on May 26. The ceremony ended 15 weeks of rigorous training preparing them for a fulfilling career of service to the state of North Carolina.

The ceremony was held at the Colonial Baptist Church in Cary. The oath of office was administered by N.C. Supreme Court Justice Paul M. Newby. Col. Glenn McNeill Jr. provided remarks to those in attendance.

“As Troopers, we must continue to view our profession as an opportunity to demonstrate leadership through dedicated service in turn serving the citizens of North Carolina,” said Col. McNeill. “Remember what you’ve learned; use good judgment, don’t forget that effective communication is key and always apply ethics to your decision-making process.”

Congratulations to our new patrol members!

Members of the 144th Basic Patrol School:

- Omar R. Mendoza
- Jason I. Kirby
- Eric J. Watson
- Carson R. Harrington
- Joshua G. Lewis
- Zachary J. Belinsky
- Jacob I. Strickland
- Chad E. Harrington
- Tyrell J. Perry
- Andrew C. Lunsford
- Kyle E. Morgan
- Casey L. Anderson
- Kyle C. Davis
- Scott J. Hunter
- Jamareus A. Nance
- Austin D. Oxendine
- Brandon E. Smith
- Mallory C. Gathings
- John A. Bales
- Caleb J. Locklear
Transportation Fabrication Shop Helps K-9 Units Sniff Out Savings

by Claire Rice, Editor

“The kennels are made of steel and are virtually indestructible. Our shop will be able to transfer them from truck to truck unlike before and in the long run save you quite a bit of money,” explained DPS logistics coordinator, Keillen Johnson.

Johnson and his transportation fabrication shop team, Donald Mangum and Wayne Keith Best, undertook a vehicle modification project a few months ago dedicated to saving time and money for the DPS prison K-9 handlers. For years, the 27 dog teams across the state have used any means necessary to modify their vehicles which must be customized for each dog’s particular skill (cadaver, tracking, narcotics and cellphones). K-9 units in transition between vehicles could be out of service for up to eight months and with the high usage rate of each vehicle, they need to be replaced every three years.

“Kennels, equipment and labor that previously cost anywhere between $500 to $3,000 costs us less than $100 to modify each truck. The centralization of all upfit processes give our shop the ability to customize each vehicle for less,” remarked Johnson.

John Groves, central region dog-handler and driver of the newly outfitted truck, lets his dog check every square inch of the vehicle as he watches her carefully, looking for anything that may be out of place or cause an issue in the field. Groves’ narcotics dog, Mags, smiles her approval as she rests in her new “seat” in the truck.

Meanwhile, dog-handler Anthony Leonguerrero and his dog, Reka, are near the rear of the vehicle as they check out the newly installed kennels generally used by bloodhounds. Reka swiftly boards the tailgate and sniffs around the steel kennels.
“The idea behind this project is to cut the transition time to a single day, lower the cost of upgrades to the regions and provide a vehicle that will remain road-worthy for at least seven years, further lowering the overall cost to the state,” stated Johnson.

After the paperwork was signed and the truck keys handed over to Groves, Mags was safely loaded into her new ride and the team rolled out for another day’s work. Groves’ truck is the first of five vehicles that have been deployed across various regions of the state to test the work of Johnson’s team.
Juvenile Justice Measures Success, One Child at a Time

by Matt Jenkins, Communications Officer

Society today oftentimes judges the success of programs by data and trend lines, but when it comes to Juvenile Justice, focusing purely on analytics and spreadsheets makes it easy to forget the Section’s mission to intervene and shape tangible change in the lives of REAL people. Presenting young people with opportunities to experience confidence-building success helps reduce factors that create adult offenders out of North Carolina’s best resource – our children. Thus, taking time to recognize and acknowledge achievements made on the individual level is also an important part of measuring the impact and success of the Juvenile Justice Section.

Stonewall Jackson YDC Students Shine in State Mathematics Scholars Spotlight

The North Carolina Council of Teachers of Mathematics (NCCTM) sponsors three regional math fairs each spring, with the best projects at those events advancing to the State Math Fair. Working with facility mentors, educators and counselors (Dr. Monica Currie, Terrell Williams, Janet Dalton among others), the team from Stonewall Jackson YDC (SJYDC) competed scholastically with high school students from all 100 counties. This marked the second consecutive year a team from SJYDC entered competition, and their hard work was recognized. Projects submitted by the participants ranged in complexity, but each incorporated advanced mathematical theories to explore and solve realistic problems. The events draw the brightest young minds from around North Carolina, and the entire scholastic team at SJYDC tested their abilities, pushing themselves to experience the challenge of competing at this level. Each is a winner in that regard. The Western Regional competition (hosted by Appalachian State University) was the first opportunity for the team to display projects for judging.

Among the SJYDC team, two students excelled – claiming both first and third place in the regional contest. As such, their projects moved ahead to the state level competition (hosted by the N.C. School of Math and Science) in Durham, where they were judged against five other high school students. Via video conference, Jayden S. and Taten B. engaged with university professors (judges) to present and explain their projects personally, and when the dust settled, they claimed both second and third place for their efforts. For their hard work, the two scholars received several awards – from plaques and certificates to monetary awards – but greater is the knowledge and self-confidence each gained from achieving on such a high level.
Creating a Hip-Hop Beat Using the Note-To-Number Method of a Fibonacci Sequence and Modular Arithmetic.

“Jayden S. used one of Fibonacci’s three methods for musical composition that involves the use of modular arithmetic to create mathematical sequences and was able to plug in various beats to develop a musical mix. After his calculations were complete, he programmed his sequences into ‘Beatlab.com,’ and was able to produce several original musical compilations. Jayden also learned the art of using the Golden Ratio, from the Quadratic Formula to calculate the section in a musical measurement where the bridge can be introduced for a melodic sound.”

