Probation/Parole Officers: Professionals Like No Other

Career Readiness Coaches Offer Guidance, Counsel to DPS Correctional Officers

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Tell Me Something Good!

Promotions, Retirements and Passings
The world of the probation/parole officer is far from simplistic. It’s not a 1 + 1 = 2 environment. It’s not that basic. It’s more complicated than that.

“If you have a gun and a badge, the public paints you with one brush,” said Tracy Lee, the new Community Corrections director who oversees more than 2,000 probation/parole officers across the state. “We’re so complicated and it’s complex about what we do. We deal with offenders who touch many different agencies.

“It’s hard to explain what we do, and it depends on whom we’re trying to explain it to.”

Lee has had first-hand experience as he spent more than 25 years as a probation/parole officer and supervisor in Mecklenburg County. During that time, he worked with former serious offenders, drug abusers who couldn’t leave habits behind and some who worked extremely hard to turn their lives around.

A probation/parole officer is multitalented, patient and focused. They are part law enforcer, part social worker, part job coach, part mother or father and part friend. They may be the only positive role model the offender has closely dealt with. Trust can be difficult, but the officer never stops trying, even in the most troubling of circumstances.

And, in North Carolina, they are extremely busy. There are a little more than 2,000 probation/parole officers dealing with more than 97,000 offenders. There are meetings, house visits and counseling sessions. There are also simple check-ins to make sure the offender is following post-release protocol.

“The probation/parole officer’s job is difficult, sometimes overwhelming, with no down time. It’s a profession like no other,” said Tim Moose, the deputy secretary of Adult Correction and Juvenile Justice who oversees Community Corrections. “It’s a hybrid role with a dual mission of holding offenders accountable for their behavior and choices, while also providing a path and tools for behavioral change that will lead to a new life for the offender. Probation officers are at the core of public safety, supervising those convicted of criminal offenses within the dual mission, enhancing public safety in both.”

Gov. Roy Cooper proclaimed the week of July 16-22 as “Probation, Parole, and Community Supervision Officers’ Week.” In recognition of this, let’s look at some of the trials and tribulations probation/parole officers deal with daily.

Opioid Menace Rears Its Ugly Head

While probation/parole officers have to deal with drug addicts through the years during supervision, the opioid epidemic has added another challenge to an already difficult environment.

Southeastern North Carolina is one of the largest opioid problem areas in the state. Probation/parole officers are challenged...
on how to get through to the addicts, as well as dealing with
the effects on families and the community.

“Brunswick County is currently experiencing an
epidemic of opioid deaths and overdoses,” said Judicial
District Manager Mike Frazier. “Over the last six to eight
months, we have had four staff members who have saved a
total of three offenders’ lives by going above and beyond with
their supervision, and getting EMS (services) who brought
them back from certain death.

“It can be a huge frustration. They
put everything into what they do on a
day-to-day basis. They’re in it for the
right reasons. They try to bring about
change and stop re-offending. It affects
them when they have an individual they
think is making progress and it falls
apart. That’s human nature.”

Brunswick County probation/
parole officer Don Barnes has worked
tirelessly on battling the opioid epidemic. Last year, Barnes
was tracking a parolee who was on house arrest with a GPS
tracking device attached to her leg. The girl left home without
permission, and the tracking showed she was in a high drug
area in South Carolina.

“After she came back to her residence, we went there
and it took us a long time to get into the house,” Barnes said.
“The GPS bracelet was dead. We got into the house and she
was barely breathing in a back room. She was given one
dose of Narcan (a nasal form of naloxone for the emergency
treatment of a known or suspected opioid overdose). She did
not respond. The sheriff (officer) got two more in her, and she
stabilized and went to the hospital.

“It can be pretty frustrating. A few want to be clean.
Some work on getting clean before we get to them. But a large
percentage do not want to get well. It’s a constant fight.”

Probation/parole officer David Burnette of Shallotte
had a recent situation where he went to a woman’s house to
check on her when a child answered the door and said her
mother was asleep. The woman, who
had problems while on supervision,
overdosed and Burnette revived her
with Narcan.

“I’ve been working on this case
for a while,” Burnette said. “She had
problems while on supervision, and we
took steps to increase supervision
and get her into treatment. It was lucky I got
there … and she went to the hospital.

(Opioid abuse) is very diffi  cult to stop,”

Lee said, “A major challenge is working with an offender
who doesn’t want your help. We’re charged, fi rst and
foremost, with public safety. How we go about delivering
public safety is a little different than traditional law
enforcement. We provide effective supervision and make sure
the individual knows what they are court-ordered to do.”

“But then we try to look at the individuals themselves.
We do a risk and needs assessment on the offender to identify
the risk factors and then look at the needs. The officers also

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Tim Moose
work on a case plan with the offender to make sure they are getting the right resources. We also engage the offenders in conversation, opening up as to why they are here. Why are they sitting in front of me? It’s difficult if the offender has no use for you.”

Field Work Brings Stakeholders Together

There are times when probation violators must be found and have face-to-face discussions. Violations could be as simple as not meeting with their probation/parole officer to more serious offenses like drugs or weapons possessions.

The Department of Public Safety partners with local law enforcement and the U.S. Marshals Service in conducting multi-day probation/parole sweeps. In the past year, they’ve conducted successful searches of high-risk individuals on probation or post release/parole supervision and sought others wanted on outstanding criminal warrants around the Triangle and surrounding counties as well as Cumberland County.

June’s Wake County two-day sweep resulted in 41 arrests, the seizure of 15 firearms, seizure of approximately $21,000 in cash, and quantities of marijuana, cocaine and crystal methamphetamine.

Wake County Chief Probation/Parole Officer Jessica Bullock, who started her DPS career in juvenile justice as a transportation driver, led one of the teams that worked on the sweep. She led a group that included several other probation/parole officers and law enforcement members from Wake County Sheriff’s Office, Alcohol, Tobacco and Firearms agents and police officers from Raleigh, Wake Forest and Morrisville.

While Bullock enjoys the various aspects of her job, including supervising several officers at the Wake County Courthouse in Raleigh as well as recruiting and training, she remembers lessons learned during her time in Fayetteville: she can’t save everyone.

“When I first started, it was much more difficult than it is now,” she said. “I think I’ve almost become accustomed to it now. When I was in Fayetteville, I was a sex offender officer. We would have to summarize the crime that took place while the person was on probation. That, to me, was more difficult than any other thing. In the police reports, the kids would describe what happened. Hearing what happened to them with their innocence was extremely difficult. I would rather go out to a hostile situation than deal with that. All you want to do is reach out to the kid and say it’s going to be OK. But you can’t.

“But the bright side of things is that I’ve also seen where people have done a complete 180 while I’ve had them. I remember I had a habitual felon, so you can imagine his record. We use Carey Guides to help offenders think or change thought processes. I used those, and I ended up learning in our discussions that he had been shot by his own father with a shotgun because he was trying to protect his mother from getting beaten.
“That happened when he was just a boy, so he survived it. Now he told me his dad is on his deathbed and I told him, ‘I know your dad did horrible things to you, but I don’t want you to live with that regret. Don’t you think you should try to have a relationship with him?’

“He ended up repairing that relationship and became his dad’s caretaker. That’s the strongest story of forgiveness I can imagine.”

Many stories like Bullock’s can be found throughout the family of probation/parole officers. Officers said the successes keep them going when times are tough.

“Success can be few and far between sometimes. It can be years. You look back on long-term successes for motivation,” said Barnes from Brunswick County. “You continue to try to make a difference.”

In Honor of Probation, Parole, and Community Supervision Officers’ Week
Click on each image below to access a video honoring probation/parole officers!

