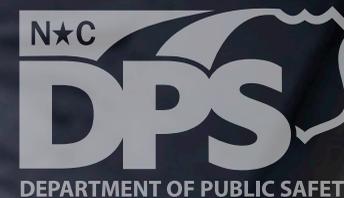




IN THE SCENE

D I G I T A L M A G A Z I N E

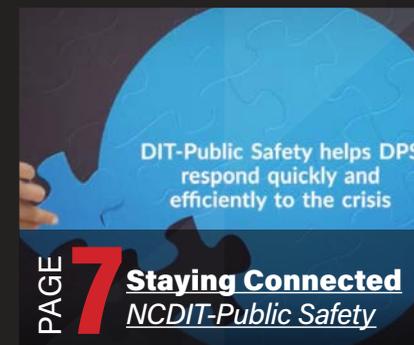
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Juvenile Justice



DIT-Public Safety helps DPS respond quickly and efficiently to the crisis

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NCDIT-Public Safety



PAGE **9** **Technology & Human Resources**

&more!

Volunteer Spotlight



In August, North Carolina Correction Enterprises donated 10,000 masks to North Carolina Correctional Association. The NCCA is a professional association dedicated to the improvement of the corrections industry and the professional development of correctional employees around the state.

The group will use the masks as their community service project, reaching out to homeless shelters and school systems in each region served by the organization. NCCA's executive staff, regional chairpersons and other representatives were on hand to accept the masks for distribution at NCCE's Apex Warehouse location. After the Governor's Executive Order #147 required that face masks be worn in public, NCCA President Doris Daye & NCCE Deputy Director Dr. Anthony O. Vann felt they needed to do something to assist the community and residents who may not have access to personal protective equipment. Through this collaboration both organizations were able to do just that.



Cover Photo: Officer T. Frink accesses information through the Raleigh-Wake Communications Center.

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ON THE SCENE
DIGITAL MAGAZINE
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N★C
DPS
DEPARTMENT OF PUBLIC SAFETY

Prevent. Protect. Prepare.

Our mission: Safeguard and preserve the lives and property of the people of North Carolina through prevention, protection and preparation with integrity and honor.

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Gerald Higgins
Communications Officer
DPS Communications

The YASI

Juvenile Justice Prepares to Implement New Assessment, Service Matching Tool

Years in the making, Juvenile Justice hopes the YASI will cut the transformational pipeline from youth to adult correction.

Juvenile Justice operates under what seems to be a simple maxim: deliver the right services to the right kid at the right time, to stop youths from eventually finding themselves in the adult justice system. However, discovering what type, how many and when to provide needed services to juveniles entering the criminal justice system can be a challenge. That’s why Juvenile Justice looks forward to the coming implementation of a new assessment and service matching tool, an effort that has been years in the making.

One of the challenges facing Juvenile Justice court counselors is effectively and consistently assessing the risk and needs of youths who are entering the system. The assessment is used to evaluate youth

and match programs and processes that can be used to help them gain the most success while they are maturing and prevent their eventual move into prisons.

Beginning in January 2021, Juvenile Justice will implement the YASI – Youth Assessment and Screening Instrument – an extremely detailed assessment tool that will replace the current instrument that, while somewhat effective, could not delve deeply enough into a youth’s “why” they did what brought them into the criminal justice system.

“For a long time, we looked at the justice side of things,” said Deputy Secretary William Lassiter. “For example, if a kid knocked over a mailbox, restitution was a big part of the system. The YASI will

examine why ... the kid knock(ed) over the mailbox and help us provide services to help (with) why ... the youth (had) that behavior.

“YASI will help us match the right kid to the right service at the right time. Putting certain kids in programs that do not match (their risks and needs) really hurts. (YASI) is a game changer. If we can match the kid with the proper program that matches (their) risks and needs, we can reduce the recidivism rate by 50 percent.”

As part of the current intake assessment, juvenile court counselors ask the juvenile 24 questions, to determine how to match the youth to the proper resources to prevent him/her from staying in the correctional





Youth Counselor Lavar Kelly works with a youth.

system. However, consistency in how the questions are analyzed and used may differ from office to office.