Dream Design by Charlie Inc.

“Taten B. designed a home using ideas from his brother’s house and the architectural style of Frank Lloyd Wright. He drew floor plans to scale (.25 inch to 1 foot) and then created a 3-D model of the home. Taten studied cantilever designs and used a formula to determine the size and materials necessary to carry a particular load, based on his chosen building design. He produced a series of calculations for the beam cantilever to determine proper overhang without support. His biggest concern was maintaining even distribution (of weight) to maintain building integrity. After theorizing a variety of materials in the formula variables (titanium, aluminum, zinc, steel, oak, ash and hickory) – as well as overhang distances – he concluded steel was the best building material to use based in this application.”
Summer Camp Builds Character and Social Skills

Sunshine and breezes filtering through the trees while hiking in the woods. Kids running and screaming in the field during an epic game of dodgeball. Throwing your first ringer in the horseshoe pit. Learning to sail. Singing by the campfire. Perhaps your mind goes back to swimming, or canoeing around the lake. Even putting extra effort into cleaning your bunk so the cabin eats first and has less chores. Writing letters of thanks was definitely part of the week away from home. Whatever memories one might have tucked away, chances are the experience of attending summer camp had an impact on your development as a person. Sadly, many juvenile justice-involved youth won’t have memories such as these. But thanks to some generous (and anonymous) annual donations, 37 youths this year earned a week of experiences at Camp Willow Run, in northeastern North Carolina.

“[It’s] therapy for the souls of young people who need the opportunity to be kids,” stated one counselor when asked her thoughts about the camp. “Watching a child overcome fear is a wonderful thing to witness, but think about what it gives that young person. It offers
self-confidence, a sense of accomplishment, or the chance to overcome reservations about themselves.”

The first week of June, juvenile justice-involved youths from around the state traveled to the shore of Lake Gaston to regain some of their childhood. The team at the Methodist-affiliated facility opens cabin (well, in this case, converted railway boxcar) doors, so these kids can experience camp just as any other child would. There is no mention of the past or their participation in the criminal justice system, because it doesn’t matter. “What matters is that these young people experience and develop critical skills for adulthood within the camp’s safe environment,” stated Angela Smith, assistant director of Juvenile Facility Operations. “The college-age staff/activities specialists are very well-trained and the kids respect, trust and bond with them in ways they can’t with adults or YDC counselors. It is a very healthy environment for affecting meaningful growth and change.”

The camp’s physical activities may come naturally to energetic young people, but the confidence exercises can present challenges. Finding the inner courage to step off a high ledge, scale a climbing wall or walk tree-to-tree on wire cables 20 feet into the canopy, is only one aspect of the week. Juveniles learning to trust that the person keeping them suspended by a rope/harness will not let them down (because being let-down may be a regular thing in their lives) is big. “I was ready to quit on the obstacle course, but was encouraged by staff to keep going. Life can make you want to quit but you have to keep going,” stated Jonas.

Campers learn to bond as a team and work together to achieve a goal. In addition to the tangible social skills, the week in a camp setting most certainly feels less taxing to the mind of a teen living a watched and monitored life. Chase reflected on his week, “There’s people out there to support us. It was nice to get out and have a mental break from YDC. It boosted my morale.” After all, this trip is a reward for doing what’s expected of them in the YDC, so it should illustrate that good behavior pays dividends.

Bolstering pride and affirming the successful achievements of North Carolina youth will help produce positive results more consistently. Those outcomes support the contemporary model of programming used by the Juvenile Justice Section, in its efforts to strengthen our communities statewide and reduce the number of juvenile offenders. Whether it’s helping children to excel in the classroom or to develop critical skills at summer camp, the entire Juvenile Justice team who help make celebrations like these possible should share in the accolades.

“I was ready to quit on the obstacle course, but was encouraged by staff to keep going. Life can make you want to quit but you have to keep going.”

- Jonas
Twenty-five North Carolina emergency managers and fire officials recently returned from Hawaii after deploying to help manage the response to the Kilauea volcano eruption, completing what was for most, their most unique work experience ever.

Deployed at Hawaii’s request, through the Emergency Management Assistance Compact (EMAC) the teams assisted Hawaii County Civil Defense with staffing its local emergency operations center around the clock, and providing much-needed help with planning and operations. Since May, three North Carolina teams have been dispatched, each for a two-week assignment.

These emergency response officials are accustomed to dealing with floods, hurricanes and tornadoes in their home state. Although a volcano is a very different type of disaster, the response activities are similar – including evacuations, sheltering and logistics. Those who deployed to Hawaii are all credentialed Incident Management Team members, trained and certified in positions ranging from incident commander and operations section chief, to situation unit leader and public information officer.

“When we first arrived, we were asked to write an evacuation and sheltering plan for areas downstream of the lava flow,” said Eric Wiseman, an area coordinator for NC Emergency Management, who led the first team that arrived in Hawaii on May 20. The team wrote a nearly 40 page comprehensive evacuation plan that included self-evacuation, buses, wheelchair capable vehicles and even helicopters, explained Scot Brooks, Moore County’s emergency manager.

The biggest challenge the team faced was earning the trust of local officials. “Even though they asked us to come, we had to get their buy-in and build relationships,” said Wiseman. “They
had to learn to trust a bunch of people from North Carolina to basically help them run their county.”

“Within a few days we had great buy-in. We knew that if we did not build those relationships, we would not succeed,” Wiseman said.