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**IT TECH TIPS: 8 Characteristics of Weak Passwords**

1. It’s a default. That is, you just keep using whatever password was originally assigned to a device or account. All we can say about this is … come on. Really? You can do better than that.

2. It’s laughable. Examples: password, password1, abc, 123 and so on. Maybe you think such passwords are so bad hackers won’t bother trying them? Well, guess what? They do.

3. It includes letters only. Numbers and special characters make a password far more difficult to crack.

4. It’s a keyboard pattern. By this we mean qwerty, yuiop, qpzm (the four “corner” keys on a keyboard), and soon. Once again: attackers know the tricks by heart.

5. It’s short. The effectiveness of a password rises as a square of the increase in length. So an eight-character effort isn’t just twice as strong as its 4-character counterpart; it is, rather, orders of magnitude stronger.

6. People who know you might guess it. This might be called the ‘overshare’ category. Could your password be guessed by anybody looking at your Facebook account? Does it hinge on, for example, your wedding anniversary? Your kids' dates of birth? The name of a favorite sports team? Cyberthieves and spies are experts at trying out all the combinations.

7. It’s shared across multiple accounts. The danger here is that if one password is cracked, your entire life could be turned upside down.

8. It’s written down. No, no, a thousand times no! No matter how cleverly you think you’ve hidden it, a password written down is to be considered unsecure, period.

*Source: SECURITYSense – www.nsi.org*
Never in His Wildest Dreams

By Jerry Higgins, Communications Specialist

Never in his wildest dreams did Tracy Lee ever think he’d be named the director of Community Corrections for the Department of Public Safety. Nor did he ever think he would leave his home base of Mecklenburg County for Wake County.

However, both occurred almost three months ago. While he is still getting settled in as the man in charge of overseeing more than 2,000 probation and parole officers across the state, Lee brings a down-to-earth attitude and more than 25 years of experience to the director’s desk.

“I have known Tracy for many years, going back to his days as an intensive officer and chief probation officer, and he is the right person to lead Community Corrections now in our history,” said Deputy Secretary for the Division of Adult Correction and Juvenile Justice Tim Moose, who oversees Community Corrections. “Tracy is a true professional, calm and composed in handling difficult situations, and he is well-rounded in experiences from specialty courts and offender behavior change to law enforcement partnerships and joint operations.

“These experiences give him the leadership skills necessary to balance Community Corrections’ dual mission of offender behavior change and holding offenders accountable to provide the public safety outcomes expected.”

Lee said, “When you work in Mecklenburg County and you’re so far away from what I’d call the ‘think tank’ of Raleigh, I was focused on my little world and trying to survive as a young officer navigating through Mecklenburg County. Nothing seems to get done easily there. The stakeholders can be very territorial at times for good reason. They all want to do a good job.”

Dealing with the various stakeholders, such as treatment providers, district attorneys and local law enforcement, has given Lee a great foundation for his new role. And his years of experience in the field certainly gives him a perspective of knowing what his officers do on a day-to-day basis.

Lee began his career as a probation officer in Charlotte after getting his criminal justice degree from University of North Carolina at Pembroke. He grew up in a military family and spent time in Fayetteville before attending college and said he found the criminal justice field “fascinating.”

“It was the only thing that kept my attention (in college),” Lee said. “I was recruited out of school and found it attractive. It was a little bit of excitement that I could make a difference in someone’s life. When I was young, I didn’t know what that meant.

“Once I got hired on in Charlotte, it was fast paced. It was fascinating. Every day was a different challenge.”

Lee said he never thought he would leave the Charlotte area. He developed key relationships with the stakeholders and worked as intensive probation officer, chief probation officer, assistant judicial district manager and judicial district manager — all in Mecklenburg County. He eventually moved up as an assistant division administrator overseeing probation and parole operations in the Third Judicial Division, which covers 21 counties in the Piedmont-Triad, Sandhills and northern mountains before he was named Community Corrections director, replacing Anne Precythe, who retired from state government last December and moved to lead the Missouri correctional system.

“It wasn’t a difficult decision (for him and his family),” Lee said. “When I was approached about the position, it was extremely humbling … and scary. I’d be lying to you if I didn’t tell you I was scared to death. I thought to myself, ‘Do I have the skillset or the knowledge to do the job?’ But I think my history has groomed me for what I’m doing now.”

Lee, who is also a graduate of the NCDPS Correctional Leadership Development Program, now leads the statewide probation and parole system of employees who supervise more than 97,000 individuals on probation, parole or post-release supervision. Community Corrections operates with an annual budget of approximately $200 million.

Lee said he is a firm believer that it takes a team to be successful, and he’s just one member of a large, successful team.

“I get feedback from my staff and I make whatever decision I feel is best at the appropriate time for the situation and the department,” Lee said of his management style. “That does not always make the individual happy, which I am accustomed to.

“I have so much to learn (about other areas of Community Corrections). People look at individuals in leadership roles and wonder how easy they have it. You get hired and promoted, and the more people you work for. Now I’m responsible to, and for, more than 2,000 officers that I must answer to. It’s exciting.” ◆
Career Readiness Coaches Offer Guidance, Counsel to DPS Correctional Officers

By Laura J. Leonard, Editor/Communications Specialist

Coaches provide direction to players, so that those same players can be successful, whether it is on a field or in a profession. They also provide support, encouragement, guidance, advice and leadership.

For the Department of Public Safety’s Career Readiness Program (CRP), coaches are there to guide new employees to fulfilling careers. How they do that is the essence of the program.

“This idea was birthed through a conversation about what we could do with our new correctional officers to give them more knowledge, confidence and abilities,” said Gwen Norville, deputy secretary for the Division of Adult Correction and Juvenile Justice. “You cannot replicate working in a correctional environment. It is beneficial to have coaches located in the facilities that the new employees can rely upon who also give them confidence and skills to conduct their job duties and have a successful career with the Department of Public Safety.”

New correctional officers working within the Division of Adult Correction and Juvenile Justice have 51 of these coaches to lead them to success. Those are the coaches in the division’s Career Readiness Program, developed in 2013 and implemented across the state in 2014. Located in four regions, those coaches are led by four regional coordinators, an administrative coordinator and program manager. There are also eight career readiness recruiters who can assist with one-on-one coaching in unusual circumstances.

Ready … Set … Coach!

A CRP coach is someone that has literally “been there, done that.” Career readiness coaches have been correctional officers in North Carolina correctional facilities. They have moved up the ranks to sergeant then lieutenant, and must have at least one year as a lieutenant plus managerial and supervisory experience to be considered for a coaching position.

“As a whole, this program took the best of the best out of the facilities and made them coaches,” said Zachary Kendall, CRP program manager. “They are experienced correctional veterans. In combination, our coaches have, combined, a total of 800 years of experience. That’s impressive. More telling is the fact that these people know what stressors new correctional officers face and are there to help them get through it.”

Career readiness coaches help new correctional officers learn about the policies and procedures of their new role in correctional institutions. They go over chain of command, appearance, professionalism, employee absences, sick policy and daily routines.

“They are called coaches for a reason. They are seen as a leader, mentor and friend. New correctional officers can rely on that coach to show them how to do daily tasks and give them the foundation to be successful as a correctional officer,” said Norville.

“As a coach, I’m there to help new correctional officers navigate working inside a correctional environment,” said Averell Blanks, career readiness coach for the Triangle region. “Coaches are there to give them the necessary tools and constant support.”

“Having started over 25 years ago, under a totally different school of thought, I understand the challenges
facing new correctional officers,” said Mark Honhart, CRP coordinator for the Triangle region. “The Career Readiness Program allows experienced staff to serve as guides, mentors and a ‘sounding-board.’ We strive to promote teamwork and professionalism in the face of difficult circumstances, while at the same time setting expectations and building confidence.”