The YASI however is comprised of 105 questions in 10 categories (domains) from the youth's legal history, family, school, community/peers, alcohol/drugs, mental health, violence/aggression, attitudes, adaptive skills and use of free time/employment. The results are scored and the YASI determines the youth's strengths and weaknesses in each "domain," which then determines areas where juveniles most need help to attain success.

"In the past, court counselors tried to match services to needs," said Candice W. Moore, Evidence-Based Practices administrator for the Juvenile Justice section. "The YASI

does not take away (from) the expertise (of) our court counselors. The YASI addresses multiple areas and will use automation that will pull (in resource links) from (the Juvenile Justice) service directory that address the needs.

"This new tool and interaction between YASI and the service directory will really assist our staff. Services will not be just based on input from the youth or families. This will build off our current processes and motivational interviewing (processes). Evaluations will be consistent."

Dr. Peter Kuhns, the director of Clinical Services and Programs for Juvenile Justice, said one of the biggest differences between the juvenile system and adult correction is the significant changes in brain development and intellectual maturation that a youth will go through from the time they enter the system to the time they leave. Kuhns said YASI will also be used throughout the time the youth is involved in the juvenile justice system, to assist in pointing out areas in a service plan that may need changes as a youth succeeds in some areas and struggles in others.

"It will map out how a juvenile is doing at different points with us," Dr. Kuhns said.

"They're required to have a review every 90 days. The YASI can be readministered along the way if needed if there is a change in their situation (a parent death, etc.). This will really give us a comprehensive picture of the areas of change in what one would go through and will also show deficits. This will help us individualize treatment."

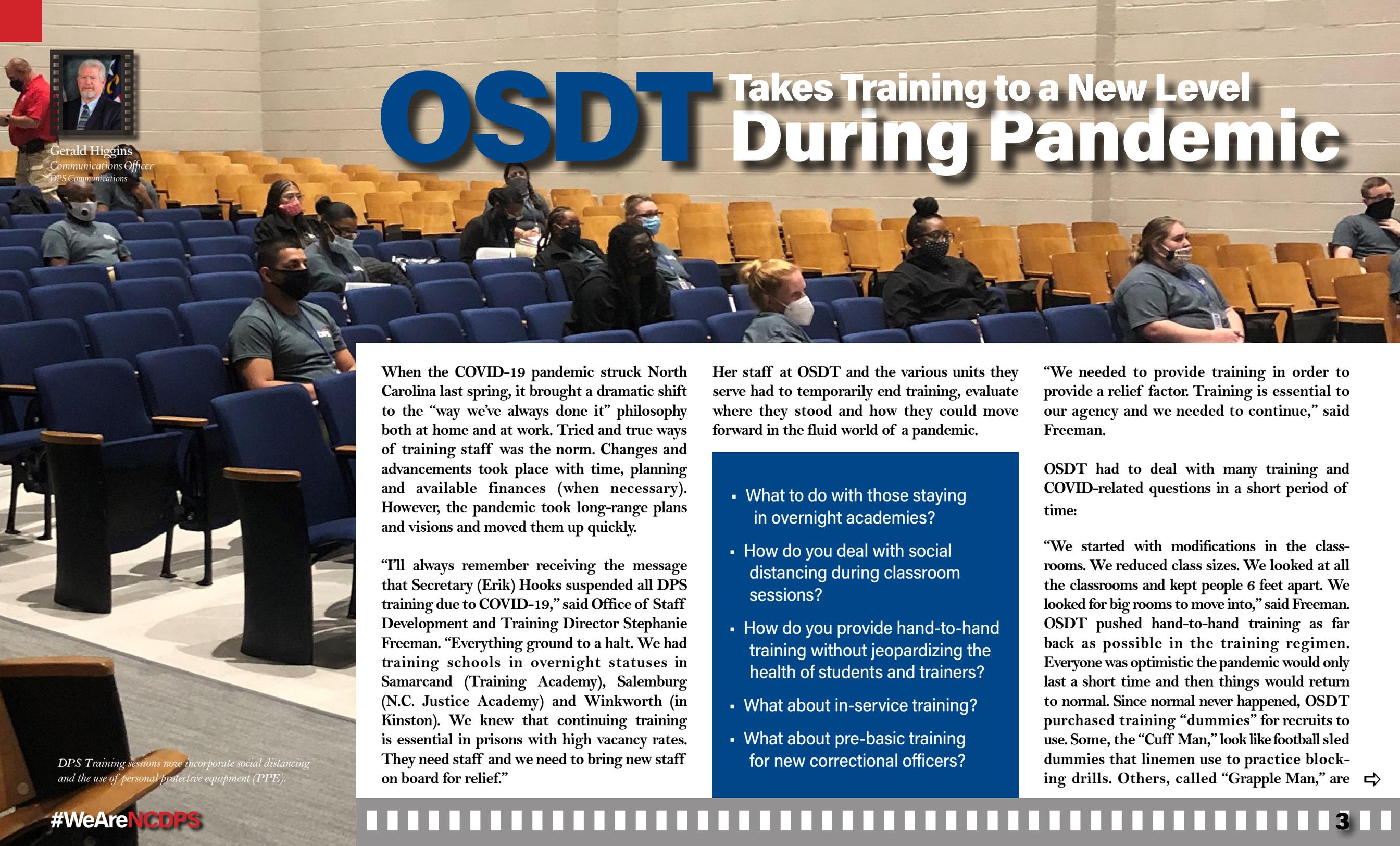
Virtual training is currently underway across the state, including a "train-the-trainer" to produce expert "coaches" across the state. While it will take time to measure the success of using YASI, there is a clear consensus it will play a major role in a youth's future in the system.