Witnessing a volcanic eruption was something they will never forget. “Seeing lava spewing from a crack in the ground, up hundreds of feet in the air, and feeling the heat was simply amazing,” said Brooks.

While the Kilauea volcano has been active almost continuously since 1983, the current intense eruptions started May 3, and show no sign of slowing. That open-ended uncertainty, and the nature of damage caused by a lava flow, make things especially difficult for displaced residents.

“With a flood, fire or hurricane, there is almost always a place to go back to, and pieces to pick up,” said Wiseman. “After a lava flow, everything is gone and the landscape is changed forever. They can’t even go back to the same spot. That’s what makes it such a difficult type of disaster for victims.”

A third North Carolina team of five departed for Hawaii the weekend of June 16 for a two-week assignment. Two members from the second team are extending their stay to help them.

“It was a long time to be gone, but it was a once-in-a-lifetime experience,” said Brooks. “We learned a lot and we accomplished a lot.”
North Carolina Incident Management Team members who deployed to Hawaii included:

Eric Wiseman, Charles Tripp, Melissa Greene, Diana Thomas and Josh Langdon - NC Emergency Management
Billy Winn – Gates County Emergency Management
Wike Graham – Charlotte Fire Department
Shane Seagroves – Lee County Emergency Management
Jordan Rink – Cary Fire Department
Will Kehler – McDowell County Emergency Services
Scot Brooks – Moore County Emergency Management
Joel Wood – Greensboro Fire Department
Bradley Kinlaw – Bladen County Emergency Management
Stacie Miles – Onslow County Emergency Management
Steve Newton – Chatham County Emergency Management
Rodney Diggs – Anson County Emergency Management
Joe Lord – Cleveland County Emergency Management
Brian Shoemake – Cleveland County Emergency Management
Greg Hardee – Greenville Fire Department
Jon Williams – Union County Emergency Management
Donald Taft – New Hanover County Sheriff’s Department
Jim Robinson – Greensboro Fire Department
Curtis Avery – Beaufort County Emergency Management
Chris Smith – Hertford County Emergency Management
David Marsee – Durham County Emergency Management
Kirby Saunders – Orange County Emergency Management
Mary Beth Newns – Currituck County Emergency Management
Rick Davis – Sherrill’s Ford Fire & Rescue
Get to Know the Benefits Group of Central HR!

by Charlene Shabazz, HR Deputy Director for Safety, Health, WC & Benefits

Welcome to the benefits group of Central Human Resources! I’m Charlene Shabazz, the Deputy HR Director for Safety & Health, Workers' Compensation, Benefits and Time & Leave. Becki Johnson manages the daily operations for the benefits group. The dedicated benefits employees include: Ida Diaz, the insurance and volunteer shared leave (VSL) program manager; Brandin Bell, insurance case specialist; Lynda Lovett, VSL case specialist; Ron Burnette, temporary employee; Kathy Branch, disability/retirement program manager; Sefronia Strum, Debra Zimbleman and Mike Telesca, disability/retirement case specialists.

Our benefits group interacts with DPS employees from the beginning of their career, during and through the retirement process. When you are tackling the maze of deciding which benefit plan is best for you, it is made easier when you have a one-on-one consultation provided by Ida and her staff. When I arrived at DPS in August 2017, we were preparing for open enrollment in October. We would continually get asked if Ida and Brandin would be coming back to go over open enrollment information with us again this year.

Work is a big part of your life and sometimes “life” happens. “Will a life experience prevent me from meeting my family responsibilities? Will I have enough leave to handle my family responsibilities?” These are questions that Linda, Kathy, Sefronia, Debbie and Mike handle with confidence and expertise. By providing assistance and guidance to employees with VSL and disability questions we allows the employee the time needed to fully handle “life.”

Do you have a passion for volunteering? We provide information to your health benefits representative on activities where you can utilize your yearly 24 hours of community service leave. This leave does not roll-over from year to year so don’t lose it, use it to enrich the lives of those in the community!

If you are an avid walker, you can lead or join a walking team as a part of the state’s wellness initiative. This year, Central HR had three walking teams. It’s truly amazing how sedentary we can be without tracking our steps each day. Just taking the stairs instead of the elevator can get you to the goal of 10,000 steps a day. I take the stairs in the Shore Building because it’s faster than the elevator and is still helping me reach 10,000 steps each day. Becki will be providing information in the near future to your HBR about the upcoming fall event.

DPS is fortunate to have many employees who have dedicated years to serving the citizens of North Carolina so when the time comes to start planning retirement, we are here for you. All you have to do is make an appointment with Kathy and her staff.

Thank you for taking the time to learn about the benefits group of Central HR!

Need Help with Personal or Work-Related Challenges and Concerns?

The NC Employee Assistance Program is a state-sponsored benefit offering support and resources for counseling, financial, legal and online services. Employees can seek help for marital difficulties, stress, work-related concerns, grief and more. Free financial counseling and ID theft recovery are available as well.

Need legal advice? Our program can provide free legal advice via telephone or a 30-minute appointment with a local attorney. Monthly seminars are available online in English and Spanish as well.

Help is available 24/7 every day of the year at 888-298-3907. It is confidential and free to you and your household family members. You can also access the program by visiting mygroup.com. Please contact Becki Johnson, benefits manager at 919-716-3800 for questions.
In 2010, Leslie Clothier left her native state of Michigan and headed south to North Carolina to start a new life. She was later joined by her high school sweetheart Brandon. The two got married a year later and settled down in Moore County where Leslie landed a position as a probation/parole officer.