Sometimes, they act more as counselors. Not only do they counsel new staff but existing staff comes to them as well to seek guidance and support.

“The stressors for a correctional officer are enormous,” said Marshal Griffin, CRP administrative coordinator. “They are dealing with shift work, possibly for the first time, and with inmates who are incarcerated. There are no soft edges in a prison. It’s a tough job, and that’s the reality of it. It’s hard for people to adapt to, so they need all of the assistance we can give them to help them succeed.”

“Just like a coach is there to get players back onto a field and succeed in a game, so is a DPS career readiness coach is there to help new correctional officers succeed in their career path,” said Kendall. “They have a long-term role in a correctional officer’s career. They provide them the tools to have long, successful careers in the Department of Public Safety.”

Every Step of the Way
The program began with a focus on retention because the DPS’ senior leadership saw there was a problem with retaining its correctional officers. However, during the past four years, it has expanded to include recruiting, hiring and training.

The CRP exists to assist new correctional officers at every step on their new career path. Readiness coaches are there from the time a person steps into a career fair to his/her hiring and training to the moment he/she steps through the gate at a correctional facility.

“The program’s mission is correctional officer recruitment and retention, but we work with other parts of the agency to fill any position,” said Kendall. “It is important to educate the public and show that we are an attractive employer. By inviting the public into the facility, we are giving them insight into who we are and what we do.”

The CRP staff recruits at a variety of community and targeted events. They set up tables at community and college career fairs, and will go to high school career events to generate interest in corrections. Most recently, they have recruiting events at the correctional facility to engage the public and attract qualified candidates.

“I think if you like your agency and what you do, recruiting is one of the best and most rewarding things you...
can do,” said Griffin. “We change the perception when we are recruiting out in the community.”

“My father worked in corrections for 30 years and I, too, am a career employee,” said Rhonda Hendricks, CRP coordinator for the Coastal region. “I have much pride for what we do for our state. When staff members are satisfied with their work environment, they become our best recruiters.”

Outside-of-the-box thinking is needed when you are trying to get people to work in a prison. The CRP staff has taken a targeted approach to seek qualified applicants in many different places. One program, called the Military Apprenticeship Program (see sidebar above), allows coaches to work and seek applicants at the various military installations across North Carolina.

“The significance of recruiting at our military installations is that it provides the Department of Public Safety with a prospective employee who is used to command and structure as well as someone who has dealt with policies and standard operating procedures in a structured environment,” said Hector Ramos, career readiness coach and recruiter for the Fort Bragg region. “Approximately 10 percent of the North Carolina population is veterans, so it also gives our veterans the opportunity to receive employment after they have served their country. The program is set in place now for veterans to join the North Carolina government work force and plan their future.”

“When you hire 1,500 to 1,800 people a year, you have to cast a wide net,” added Kendall.

Four coaches are dedicated to helping applicants through the hiring process. Those coaches, housed in each of the department’s regional employment offices, attend career fairs with other coaches but track candidates from the time they get their conditional offer of employment until they start at a correctional facility.

“Coaches are embedded at the regional employment offices and can assess an applicant’s qualifications, assist with the application process and prepare the person for hiring,” said Kendall. “Coaches meet the applicants at career fairs and track them through the hiring process. They get individual attention and are walked step-by-step through the process. By the time they walk into a correctional facility, they know their coach and have established a professional relationship with him/her.”

“I help candidates get all of their paperwork completed and explain what to expect at the correctional officer physical abilities test,” said LaShanda Stout, regional employment office career readiness coach in the Mountain Region. “I’m kind of like the middle person. I stay in touch, make sure everything has been taken care of, answer any questions a new correctional officer may have and remind them of any appointments during the hiring process.”

A coach is assigned to each newly hired correctional officer as soon as he or she begins work at the specific correctional facility. Through the CRP, the coach meets with the new correctional officer within 15 days of his/her hire date. From that point forward, coach and correctional
Onboarding Training Program

The Career Readiness Program has begun piloting a program, called the Onboarding Training Program, which gives new correctional officers someone to shadow. Simply put, it is on-the-job training.

After new correctional officers are hired, they will walk through the door of the facility and receive basic human resource information. Within their second week of employment, effective July 31, it is the department’s intention that new correctional officers will attend Basic Correctional Officer training. When they return, they will be partnered with a higher ranking correctional officer at the specific facility who they will shadow for three weeks.

“The Onboarding Training Program ensures that new correctional officers receive hands-on, practical training that is specific to the facility they have been assigned,” said Zachary Kendall, CRP manager. “Having a facility mentor gives new correctional officers a chance to learn skills needed to do their job successfully while building confidence, proficiency and good judgment.”

The Onboarding Training Program is a three-week process consisting of 120 hours of hands-on training. It is being piloted at four facilities: Avery Mitchell Correctional Institution, Nash Correctional Institution, Pasquotank Correctional Institution and Southern Correctional Institution.
Some say that a dog is a man’s best friend. Well, in this case, SAYLOR, a three-year-old yellow lab, aims to become the best friend for children in the New Hanover Juvenile Detention Center.

An affectionate, expressive SAYLOR joined the center June 9 and has been making friends ever since. She is the first facility dog placed at a detention center by the paws4people foundation, a nonprofit organization that places assistance dogs with individuals and facilities with the purpose of helping people.

The “match made in heaven” came about because Sherry Cain had a vision – one that would encourage comfort and support from a canine best friend to nervous, uncertain children who enter the detention center.

Cain, the center’s supervisor, attended the NCGIA Gangs Across the Carolinas conference in 2015. At the end of the conference, paws4people gave a presentation about its assistance dogs. Cain worked with paws4people to have puppies brought to the center every Friday to give encouragement to the children and help the children learn about assistance dogs.

“We started out volunteering here and bringing puppies once a week to visit with the children,” said Sam Cleary, marketing and events coordinator for paws4people. “We would come by for an hour during their school time and teach them about what assistance dogs do for people and how we train them. The children seemed to really enjoy it.”

The weekly visit had such positive impacts that Cain sought to get an assistance dog for the center full time. She applied to receive a facility dog from paws4people in the winter of 2016, and the application was accepted in March.

“Having SAYLOR at New Hanover Juvenile Detention gives the staff there one more tool that can be used to create a calm, therapeutic environment,” said Jim Speight, director of Juvenile Facility Operations within the Division of Adult Correction and Juvenile Justice. “I hope this K9 program can expand to other facilities in North Carolina over time.”

Juvenile detention centers are secure, temporary facilities where a juvenile will stay while waiting to go to court or until a more appropriate and long-term placement can be arranged. Juvenile detention centers provide quality services and programs for juveniles based on their individual needs, to give youths opportunities for positive behavioral change and development.

Before SAYLOR could be at the center full-time, she had to get to know Cain and vice versa. SAYLOR had spent a year being trained by inmates in a West Virginia correctional institution before she came to Wilmington. Once in the area, she received ongoing training through a joint program with the University of North Carolina at Wilmington in which recreational therapy students help with training assistance dogs. Following the training, SAYLOR met Cain, who had to receive some training herself. Staff from paws4people helped Cain learn commands that SAYLOR knew and how to have her interact with the children.

“We started coming out here once a week on a training basis to see how SAYLOR would respond to Sherry (Cain),” said Cleary. “Right off the bat, I could see that it was a perfect match. SAYLOR is a very bonding dog, and she bonded to Sherry right away. SAYLOR is right by her side, and she just loves the children.”
SAYLOR is no slouch. She has a busy day from the time she enters the door until it is time for her to leave. She comes to the center with Cain every day. Cain brings her to circle time – a time in which the children get to talk about events from the night before, issues that affect them and concerns about returning home.

“The children just love her,” said Cain. “In fact, they ask ‘Is SAYLOR coming back tomorrow?’ With her being her, she deters a lot of the negative behavior we’ve seen in the past. There has been a lot of positive behavior because she has been here. Little things but major impacts for us.”