The warm Carolina sun was a welcomed change from the frigid Michigan winters. The young couple had seriously talked about starting a family but conception didn’t come easily. They had all but given up hope when they finally found out Leslie was expecting their first child.

“Finding out I was going to be a mom was the best thing that had ever happened to me, and Brandon, he was just super excited about becoming a new daddy,” said Clothier.

But just 26 weeks into the pregnancy, something went horribly wrong. Clothier began to hemorrhage and was rushed to the emergency room.

“When the ER doctor came into the examining room, he looked at us and said, ‘something is wrong with your baby’s head, and I don’t know what it is.’ He sent us home without even knowing what the problem was. I just laid in bed and sobbed.”

The return home would be a short stay. The next day, Clothier was taken to the University of North Carolina Hospital in Chapel Hill. That day, Clothier prematurely gave birth to a baby girl by caesarian section. They named her Ellie Jean.

“She was so little they couldn’t even bring her to me. They had to hurry and take her to the newborn intensive care unit. I told my husband to go with Ellie.”

Doctors were brutally honest with the Clothiers. Their tiny baby was born with congenital toxoplasmosis, a disease caused by a virus commonly associated with cat feces, raw meat and contaminated garden vegetables. Worst, Baby Ellie Jean suffered from many of the health issues suffered by premature infants, including hydrocephalus (water on the brain), an oxygen deficiency, blindness, and cerebral palsy, a skeletomuscular disorder that confined her to a wheelchair. The news was hard for the couple, but they brought their beautiful little girl home, determined to give her everything she needed in order to live a happy life.

News of Leslie’s complicated delivery created a groundswell of compassion throughout the Community Corrections family, who rallied to the couple’s side.

“I didn’t even realize the seriousness of her situation at first,” said Heather Marsh, chief probation officer in the Carthage office. “Oftentimes people in the work environment forget that others around us may endure things in their personal lives that can have a direct effect on their work.”
The period of time following Ellie’s birth was a stressful one for the Clothiers. Many times, Leslie’s work family felt helpless.

“As an office, we grieve for each other, we pray for each other, we cry with each other. When Ellie came home from the hospital our work family showered her with gifts and love,” said Marsh.

Marsh alerted NC DPS executive leadership. They too, were extremely supportive; allowing Leslie to work from the Orange County office so she could be near Ellie at the hospital where she was treated for several months.

Now four years old, Ellie Jean is non-verbal, and she is legally blind with limited peripheral vision on her right side, but she understands what it feels like to love and be loved by her family. She rides the bus to a daycare in nearby Southern Pines that provides services to children with special needs. The Clothiers also now have a two-year old son, Joseph Walker, who is very helpful in caring for his big sister.

“She is a sweet, loving child,” said Clothier. “Her smile is the most contagious and she can be so funny, because she snorts when she laughs. She is a Daddy’s girl.”

Despite her disabilities Ellie is a happy child who delightfully engages everyone she comes in contact with. The family loves the outdoors, so they frequently visit local playgrounds for fun. The problem is, none of the equipment on playgrounds in their small town of Carthage can accommodate little Ellie Jean.

“Our son could swing and climb on playground equipment but Ellie could not.” In most cases, Leslie and Brandon have to sit with Ellie in their laps in order to swing on a swing set or slide down the sliding board. “It’s so frustrating and unfair that she can’t have fun like the other children, just because she has a disability.”

Leslie had an idea: build a special playground that would accommodate Ellie Jean and other children with special needs. She had seen the type of playground she desired to build during a recent family outing to Sassafras Park in Raleigh.

“I looked at my husband and said, ‘I’m building a park; I researched it and then I started knocking on doors to ask for support.’”

Out of this vision, Leslie established “The Ellie Jean Project”, a nonprofit devoted to building safe playgrounds for special needs children. Now one-year old, the Ellie Jean Project has raised about $30,000 and garnered the support of local municipalities and civic organizations that want to help.

Leslie’s colleagues at NC DPS were ecstatic to help.
“The Ellie Jean Project is awesome,” said Marsh. “During our free time, everyone in Moore County Probation assists or is involved in some way. This project has truly shown me how a small community can take up and support each other. At one point or another, we have all pitched in to help because this isn’t just for Ellie Jean, it’s for every special needs child who can’t go to a park that can accommodate their needs.”

Moore County probation/parole officers have helped sell special wristbands, participated in softball and cornhole tournaments, and have shown up in numbers at the Sports Bar and Grill in Carthage, which devotes a portion of its sales every three months to the Ellie Jean Project. Other major donations have come from the Elk Lodge in Southern Pines and private donors who have made a commitment to support the project.

The price tag of completing a special needs program is a huge one, close to $250,000. That doesn’t scare Clothier. She has begun to cultivate relationships with hopes to partner with town leaders in places where there are existing parks that can be renovated to include special equipment. She considers it a calling, something she is divinely ordered to do.

“This is far from over. I won’t stop until there is an Ellie Jean Park in every county in North Carolina. Even if it’s just one swing, I’m going to do what it takes to make the park inclusive.”
In collaboration with the DPS Communications Office and the North Carolina National Guard, students at St. Timothy’s School in Raleigh were given the opportunity to become pen pals with soldiers abroad.

Thirty soldiers stationed in the Middle East received letters and responded with stories about their lives, and gave a glimpse into what serving your country is really like.

In this day and age, students are far more familiar with writing emails than letters, so putting their thoughts to paper and mailing them across the world was likely a first-time experience for many of them.