Known as “SAY-SAY” to the children and staff, SAYLOR gives them an opportunity cope with the stress of being detained. She also helps with de-escalation of potential out-of-control behaviors and provides comfort for possible victims of some form of trauma or abuse, not to mention comfort, compassion and encouragement.

One of the next steps for SAYLOR is her participation in the center’s reading program. Children who have been detained continue their education while at the center.

“We’re hoping that having SAYLOR present will give them encouragement to come out and participate in school. Starting out, she will be integral in a reading program where the children can sit with her and just have relaxed time … just reading and petting her and focusing on her.”

SAYLOR puts a smile on the face of everyone she meets. While she is there to help the children, she also encourages the staff.

“SAYLOR has a lot of personality and is a ball of energy,” said Cain. “Having her here is a big de-stressor. She’s the type of dog, with her face, when everybody sees her, they just smile. She is already providing rays of sunshine for the kids and staff.”

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**Placing Dogs for a Cause**

Founded in 1999, paws4people’s mission is educating and empowering people to use assistance dogs to transform their lives. The foundation specializes in training assistance dogs for children and adolescents with physical, neurological, psychiatric and/or emotional disabilities as well as veterans and service members with chronic/complex post-traumatic stress disorder, traumatic brain injuries or other circumstances. The foundation has placed assistance dogs in 26 states and a province in Canada. Its facility dog program places assistance dogs in facilities such as schools, preschools, nursing homes and courthouses to help provide comfort and encouragement.
NCEM Loses a Valued, Respected Friend

By Clyde Roper, Communications Officer


As assistant manager of the CAP Section, Wiggs performed his duties with an exceptional attitude of helping those in need. Wiggs was passionate about serving in emergency services and disaster relief missions. He enjoyed mentoring both cadets and senior members in all aspects of the Civil Air Patrol. His vision and dedication to service was displayed in the successful training events he organized and attended.

“He was a valued NCEM employee, a highly respected CAP member and most of all a friend,” said Joe Wright, deputy director of NCEM.

Wiggs began his Civil Air Patrol career as a cadet in Rocky Mount in 1987. He planned and executed many cadet summer encampments during his years at CAP, serving as encampment commander from 2012 until 2015. He served as squadron commander of the Burlington Composite Squadron from 2008 to 2011, increasing squadron membership by 300 percent, and was serving a second term as squadron commander of the Burlington Squadron at his passing. This tremendous increase in membership was a credit to his leadership and operational tempo.

He also served in numerous positions at the Wing level including search and rescue training officer, director of Emergency Services and North Carolina Chief of Staff and Wing vice commander. Wiggs was also instrumental in establishing the N.C. Wing Ranger Program. He was selected to become a permanent staff member of the Hawk Mountain Ranger School in Pennsylvania Wing, qualified as a NASAR SARTECH I and II. This program offered more advanced training in search and rescue to all units across the state.

“Wiggs was a vital part of our CAP Section Team,” said Lt. Col. Lucy Davis, manager of the CAP Section. “He was a friend and an extended family member. His knowledge of CAP operations and Search and Rescue made us a very strong team. I will surely miss him.”

Wiggs’ dedication to NCEM and CAP was evident in the number of awards and achievements he received, including the NCEM Emergency Management Director’s Award. His other CAP awards include two Exceptional Service Awards, three Meritorious Service Awards, two Region Commander’s Commendations, eight North Carolina Wing Commander’s Commendations; three Unit Citations, four Distress Find Awards, Search and Rescue Ribbons with the Disaster Relief Device, eight Encampment Ribbons, Master Ground Team Badge, and Master Emergency Service Rating. He also held an Instructor rating in the Ranger Program. Andy excelled in all of his endeavors, all the while training, teaching and mentoring cadets.

“Wiggs’ positive energy and great heart and spirit will be missed, but his legacy will be carried on through all the work of those he trained. His passion for training and serving others left a lasting impression on everyone he met,” said NCEM Director Mike Sprayberry.

Civil Air Patrol: Always Vigilant Since 1941

By Clyde Roper, Communications Officer

“Always Vigilant” – True to their motto, members of the Civil Air Patrol have been serving America since 1941.

With the United States’ involvement in World War II imminent and a shortage of trained pilots and combat aircraft, there was a need for civilian pilots and aircraft to supplement U.S. military air operations. Just a week before the surprise Japanese air attack on Pearl Harbor, on Dec. 1, 1941, New York Mayor Fiorello H. LaGuardia—acting in his capacity as director of the Office of Civilian Defense—signed Administrative Order 9 and established the Civil Air Patrol.

The CAP air crews were actively engaged in courier, reconnaissance and anti-submarine operations during the war and located and attacked numerous U-Boats, sinking at least two. The crews also assisted with the rescue of hundreds of survivors of submarine attacks as well as performing many other critical wartime jobs. A stark testament to the dangerous nature of their work: 64 CAP members lost their lives in the line of duty during World War II.

Its value proven, after the war the CAP was chartered by Congress as a benevolent civilian auxiliary of the U.S. Air Force. It would no longer take part in combat operations and would perform three primary missions: aerospace education, cadet programs and emergency services.

Today, thanks to that 1946 charter, the focus in the CAP is on education, saving lives and helping the Air Force perform its non-combat duties. The CAP’s N.C. Wing provides assistance with search and rescue, disaster relief, emergency service and homeland security missions. North Carolina members perform many Air Force assigned search and rescue missions each year. The N.C. Wing maintains a post at the state’s Emergency Operations Center to provide rapid response during natural disasters, and North Carolina members have been deployed to other states for assistance. The CAP saves on average 100 lives every year nationwide.
Remembering Michael Tart

The Department of Public Safety’s Purchasing and Logistics Auxiliary Services Manager Michael R. “Mike” Tart passed away recently after a brief illness. The longtime state employee was also the Law Enforcement Support Services state coordinator.

He began his career in state government as a purchasing agent in the Department of Correction and went on from there to become the director of Combined Records. Tart left Combined Records in 2014 to begin working as a manager at Purchasing and Logistics.

In addition to working full-time for DPS, Tart was the pastor of a local church. He was ordained by the Advent Christian Conference of Eastern North Carolina in January 2006 and began his pastorate at Smithfield Advent Christian Church one month later. Before that, he served as an interim pastor and associate pastor at Hickory Grove Advent Church.

“Michael Tart was a unique individual with a big personality, guaranteed to add a welcome spice to any gathering,” said Joanne Rowland, director of DPS Purchasing and Logistics. “As a minister in his private life, he was also someone we could count on to say just the right thing at a retirement celebration or other special occasion for our staff. His contributions to the Purchasing and Logistics office will be greatly missed.”

Resolution Honors Sgt. Meggan Callahan

On June 27, the North Carolina House and Senate both unanimously passed memorial resolutions that honored Sgt. Meggan Callahan, who died on April 26 after suffering injuries inflicted by an inmate at Bertie Correctional Institution. Correctional officers from several prisons were in attendance as well as Sgt. Callahan’s family, Division of Prisons, and Division of Adult Correction and Juvenile Justice senior leadership. Lawmakers recognized her leadership, service, caring spirit, love of others and great sense of humor.

Education Tuition Assistance Information Available for Active and Veteran Military Members!

The N.C. Department of Military and Veterans Affairs has compiled information about education tuition assistance for active and veteran military members, and their families. To learn more:

• Call 844-624-8387.
• Visit nc4vets.com.
This month, the North Carolina State Highway Patrol celebrates 88 years of service to the citizens of North Carolina.

The N.C. General Assembly ratified Chapter 218 of the Public Laws of North Carolina on March 18, 1929, which established a State Highway Patrol that would be responsible for the highways of the state. One captain and nine lieutenants were designated to attend Pennsylvania’s State Police Academy to receive training on the fundamentals necessary to perform the required task of a state trooper.

After completing the courses offered, the founding members returned to North Carolina and hosted the first Basic State Highway Patrol School on May 20, 1929. The school began with 67 men, between the ages of 21 and 30. The cadets were subjected to both physical and academic training within a militaristic environment.

On July 1, 1929, 37 men (pictured above) became the first patrolmen to serve the citizens of North Carolina.

“The unmatched heritage passed down by those who have previously served, affords the opportunity for current members take part in such a momentous event”, said Col. Glenn M. McNeill Jr., commander of the State Highway Patrol.
Innovation, Approachability Marks of Excellence for Juvenile Justice’s Teacher of the Year

By Laura J. Leonard, Editor/Communications Specialist

A teacher is someone that not only teaches her students but inspires, transforms, prepares and encourages them to do more, be more.

That’s why Janet Dalton, math teacher at Stonewall Jackson Youth Development Center, was inspired to enter the profession. She had a third grade teacher who made everyone in her class work together as a team and contribute accordingly.

It’s what she hopes to pass along to her students, and why she was named this year’s Juvenile Justice Teacher of the Year.

“Ms. Dalton is very involved in the day-to-day activities and always willing to offer assistance to anyone who needs it,” said Satish Madho, principal at Stonewall Jackson YDC. “She has found innovative ways to engage her students and encourage them to reach their maximum potential. She designs projects and engrosses students in math games and lessons to keep them engaged and wanting to learn math. She focuses on each child and their needs.

Ms. Dalton’s approach, pleasant persona, willingness to go the extra mile, ability to provide opportunities for her students and her approachable demeanor exemplifies the traits of a career teacher.”

As Teacher of the Year, Dalton received a plaque, paid attendance to a national conference of her choice and $500 toward school supplies.

Each Division of Adult Correction and Juvenile Justice youth development center and detention center principal nominates one teacher per facility as its Teacher of the Year. The nominee must provide an essay and a variety of selection criteria evidence, and his or her supervisor and a student must also submit supporting statements. An independent panel reviews all of the nominees’ applications and determines the award recipient.

This year, Dalton encouraged her students to go above and beyond – and it paid off.

Having, on average, eight students per class allows Dalton to get to know her students. It is because of knowing their capabilities that she found different ways to get and hold their attention. One of the ways led two of her students to participating in a statewide math competition.

Working on projects and assessments to determine height, weight or angles are part of math lessons. For five of her students, those projects led to evaluation by Appalachian State University judges for the Western Region Math Fair whom Dalton contacted so her students could be included in the competition.

One of the students was selected to participate at the state level, where he earned honorable mention.

The top two students were invited to Raleigh to meet DPS’ senior management to explain and present their projects. Secretary Erik A. Hooks presented the students with an award of excellence. This opportunity gave the students a chance to see law enforcement in a supportive role and gain confidence in themselves and their ability to excel in school.

“Ms. Dalton has truly made learning here at Stonewall Jackson fun and easy,” said one of Daltons math students. “Because of Ms. Dalton’s diligence and her unbiased willingness to teach us and that she cares, has truly opened my eyes and made a huge impact on my life. She made me believe that learning math and challenging myself is critical to becoming successful. Ms. Dalton brought the best out of me and taught me to reach for the stars.”

A seasoned public school teacher of 12 years, Dalton has been at Stonewall Jackson YDC for the past three years. The Appalachian State University alumna joined Stonewall Jackson YDC as a math teacher.

“I enjoy finding new and innovative ways to use manipulatives in the classroom, whether it be bottle caps to measuring tools to algebra tiles,” said Dalton. “I provide students with many opportunities to explore the higher level questions that are asked. I use as many research-based and cutting edge methods and materials as possible to give me the best chance to reach all of my students.”

Being at Stonewall Jackson YDC allows Dalton to get to know the students and their families, and help both progress and be successful.

“Success can be measured in many ways,” said Dalton. “When you see one of your students who has cerebral palsy be able to write her name for the first time, you know you’ve witnessed success. It’s the reason why I teach: to see the light bulb go off … to see students believe in themselves and do something successful.”
North Carolina National Guard’s 5-113 Field Artillery Battalion has gone to Romania to support the Saber Guardian exercise in Cincu.

Running concurrently with the overall exercise (Saber Guardian) is the Romanian sub-exercise, called Getica Saber 17. Getica Saber 17 is a U.S.-led fire support coordination exercise and combined arms live fire exercise that incorporates six allied and partner nations with more than 4,000 Soldiers.

Saber Guardian 17 is largest of the Black Sea Region exercises. It is a United States Army Europe-led, multinational exercise that spans across Bulgaria, Hungary and Romania with more than 25,000 service members from 22 allied and partner nations.

More than 25 nations are participating in this training exercise across the Black Sea region that is meant to build readiness between allies. This exercise demonstrates U.S. commitment in the region with an objective to maintain security and stability.

“This is an excellent opportunity to show active duty Army counterparts and allies the North Carolina National Guard’s interoperability of combat units,” said Lt. Col. Matt DeVivo in the NCNG Public Affairs Office. “It is a valuable experience for the Guard’s soldiers to test their ability to deploy, operate and redeploy.”

Videos Hover over a video screenshot, click and view the action!
Juvenile Justice Nutrition Staff Take Top Honors

By Laura J. Leonard, Editor/Communications Specialist

During this year’s North Carolina School Nutrition Association Conference in Greensboro, June 20–23, several Juvenile Justice food service staff took home top honors.

Beverly Cash, cook supervisor at Alexander Juvenile Detention Center, received three key awards at the conference. First, she received the Student Nutrition Advisory Council of the Year Award, providing her with top honors and free registration to attend the NC - SNA conference. Cash submitted a SNAC notebook showcasing ways the youth at Alexander JDC are actively engaging in health and nutrition education activities and their accomplishments throughout the year. Cash was also first place winner of the Golden Key Achievement Award, presented by the N.C. Department of Public Instruction School Nutrition Services Section. This award program is a statewide competition with other school districts designed to recognize the accomplishments in a single school cafeteria through activities that complement current program regulations and best practices. She also received a Partner in Education Award, presented by the N.C. School Nutrition Association, which recognizes exceptional implementation of nutrition education activities in both the cafeteria and classroom.

Several Juvenile Justice food service staff submitted food items in the Culinary/Creative Arts competition.

- Cash received eight blue ribbons (1st place honors), one red ribbon (2nd place honors), four white ribbons (3rd place honors) and one honorable mention (pink) ribbon for her culinary entries. She also received two Best in Show and overall top honor in the Culinary/Creative Arts competition called the Ralph Eaton Award.
- Lolita Perry, cook II at Chatham Youth Development Center, received a red ribbon and a white ribbon for her entries.
- Tena Sonko, cook supervisor at Cumberland Regional Juvenile Detention Center, received two honorable mention ribbons for her culinary entries.

“This a phenomenal group of food service workers who not only cares about the quality of food placed before juveniles at youth centers across our state but also about the kids that eat it,” said Lynne Williams, juvenile school nutrition services program administrator for the Division of Adult Correction and Juvenile Justice. “I am proud of the work they do to keep the youths that stay with us healthy.”

Freeman Named OSDT Director

Stephanie Freeman has been named as the director of Office of Staff Development and Training in the Division of Adult Correction and Juvenile Justice.

“Ms. Freeman’s extensive experience in criminal justice training, her knowledge of our agency and her skills with distance learning make her the right person to lead training for our staff,” said W. David Guice, chief deputy secretary for Adult Correction and Juvenile Justice.