Writing letters can be beneficial to students in a variety of ways, but for the soldiers, it brings a little bit of home to their part of the world. The school hopes to send care packages in the fall and looks forward to continuing their relationship with these true American heroes.
Segways Help Bring State Capitol Police Closer to the Public

by Clyde Roper, Communications Officer
The State Capitol Police recently acquired several examples of a new kind of vehicle for its officers to use on patrol—Segways. SCP officers are already using the speedy personal transporters to patrol the State Government Complex. The officers report the reaction from the public has been positive.

“The Segways give us another way to reach out to people and connect with them on a personal level. They also increase the efficiency of our officers on routine patrol in the government complex and at events by increasing their visibility and the speed with which they can respond to calls for service,” said State Capitol Police Chief Glen Allen.

Officer D.A. Proctor is one of the officers assigned to use the Segways. Proctor had to receive specialized training to operate the Segway in a law enforcement role. Proctor said during the training he learned basic things like how to start it up and ride on a straightaway as well as more advanced skills, like how to maneuver and safely come down steps. He called the Segway an excellent community engagement tool.

“People see it and start asking questions about it, wanting to know more about it,” said Proctor. “It gives us the opportunity to get up close and personal and to have a tool that people ask questions about.”

The Segways came to the agency at no cost via the DPS Law Enforcement Support Services office, thanks to a grant from the Governor’s Crime Commission.
A Glimpse into the World of the Communications Office

by Claire Rice, Editor

The word “communications” can seem rather mysterious to most people. You may have heard someone explain “I work in communications.” Then you ask yourself, “Yeah, but what does that mean?”

Those of us who work in the DPS Communications Office know all too well what it means and thought it would be a good idea to explain what it is that we do on a daily basis.

The most obvious side of our communications office are the public-facing aspects such as writing press releases, answering media-related questions and doing on-camera interviews. It is true that at some point in time on any given day someone in our office is doing one of those things. At the same time, we have other people in our office responding to public inquiries, ensuring DPS employees are kept up-to-date on initiatives and events, working on daily news clips, designing posters, photographing a graduation, responding to inmate correspondence, shooting video for a public service announcement, live tweeting from a press conference, writing articles for the employee newsletter, redacting public records, translating documents into Spanish, updating the DPS website, participating in a nuclear drill, scheduling volunteers for the state fair, planning for the Badge of Excellence...the list goes on.

Our office has a hand in almost every aspect of the department and must be “in the know” about everything that is going on at all times. Many of our staff are on-call 24/7 even outside of inclement weather and states of emergencies.

That’s just a glimpse of the daily work of the communications office, but we hope it helps clear up some of the mystery.

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Day 1 – First Day with the North Carolina Department of Public Safety

For my Work Experience Program, I’m working with Ms. Pamela Walker, the Director of Communications at the North Carolina Department of Public Safety (NCDPS). NCDPS is located in downtown Raleigh in the government mall. It’s located in the Archdale building, which is the tallest building with 14 floors.

For my first day, I was introduced to many employees in the building. Before I began my Work Experience Program, I was quite nervous about what the people there would think about me, and I was worried about possibly being a nuisance by being in the way of their work. However, when I arrived, I soon felt my worries fade away. Everyone is incredibly kind, and they all made me feel welcome. I was able to sit in on a staff meeting first thing in the morning where the employees introduced themselves and gave a brief summary of their position. I learned that there are a lot of different specialists that all work together in order to successfully run the department—such as experts in public records, adult or juvenile correction, graphic design, law enforcement, as well as troopers and sergeants. After that, I sat in on a meeting to discuss certain prison policies. I also sat in on several of Ms. Pamela’s calls, which dealt with issues such as the flooding brought on by tropical storm Alberto as well as discussions with reporters. At the end of the day, I was able to meet with the secretary, Secretary Hooks. Just like the rest of the staff, he was incredibly welcoming and helpful. In addition, his office is on the top floor, meaning he has a wonderful view of downtown Raleigh!

Although it’s only been one day, I’ve already gleaned invaluable information from my Work Experience Program. The experiences I’ve been exposed to so far have opened my eyes to the various situations that the NCDPS has to deal with on a daily basis. I’m incredibly lucky to be spending eight days learning from such welcoming and intelligent people, and I’m excited for what day two may bring.
Day 8 – My Last Day

I began my last day at the Governor’s Crime Commission, which takes place in a large conference room where members of the commission sit along an expansive wooden table to discuss matters on the day’s agenda. One of the first items of business on today’s agenda was swearing in new members of the commission. The new members rose from their seats to take an oath, which was read aloud by a judge. Next, the Executive Director, Caroline Valand, gave her updates. These updates included funding and budgeting information in regards to grants. Then, before voting on these grants, the commission was read the voting parameters. This was essentially an ethics reminder, as the parameters were that if a member has any conflicts of interest (whether it be financial or personal) with a grant, they must disclose it in writing and abstain from voting on it. After the Governor's 2018 priorities were read (which included school safety, fighting against the opioid epidemic, and help for sexual assault victims), there was a presentation given on a software called the Law Enforcement Information Exchange (LINX). LINX is a software made for law enforcement by law enforcement. It is a database of information used to help solve crimes that is made up of data uploaded by law enforcement agencies nationwide. This data can be things like past police reports, pawn shop records, license plates, etc.

After the Governor’s Crime Commission ended, I went over to the Community Corrections facility, where I attended a small going-away party for one of the employees. Although I didn’t know the employee personally, the impact that she has had on the community around her was obvious in the way that her colleagues spoke of her. Then, Mrs. Walker and Ms. Sonja Bennett (who works with Community Corrections at DPS) walked me around the facility. We stopped in Correction Enterprises, which is a showroom that showcases the various products that inmates make. While in prison, inmates learn how to make things like frames, windmills, upholstery, paper products, woodwork, and more. It's a way for the inmates to learn skills while incarcerated so that it’ll be easier for them to reintegrate into society once they're released. I was also able to listen in on a phone interview that Ms. Bennett conducted with the leader of a nonprofit organization that works to build playgrounds for special needs children.