“Among Stephanie’s first priorities will be working to eliminate the backlog of correctional officers awaiting training and enhancing our training programs,” said Deputy Secretary Gwen Norville.

Freeman is returning to OSDT after serving as its curriculum manager from 2007 to 2014. Most recently, she served as the organizational development manager for the North Carolina Judicial Branch. Freeman has also taught at North Carolina Wesleyan College and Sandhills Community College. Currently, she serves as president of the North Carolina Law Enforcement Training Officers’ Association.

Freeman, a native of Apex, earned her bachelor’s degree in sociology from North Carolina State University and a master’s degree in criminal justice from SUNY Albany. She is also a graduate of the NCDPS Correctional Leadership Development Program.
What You Need to Know for Your Annual Performance Evaluation and Performance Plan

1. Prepare
   What do I want to discuss?
   What successes do I want to share?
   What barriers have I faced this year?

2. Provide
   What documentation can I share?
   What can I provide that supports my self-evaluation?
   How can I show that I’ve demonstrated core values?

3. Participate
   What questions will I ask?
   How can I listen to my manager’s feedback?
   How can I explain my perspective?

4. Propose
   What next steps do I think I will need to take?
   What resources/support do I need?
   What will be my opportunities going forward?

Save the Date!

3rd Annual Secretary's Cup
Friday, Sept. 29
A State Employees' Combined Campaign Event
Tell Me Something Good!

NC’s Prison Emergency Response Team Helps County Locate Missing Person

During April, May and June, members of the Mountain Region Prison Emergency Response Team assisted with an extended search in Avery County that eventually located the remains of a missing man. Along with sheriff’s deputies and detectives, rescue squad members, firefighters and others, PERT members contributed to more than 1,800 man hours spent searching the area over several weeks. On June 5, human remains were found that are believed to be those of the missing man. The search and investigation used more than 100 people at various times, involved search warrants for financial, cell phone and other records, nearly a half-dozen search dogs and even forensic scientists from Western Carolina University.

Governor’s Crime Commission Names New Members

Twelve members of the Governor’s Crime Commission (GCC) were sworn in on June 17. The GCC consists of 43 members that serve as the chief advisory body on crime and justice issues to Gov. Roy Cooper and DPS Secretary Erik A. Hooks. The members include representatives from law enforcement agencies, the General Assembly, local government, court systems and private citizens.

GCC members research issues under review and make suggestions to the Governor. The Commission also acts as the single state criminal justice planning agency. It also administers federal block grants and other criminal justice funds that are awarded to North Carolina by the U.S. Department of Justice and Children’s Justice Act funds from the U.S. Department of Health and Human Services. It has three committees that are made up of Commission members and advisory members: Juvenile Justice Planning Committee, Criminal Justice Improvement Committee and Crime Victim’s Services Committee.

Pictured below with Secretary Hooks are (front row from left to right): Chief Michael Yaniero, Rev. Bruce Stanley, Chairman Robert Evans, Justice Mark Martin, Sheriff Charles Blackwood; (back row from left to right): Register of Deeds Ben Curtis, Chief Dan House, Judge Thomas Jarrell, Detective Matt Cooper, Sheriff Ernie Coleman, Councilman James Mitchell and Mayor Pro Tem Mitch Colvin.
Governor's Crime Commission Offers New Grant Writing Workshop!

The Governor’s Crime Commission is offering grant writing workshops for those interested in learning about grants available and obtaining grants from GCC. Registration opens July 17. To register, go to: https://www.ncdps.gov/about-dps/boards-and-commissions/governors-crime-commission/grant-workshop-form. The workshop will be held from 9 a.m. to 5 p.m on the following dates:

- Sept. 15 (Hickory Convention Center);
- Sept. 22 (Guilford Convention Center); and
- Sept. 29 (Doubletree by Hilton in New Bern).

For more information, call 919-733-4564 or send an email to gccworkshop@ncdps.gov.

NC Guardsmen Lay Groundwork for Future Gold Star Memorial

North Carolina National Guardsmen prepared a location for a Gold Star Family Memorial monument in Raleigh on June 2-16. The memorial will be located outside an access gate to the NCNG’s Joint Force Headquarters. It will consist of four granite stones featuring a cutout of a saluting service member and a Gold Star. It will sit on a circular slab of concrete with a curved sidewalk.

“A lot of people are going to see this, and it's going to mean something,” said Sgt. Michael Knight, a concrete asphalt engineer with the 429th. “It's not just a sidewalk or something for people to have foot traffic. People will see it and it will make them think about what has happened, why people still do what they do and why they join the National Guard.”

The memorial will be outside the security fence around the complex, so anyone will be able to visit it at any time. It will not list any names, even though the Guard has experienced 27 fatalities since 2001 resulting in families earning the distinction of a Gold Star Family.

The Gold Star distinction is given to the surviving family of a service member who died in service to our nation.

Army Master Sgt. Robert Shook said that it will be representative of the loss suffered by all military families.

(MPhoto by Staff Sgt. Mary Junell, 382nd Public Affairs Detachment/Released)

Morrison CI Staff Comes Together to Support One of Its Own

Morrison Correctional Officer Amy McElveen lost her daughter in a fatal car accident on May 3. Her son also suffered serious injuries in the wreck but is now on the long road to recovery. To support McElveen during this time, Morrison CI staff, along with help from Hoke CI, came together to host a fish plate fundraiser. “We wanted to be a blessing to her and her family,” said Michael Scarboro, Morrison CI’s assistant superintendent. “I am deeply humbled by the love and support our staff has shown.”

The fundraiser was a success as more than $1,650 was raised. The funds were presented to McElveen on June 8, and she expressed her sincere appreciation for the contributions and participation of staff and community.
Congratulations BCO #38 and 39!

Fifteen participants graduated the Basic Correctional Officer Class 38 held at Samarcand Academy June 28. Pictured are (front row from left to right): Larryqua Hall, Alan Mitchell, Epiphany Weems, Case Manager Wendy Whynot, Henry Woods, Jonathan Pulcini and William Stevenson; (back row from left to right): Brittany Bowman, Daniel Fields, Dana Lassiter II, Tyler Ayscue, Terry Skinner, Christopher Bumgarner, Steven Washington and Roger Perez.

Congratulations BCO #38 and 39!

Seventeen participants graduated the Basic Correctional Officer Class 39 held at Samarcand Academy June 30. Pictured above are (from left to right): Joshua Temple, Brandon Sams, Scottie Carr, Lenwood Shephard, Jennifer Matherly, Jakeb Reel, Robert Ballou, Antonio Montgomery, Jason Eder, Ebony Cherry, Orneze Coit, Maryrose Garcia, Bradley Hill, Jeremy Neely, Grace Lowery, Benjamin Guillot and Lauren Dubeau.

Congratulations Probation/Parole Officer Class 4A!

Twenty-four participants graduated the Probation/Parole Officer Basic Training Class 4A held at the Office of Staff Development and Training facility in Apex June 30. Pictured above (not in order) are: Shana Adams, Jimmy Branch, Bradley Carter, Ambrose Council, Jeremy Cozart, Anthony Davis, Harry Davis, Laura Davis, Shaelynn Grassmann Mason Holman, Bailee Johnston, Nathan Keller, Joseph Kloecker, Joshua Leake, Trevor Loescher, Mark Maedge, Yezmin Marrero, Eric Self, Brandon Shoemaker, Ashley Singley, Monet Stearns, Madison Temple, La’Marcus Thieklin and Shannon Worthen.
OSDT Graduates 10 from its Controls, Restraints and Defensive Techniques Training Program

The Office of Staff Development and Training congratulates 10 graduates of its Controls, Restraints and Defensive Techniques Instructor Training Program held at the North Carolina Justice Academy – East from June 4 – 16. This provides specialized certifications to instruct personnel within the Division of Adult Correction and Juvenile Justice in the CRDT Training Program. This two week program offered the instructors an understanding of the use of force as it pertains to the use of the CRDT techniques, legal considerations, response to injury, fitness and wellness, and advanced restraints applications. During this instructor training program, instructors participated in physical fitness sessions, and successfully demonstrated the ability to perform and instruct others on all techniques within the CRDT Training Program. Graduates shown above (front row, left to right) are: Anthony Springs, Latanga Lynch, Crystal Tant, Crystal Atkinson; (back row, left to right): Howard Clark, William Davis, Richard Tucker, Joel McGee, Anthony Frink, David Worsley.

14 Complete OSDT's Wellness Instructor Training Program

Fourteen DPS staff recently completed the Office of Staff Development and Training’s Wellness Instructor Training Program, which was held June 21 – 23 at Western Piedmont Community College in Morganton. The 24-hour program provides specialized certification to instruct the OSDT Employee Fitness and Wellness lesson plans that are provided during correctional officer, juvenile justice officer and probation/parole basic training programs as well as annual in-service training. The course provided training on coronary risk factors, human anatomy, exercise and safety, flexibility training, cardiovascular training, nutrition training and behavior change. Instructors participated in numerous physical fitness sessions that included several types of circuit training and flexibility training. Information was provided to assist DPS employees in meeting their wellness goals along with performing the essential job functions. New wellness instructors pictured left are: (front row, left to right): Steven Eudy, Melissa Whitson, Shawna Hensley, Jennell McCorkle, Mark Stancil, Lee Ann McRary; (back row, left to right): Richard Elingburg, Eric Wilson, Derek Price, Latanga Lynch, Deanna Brown, Michael Robichaux, Ben Carver, Chris Buchanan.

Honor student

Earning honor student status during recent basic correctional officer training was Alan Mitchell (Polk CI).
The Race of a Lifetime!

Each year runners from more than 50 nations put their strength to the test along one of the world’s greatest monuments, the Great Wall of China. The Great Wall Marathon is regarded as one of the toughest in the world, and North Carolina Emergency Management Mitigation Grant Manager, Phyllis Courtney, decided to take on the challenge.

On May 20, in 101-degree weather, Courtney and her husband checked the 13.1-mile race off their bucket list. Courtney has completed 12 marathons and 16 half marathons, but “this was probably one, if not the most challenging marathon I have completed in my life,” she said. “It was definitely a once-in-a-lifetime experience, but you will not catch me running that wall EVER again.”

Maury CI Provides Program for Military Veterans

Maury Correctional Institution continues to make positive strides with its veterans pod partnership with the U.S. Department of Veterans Affairs Medical Centers. Some of the center’s veterans were able to attend Maury CI’s veteran’s program lead by Carolyn Witherspoon, correctional behavioral specialist, on June 29. Dr. Elizabeth Van Voorhees of Duke Medical Center spoke about understanding mechanisms and advancing treatments of anger and aggression in veterans with trauma-related issues, including post-traumatic disorder. Pictured (left to right) are: Dennis Daniels, Veteran Jose Becerril, Veteran Garry Silver, Harry Arthur (who volunteers at the center), Dr. Elizabeth Van Voorhees, Veteran Joseph Collins, Carolyn Witherspoon and Veteran Raymond Proctor. Maury CI is the first institution to have a veterans pod. This means military veterans who are incarcerated at Maury CI have the opportunity to be placed in the veterans pod where they are housed in separate quarters and get external assistance from Veterans Affairs and other programs as long as they maintain compliance, follow the program and refrain from being written up.