Sadly, I also had to say goodbye today. At the end of the day, I sat down to talk with Mrs. Walker (who has been my main host during the program). Before we said goodbye and parted ways, I asked her a question that I’d asked various people I'd worked with during my time at DPS: do you like your job? The employees at the Department of Public Safety deal with many serious topics and have a lot of pressure placed upon them, and I often wondered how they handled this kind of stress; however, the answer I got was always an overwhelming yes. Despite all the things they deal with on a daily basis, the employees at DPS remain persistent and motivated by their passion for protecting the public. Not only did I get to learn and experience so much during this program, but I also got to meet countless wonderful people. Every single person I worked with at DPS was incredibly kind and accommodating, and I can’t express in words how grateful I am to have spent this time with them.
Annual Performance Evaluation and Performance Planning Processes Begin July 24!

Are you prepared?

The current performance cycle ends on June 30. Efforts are already underway to prepare for the Annual Performance Evaluation (APE) and Performance Planning (PP) processes. The APE and PP tasks will launch on July 24. Employees and managers should be regularly updating progress and add goal specific comments and attachments to document performance. The final APE rating must be supported by comments documented by the manager throughout the performance cycle. This is particularly true for a rating of “Exceeds Expectations” or “Does Not Meet Expectations.” Documentation can include examples of work products, reports, notes or emails that reflect what the employee has accomplished during the performance cycle and how he or she has completed their tasks and demonstrated the values. If you have not started yet, there is still time.

What Should I be doing now?

- Updating progress for all goals and tasks and recording comments on accomplishments.
- Comments should be updated on or before July 23.
- Don’t forget attachments help your supervisor justify your ratings.

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The Five Steps Needed to Complete the Annual Performance Evaluation and Performance Plan

1. **Step 1**: Employee Launches Evaluation/Performance Plan. *Due: 8/7*
2. **Step 2**: Manager Launches Evaluation/Performance Plan. *Due: 8/21*
3. **Step 3**: Indirect Manager Reviews APE/PP. *Due: 9/6*
4. **Step 4**: Manager Signs-off. *Due: 9/21*
5. **Step 5**: Employee Signs-off. *Due: 9/29*
Remember the following:

- In 2018, both the Annual Performance Evaluation (APE) FY 17-18 and Performance Plan (PP) FY 18-19 will have the same progression.
- Managers/Supervisors can begin Step 2, once the employee launches the APE and Performance Plan.
- “Teamwork and Collaboration” - has been added as a new value for the 18-19 Performance Plan.
- Managers/Supervisors can begin Step 4 after the Indirect Manager/Supervisor reviews the APE and Performance Plan.
- Some supervisors will need to advance the goals between July 1 – July 23.
- Do NOT advance the Values goal.
- Employees can sign off on the APE and Performance Plan immediately after Step 4 is completed.
- The Deadline for Step 5 is September 29.

Need help with advancing goals?

DPS-Human Resources is offering webinars on Advancing Goals – through the Learning Management System (LMS).

- July 3, 2018  2:00 p.m.
- July 10, 2018  10:00 a.m.
- July 18, 2018  3:00 p.m.

More information including a job aid is available on the DPS website.

Click Here
Congratulations BCO Classes #15, 16 and 17!

Sixteen participants graduated the Basic Correctional Officer Class #15 held at the Samarcand Training Academy on May 25. Pictured are (front from left to right): Cheryl Wright, James Tims, Geophrey Kelley, Lakeisha Evans, Sabrina Marsh, Morgh’an Hart; (back from left to right): Robbie Barnes, Robin Hill, Bethany Bellamy, Adam Cerretani, Jordan Hamilton, Donald Sisk, Christopher Davis, Ronald Works, Takiya Wilson and Tevin Bowman.

Seventeen participants graduated the Basic Correctional Officer Class #16 held at the Samarcand Training Academy on June 8. Pictured are (front from left to right): Alyssa Sheppard, Quatima Collins, Angela Johnson, Michelle Emery, Jewelyna Mendoza; (middle from left to right): George Lockhart, Anthony Duba, Bryan Emanuel, Nathan Richmond, Keanu Foreman, Dray Persin; (back from left to right): David Thompson, Berton Stanfield, Jonathan McKinney, Kriss Wade, David Jordan, Dakota Tucker and Matthew Strickland.

Twenty participants graduated the Basic Correctional Officer Class #17 held at the Samarcand Training Academy on June 15. Pictured are (front from left to right): William Cecchini, Angelina Davis, John Givins, Gabriella Hunter, Whitney Simpson, Shamika Braddy, Crystal Bolton, Chasity McBride; (middle from left to right): Shanaya Harrell, Timothy Bailey, Adam Pinkham, Archie Huskins, Christopher Winfield, Kamecia Sharpe; (back from left to right): Jimmy Hobson, Jahneel Graves, John Peltier, William Foxx, Mitchell Young and Tyler Perry.

Honor Graduate: Jimmy Hobson (BCO Class 17)
Be selective in how you pay. Many security experts simply refuse to use debit cards, viewing them as goldmines for thieves because they can get immediate cash. Yes, your bank will protect you from such fraud—but it might not catch the transaction in time to prevent a massive headache.

Shield your PIN. Your card numbers aren’t the only thing thieves are after—what they really want is your PIN, their ticket to a quick payday. Protect yourself against shoulder-surfers and hidden cameras by shielding the key pad with your body.