Warren Janitorial Gets Leaner, Sharper after Training

The Warren Janitorial Plant received lean manufacturing training at Warren Correctional Institution near Henderson on July 10. Lean manufacturing training is available to all plants and departments to develop more efficient manufacturing and administrative processes. Initially, the training was conducted by North Carolina State University but now DPS trainers conduct the training. Producing products made from highly regulated chemicals already required the Warren Janitorial Plant team to operate its plant very efficiently, but this training will improve production processes even more, according to Assistant Manager Itena Lynch. The training process revealed three initial lean improvements: raise the trash bag machine six inches; use an air staple gun instead of a manual gun to make boxes; and use an air hammer instead of a manual hammer to make pallets. Pictured left (kneeling, left to right): Lavon Griffin, Christopher Davis, Michael Davis, Robert “Vince” Ramsay, Reginald Dunn; (standing, left to right): Sherman Collins, Thaddeus Hill, Itena Lynch, Edward Dickerson, instructors Tracey Goodwin and Tass Jansen, and Dennis Williams.
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<td>Olufowoju Abisogun, professional nurse, Central Prison Health Complex</td>
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<td>Willie Atwater, chief probation/parole officer, Community Corrections</td>
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<td>Cindy Balantine, administrative secretary II, Hyde CI</td>
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<td>Theodore Banks, correctional programs supervisor, Lumberton CI</td>
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<td>Tyler Barrow, youth services behavioral specialist, Lenoir YDC</td>
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<td>Thomas Biggs, food service officer III, Alexander CI</td>
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<td>Jeremy Bloch, hvac technician, National Guard</td>
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<td>Cassie Boggs, probation/parole officer, Community Corrections</td>
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<td>Kimberly Bruske, departmental purchasing agent III, Purchasing Section</td>
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<td>Diane Burke, youth counselor, Stonewall Jackson Youth Development Center</td>
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<td>Keith Chester, maintenance mechanic IV, Alexander CI</td>
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<td>Tracey Clarke, administrative officer II, Human Resources</td>
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<td>Brandon Cribb, housing unit manager III, Tabor CI</td>
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<td>Jermaine Dashiel, youth counselor associate, Stonewall Jackson YDC</td>
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<td>Lucresa Edwards, juvenile court counselor supervisor, Juvenile Justice</td>
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<td>Melissa Edwards, work against correctional officer II, Harnett CI</td>
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<td>Jerry Ellison, sergeant II, Piedmont CI</td>
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<td>Pamela Farris, correctional officer III, Foothills CI</td>
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<td>Angela Fillgurove, sergeant II, Harnett CI</td>
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<td>Willie Fisher, food service officer III, Pasquotank CI</td>
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<td>Kathy Fox, personnel technician II, Mountain Administrative Services</td>
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<td>Roger Frye, housing unit manager I, Avery Mitchell CI</td>
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<td>Crystal Goldberg, chief probation/parole officer, Community Corrections</td>
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<td>Thomas Grant, correctional officer III, Central Prison</td>
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<td>James Gray, electronics Technician III, Facility Management</td>
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<td>Allen Griffin, program assistant V, Victim Services</td>
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<td>Louis Griffin, sergeant III, Lanesboro CI</td>
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<td>Ryan Grissom, youth counselor, Stonewall Jackson YDC</td>
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<td>Barry Hanson, firefighter supervisor, National Guard</td>
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<td>Dexter Harris, housing unit manager I, Pasquotank CI</td>
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<td>Ronald Harris, captain III, Lanesboro CI</td>
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<td>Michele Hartley, captain III, Central Prison</td>
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<td>Kevin Hawke, correctional officer I, Dan River Prison Work Farm</td>
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<td>Amanda Hayes, correctional officer III, Central Prison</td>
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<td>Bobby Hayes, mechanic supervisor, State Highway Patrol</td>
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<td>Andrea Hearsley, housing unit manager III, N.C. CI for Women</td>
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<td>Andy Helsabeck, network tech, State Highway Patrol</td>
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<td>Patrick Hensley, youth counselor, Stonewall Jackson YDC</td>
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<td>Wesley Hester, captain III, Alexander CI</td>
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<td>Jennifer Rice, case manager, Alexander CI</td>
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<td>Gregory Holloway, clinical social worker supervisor, Central Prison</td>
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<td>Dushawn Holmes, juvenile court counselor, Juvenile Justice</td>
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<td>Yashima Ivey, work against probation/parole assoc, Community Corrections</td>
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<td>Estell Johnson, correctional officer II, Franklin CI</td>
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<td>William Johnson, housing unit manager III, Alexander CI</td>
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<td>Amber Jones, work against Correctional officer III, Scotland CI</td>
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<td>Brian Jones, lieutenant I, Caledonia</td>
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<td>Lakeshia Jones, programs director III, Rehabilitation Program Services</td>
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<td>Sonja Justice, office assistant IV, Mountain Administrative Services</td>
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<td>Richard Kidd, probation/parole field specialist, Community Corrections</td>
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<td>Lisa King, judicial services coordinator, Community Corrections</td>
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<td>Jeffrey Kretzler, correctional officer III, Tabor CI</td>
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<td>Sharon Lanaville, office assistant IV, Community Corrections</td>
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<td>John Lanier, chief probation/parole officer, Community Corrections</td>
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<td>Frank Laughfren, food service officer II, Mt. View CI</td>
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<td>Torrey Leach, correction enterprise manager III, Correctional Enterprises</td>
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<td>Morgan Lee, correctional officer III, N.C. CI for Women</td>
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<td>Linda Lewis, sergeant II, Scotland CI</td>
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<td>Angela Locklear, administrative secretary I, Scotland CI</td>
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<td>William Lowdermilk, food service officer III, Foothills CI</td>
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<td>Bryan Lusk, work against probation/parole officer associate, Community Corrections</td>
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<td>Wesley Mabry, administrative services manager, Piedmont CI</td>
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<td>Joseph Magbie, food service supervisor II, Warren CI</td>
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<td>Daniel Mazza, sergeant III, Pasquotank CI</td>
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<tr>
<td>Michelle McCoy, correctional officer II, Pender CI</td>
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<td>Devalynn McKoy, work against correctional officer III, Scotland CI</td>
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<td>Jeffrey McLauren, case analyst, Craven CI</td>
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<td>Betty McNellig, correction enterprise manager II, Correctional Enterprises</td>
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<td>David Milley, sergeant II, Maury CI</td>
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<td>Elizabeth Miller, housing unit manager II, Central Prison</td>
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<td>Anthony Mincey, lieutenant II, Nash CI</td>
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<td>Christopher Moates, sergeant II, Nash CI</td>
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<td>Cindy Moore Bridges, housing unit manager III, Pasquotank CI</td>
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<td>Ebony Mouzzone, psychological services coordinator, Central Prison</td>
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<td>Rodney Mungo, housing unit manager I, Scotland CI</td>
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<td>Christopher Myers, sergeant II, Caswell CI</td>
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<td>Jimmie Newton, lieutenant I, Eastern CI</td>
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<td>Jeffrey Olsen, probation/parole field specialist, Community Corrections</td>
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<td>Joshua Panter, assistant superintendent III, Neuse CI</td>
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<td>Colleen Patterson, probation/parole officer, Community Corrections</td>
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<td>Lezetta Pearson, work against probation/parole officer, Community Corrections</td>
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<td>Michael Pennell, housing unit manager I, Burke CRV</td>
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<td>Tommy Pitts, correctional officer II, Nash CI</td>
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<td>Kelvyn Polk, plumber II, Piedmont CI</td>
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<td>Sharon Presson, food service supervisor III, Lanesboro CI</td>
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<td>Rajasthan Ram Mohan, business and technology applic specialist I, Information Technology</td>
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<tr>
<td>Jazminn Ray, work against probation/parole officer, Community Corrections</td>
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<tr>
<td>Norris Richards, correctional officer III, N.C. CI for Women</td>
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<td>Gelinda Richardson, business systems manager, Information Technology</td>
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<td>Christopher Rolfe, lieutenant I, Odom CI</td>
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<tr>
<td>Sheniqua Rutledge, work against correctional officer III, N.C. CI for Women</td>
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<tr>
<td>Stephanie Scott McDonald, correctional officer, Wake Correctional Center</td>
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<td>Rodney Shaw, correctional officer II, Scotland CI</td>
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<tr>
<td>Teresa Simmons, work against correctional officer III, Scotland CI</td>
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<td>Antoinette Smith, housing unit manager II, Maury CI</td>
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<td>Lauren Smith, communications officer, Emergency Management</td>
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<td>Kina Stanley, probation/parole officer, Community Corrections</td>
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<tr>
<td>William Stanley, facility maintenance supervisor IV, Brown Creek CI</td>
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<td>Debbie Stevens, administrative secretary II, Polk CI</td>
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<td>Julia Taliento, accounting technician, Burke CRV</td>
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<td>Susan Tew, juvenile court counselor supervisor, Juvenile Justice Court Services</td>
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<td>George Thiessen, administrative officer I, Combined Records Auditing</td>
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<td>Heather Thomas Jenkins, professional nurse, Mt. View CI</td>
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<tr>
<td>Janel Tilghman, chief probation/parole officer, Community Corrections</td>
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<td>Eboni Torres, work against probation/parole assoc, Community Corrections</td>
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<tr>
<td>Michael Wain, correctional officer I, Lanesboro CI</td>
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<tr>
<td>James Warren, lieutenant II, Sampson CI</td>
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</tbody>
</table>
Name, job title, location, length of service (y=years, m=months)

James Watson, correctional programs director III, Rehab Prison Programs
Thomas Wendelgass, homeland security operations planner, Emergency Management
Gregory Wilkins, correctional officer II, Craven CI

Kathy Wissusik Getka, clinical chaplain II, Southern CI
Kevin Wyatt, correctional officer III, Foothills CI
Kristi Ziebell, professional nurse, Caledonia

Janice Johnson, correctional officer II, Piedmont CI, 10y/1m
Claudia Jones, case manager, Gaston CI, 21y/3m
Toy Jones, radio engineer, State Highway Patrol, 22y/2m
Mike Kampe, juvenile court counselor supervisor, Juvenile Justice Court Services, 28y/0m
Kenneth Kubas, major, State Highway Patrol, 24y/2m
Herbert Lawson, sergeant I, Forsyth Correctional Center, 28y/10m
Gilbert Lesane, correctional officer I, Robeson CRV, 15y/9m
Inez Lyons, administrative secretary II, Polk CI, 12y/10m
Matilda Marksman, correctional officer II, Sampson CI, 10y/2m
Brenda Meyer, processing assistant III, Facility Management, 23y/2m
Carol Nutting, correctional officer II, Harnett CI, 15y/5m
Kevin Owens, sergeant, State Highway Patrol, 27y/8m
Tony Person, captain II, Warren CI, 29y/5m
Wanda Pierce, departmental purchasing agent III, Purchasing, 29y/0m
Wade Pittman, case manager, Sampson CI, 21y/1m
David Scott, lieutenant I, Johnston CI, 15y/3m
Gwendolyn Smith, nurse supervisor, Harnett CI, 28y/4m
Katherine Sparks, probation/officer, Community Corrections, 30y/3m
Glenn Stokes, lieutenant, State Highway Patrol, 28y/0m
Reginald Turner, correctional officer I, Dan River Prison Work Farm, 13y/4m
Phyllis Vaughn, correctional officer III, Maury CI, 20y/0m
Sherian Williams, captain III, Lanesboro CI, 19y/11m
Joseph Wilson, housing unit manager III, Tabor CI, 18y/1m

Dean Hinson, mechanic, State Highway Patrol, 23y/6m

Jonathan Wiggs, administrative secretary III, Emergency Management, 9y/7m

Got Story Ideas for On The Scene... call or email the editor at 919-436-3142 or Laura.Leonard@ncdps.gov.