Get cash on weekdays. Need cash? Get it during the week, experts advise. While many find this surprising, it’s a fact that illegally installed skimming devices are at their worst on weekends, because thieves know ATMs are inspected regularly during the week.

Use bank ATMs when possible. Avoid using the freestanding ATMs found on streets and in bars, restaurants, clubs, and convenience stores. Because these machines are so exposed, they are tempting targets for crooks. Bank ATMs are far more secure.

Choose your gas pump wisely. This is another piece of advice that may surprise you, but it truly makes a difference. Researchers have mapped the locations of gas pumps involved in skimming fraud, and there is a pattern: Skimmers are more frequently found on pumps that lack security cameras. Moreover, thieves favor pumps that are close to a major highway. Opt for the pump closest to the station and the attendant.
Rob Phillips, Correctional Program Supervisor and Education Coordinator at Swannanoa Correctional Center for Women was honored on May 18 by Warren Wilson College. Phillips was the recipient of the Grace Lee Peace Community Partner Award given in appreciation for his efforts to successfully bring the Inside-Out program into the women's correctional facility at Swannanoa. The nationally accredited program enables incarcerated women to study in college courses alongside students from Warren Wilson and receive college credit for successful completion.

Kim Wynn, a Juvenile Justice Court Counselor from District 19, lights the way with torch in hand during the 2018 Law Enforcement Torch Run to benefit the NC Special Olympics on June 19.

Trooper K. R. Burroughs, Randolph County, is pictured administering the “I Will Behave” oath to a young boy as he was stopped for his meal in Randleman.
May 2018

Susan Anderson, nurse supervisor, New Hanover CC
Alethia Ayscue, professional nurse, Caledonia CI
Michael Bayuik, correctional sergeant II, Mountain View CI
Darian Bethea, correctional officer III, Scotland CI
Noah Blackman, correction enterprise supervisor, Bunn Sign Plant
Erika Bogan, information processing technician, Auditing
Amir Bolter, juvenile court counselor, Western Region-District 27
Hope Bryant, assistant correctional supervisor for programs II, Pamlico CI
Philip Bullard, HVAC mechanic, Facility Management
David Cassady, correctional assistant superintendent II, Caswell CC
Jerome Chavis, electronics technician II, Facility Management
Chloe Christiana, correctional psychological service coordinator, Bertie CI
Amanda Cobb, correctional facility superintendent II, Dan River Prison Work Farm
Daniel Colvin, correctional housing unit manager I, Avery-Mitchell CI
Lakeitra Coultur, personnel technician II, Central Region Administration
Christopher Cox, project implementation coordinator, Recovery
Charles Davis, correctional officer III, Lanesboro CI
Lateshia Davis, correctional programs supervisor, Caledonia CI
Jaimee Dean Murphy, personnel technician I, Judicial Division 2 Admin
Angela Dellaripa, inmate grievance hearing examiner, ACJJ Administration
Paul Dunn, correctional programs supervisor, New Hanover CC
Donald Earley, correctional officer III, Foothills CC
Henry Edwards, correctional officer III, Scotland CI
William Efird, correctional housing unit manager II, Albemarle CI
Akinwale Fabunmi, correctional officer III, Scotland CI
Nakisha Faust, correctional housing unit manager III, Central Prison
Felicia Freeman, correctional officer II, Law Enforcement
Timothy Gaughran, correctional officer III, Lanesboro CI
Darrel Gibson, correctional officer III, Lanesboro CI
Christopher Grady, maintenance mechanic IV, Facility Management
Tara Gulyas, probation/parole officer, Judicial District 19-A
Edward Hall, chief court counselor, Eastern Region-District 1
Regina Hampton, inmate disciplinary hearing officer, Prisons Administration
Freddie Harris, correctional programs supervisor, Sampson CC
Hayward Holmes, correctional officer III, Lanesboro CI
Brandon Housley, maintenance mechanic V, Facility Management
Gus Hunt, correctional officer II, Tabor CI
Laura Hux, nurse supervisor, Bertie CI
Jessica Jackson, correctional food service officer III, Lanesboro CI
Matthew Jones, correctional sergeant II, Harnett CI
Angela Kidd, correctional administrative services manager, Western Region Admin
Micah King, correctional officer III, Central Prison
Patricia Kinney, departmental purchasing agent I, Purchasing & Logistics
Carrie Lanehart, correctional food service officer II, Columbus CC
Sarah Llaguno, internal systems consultant II, Community Management Office
Jonathan Manley, detention center director, Wake Detention Center-Admin
Varonica Martin Bullock, community development specialist II, Recovery
Jessica Mccllhan, accounting technician, Avery-Mitchell CI
Shon McCourt, correctional sergeant III, Central Prison
Pamela Mckoy, correctional sergeant II, NCCI For Women
Dorian Mclean, youth counselor, Chatham YDC-Administration
Miracle Mcleod, correctional officer II, Lumberton CC
Krista Miersma, youth counselor, Stonewall Jackson YDC-Clinical Services
Christopher Moss, correctional food service officer II, Piedmont CI
Teresa Mueller, personnel assistant IV, Franklin CC
Jeffrey O’Brien, engineering director, Prison Management Office
Arthur O’Mea, correctional sergeant III, Marion CI
Adam Oxendine, maintenance mechanic IV, Facility Management
Lewis Peiper, psychological program coordinator II, Prisons Administration
Richard Perry, correctional lieutenant III, Central Prison
Fabienne Pierre, correctional officer II, NCCI For Women
Ralph Prince, correctional assistant super. I, Wilkes CC
Kimberly Puchalski, program assistant V, Dobbs YDC-Admin
James Purdy, correctional food service officer II, Piedmont CI
Riqui’Ta Quick, probation/parole officer, Judicial District 20
Tasha Revels, correction training specialist II, Prisons Administration
Robert Rhoad, assistant judicial district manager II, Judicial District 5
Zenika Riddick, administrative secretary I, Pasquotank CI
Shemod Robinson, correctional sergeant II, Caledonia CI
Rashanta Robinson, professional nurse, Scotland CI
Alicia Robinson, nurse supervisor, Eastern CI
Shleaker Rodgers, correctional food service officer III, Pasquotank CI
Barbara Rupolo, processing assistant IV, Pasquotank CI
Rachel Sanders, correctional officer III, Tabor CI
Stephanie Schroeder, correctional programs supervisor, Harnett CI
Lacarol Seda, w/a prob/par associate, Judicial District 6
Anthony Shaw, correctional officer III, Tabor CI
Kinish Simon, correctional officer III, Tabor CI
Robert Skinner, substance abuse counselor, Tabor CI
Alcohol & Chemical Dependency
Gregory Smith, correctional sergeant II, Hyde CI
Latosha Stanley Brown, correctional programs supervisor, Tabor CI
Wesley Ahrens, correctional sergeant III, Foothills CC, 27y/3m
Mark Austin, probation/parole officer, Judicial District 25, 28y/9m
Sheree Barrett, dental assistant, Albemarle CI, 20y/0m
Alvin Batchelor, captain, State Highway Patrol, 28y/11m
Howard Bedingfield, correctional officer II, Nash CI, 14y/9m
Harold Belk, correctional classification coordinator, Prisons Administration, 10y/10m
James Bray, sergeant, State Highway Patrol, 24y/6m
Cathy Brim, correctional officer II, Piedmont CI, 25y/7m
Richard Broadwell, physician, Prisons Administration, 17y/2m
John Burnett, correction enterprise manager II, Marion Sewing, 12y/10m
Amanda Carpenter, administrative officer I, Sampson CC, 43y/1m
Gregory Clemmons, sergeant, State Highway Patrol, 23y/1m
Archie Copeland, office assistant IV, Alexander Detention Center-Admin, 28y/5m
Kathleen Corpening, substance abuse worker-security, Alcohol & Chemical Dependency, 23y/7m
Vincent Credle, correctional officer I, Orange CC, 24y/3m
Sheila Davis, detention center director, Wake Detention Center-Admin, 30y/2m
William Davis, correctional officer I, Southern CI, 29y/3m
Minnie Edwards, social worker II, Eastern CI, 33y/0m
Kim Egan, correctional officer I, Tyrrell Prison Work Farm, 14y/1m
John Eldridge, correctional officer III, Central Prison, 16y/4m
Elvy Forrest, probation/parole officer, Judicial District 2, 29y/3m
Eugenia Foxworth, auditor - mcsap, State Highway Patrol, 12y/2m
Tony Gibson, lieutenant, State Highway Patrol, 24y/6m
Arthur Greer, correctional officer III, Foothills CC, 20y/0m
Michael Gregory, ast correctional supt for programs I, Swannanoa CC For Women, 29y/7m
Shirley Hall, correctional case analyst, Eastern CI, 27y/5m
Terence Hardy, sergeant, State Highway Patrol, 27y/11m
David Hatcher, long distance truck driver, Nash Optical Plant, 13y/10m
James Hayes, chief probation & parole officer, Judicial District 9, 29y/3m
Thomas Inman, correctional officer II, Columbus CC, 10y/1m
Sandy Jones, trooper, State Highway Patrol, 28y/6m
Jimmy Lowery, correctional officer II, Lumberton CC, 12y/11m
Sharon Mangum, chief probation/parole officer, Judicial District 18, 29y/3m
Dan McDaniel, correctional sergeant II, Craven CI, 20y/1m
Sonya Moorefield, personnel technician II, Prisons Admin, 30y/10m
Robert Newell, correctional officer II, Warren CC, 29y/0m
Trudeau Nichols, professional nurse, Alcohol & Chemical Dependency, 11y/5m
Stephen Pace, first sergeant, State Highway Patrol, 19y/0m
Keith Park, accounting technician, Piedmont CI, 37y/9m
Danny Payne, chief probation & parole officer,
Judicial District 19-A, 26y/8m
Scott Peabody, correctional sergeant III, Pasquotank CI, 11y/0m
Joseph Prater, deputy secretary/commissioner IV, ACJJ Admin, 20y/9m
Debra Ray, office assistant IV, Harnett CI, 26y/1m
Kenneth Royster, correctional prison warden, NCCI For Women, 30y/1m
Vincent Simorelli, probation/parole officer, Judicial District 10, 7y/3m
Stephen Smith, school educator II, Foothills CC, 26y/8m
Danny Stanley, correction enterprise director I, Bunn Sign Plant, 30y/2m
Sam Stephenson, correctional officer I, Odom CI, 27y/0m
Keith Taylor, correctional officer I, Johnston CI, 14y/8m
Oscar Thornton, correctional officer II, Sampson CC, 29y/3m
Thurman Warren, correctional captain III, Central Prison, 29y/6m
Massey Whiteside, jcpc consultant - western regn,
Community Programs, 17y/8m
Jonathan Williams, correctional lieutenant III, Central Prison, 30y/2m
Tommy Williams, correctional officer II, Southern CI, 25y/8m
Timothy Willis, correctional facility superintendent II,
Dan River Prison Work Farm, 29y/1m