"We're focused on trying to rehabilitate and we do not want youth to become adult offenders," Moore said. "How do we help them? We need a tool to help develop skills needed to keep them out of the adult system. We do not want to insulate the pipeline to prison. We want to cut it off."

Added Deputy Secretary Lassiter: "Our people want to do the right thing for our kids. This will give them more information than they ever had. Our folks are excited and YASI will give them the information so kids (going forward) will make better decisions." ■

"If we can match the kid with the proper program ... we can reduce the recidivism rate by 50 percent!"

William Lassiter
Deputy Secretary Juvenile Justice



Gerald Higgins
Communications Officer
DPS Communications

OSDT Takes Training to a New Level During Pandemic

When the COVID-19 pandemic struck North Carolina last spring, it brought a dramatic shift to the “way we’ve always done it” philosophy both at home and at work. Tried and true ways of training staff was the norm. Changes and advancements took place with time, planning and available finances (when necessary). However, the pandemic took long-range plans and visions and moved them up quickly.

“I’ll always remember receiving the message that Secretary (Erik) Hooks suspended all DPS training due to COVID-19,” said Office of Staff Development and Training Director Stephanie Freeman. “Everything ground to a halt. We had training schools in overnight statuses in Samarcand (Training Academy), Salemburg (N.C. Justice Academy) and Winkworth (in Kinston). We knew that continuing training is essential in prisons with high vacancy rates. They need staff and we need to bring new staff on board for relief.”

Her staff at OSDT and the various units they serve had to temporarily end training, evaluate where they stood and how they could move forward in the fluid world of a pandemic.

- What to do with those staying in overnight academies?
- How do you deal with social distancing during classroom sessions?
- How do you provide hand-to-hand training without jeopardizing the health of students and trainers?
- What about in-service training?
- What about pre-basic training for new correctional officers?

“We needed to provide training in order to provide a relief factor. Training is essential to our agency and we needed to continue,” said Freeman.

OSDT had to deal with many training and COVID-related questions in a short period of time:

“We started with modifications in the classrooms. We reduced class sizes. We looked at all the classrooms and kept people 6 feet apart. We looked for big rooms to move into,” said Freeman. OSDT pushed hand-to-hand training as far back as possible in the training regimen. Everyone was optimistic the pandemic would only last a short time and then things would return to normal. Since normal never happened, OSDT purchased training “dummies” for recruits to use. Some, the “Cuff Man,” look like football sled dummies that linemen use to practice blocking drills. Others, called “Grapple Man,” are

DPS Training sessions now incorporate social distancing and the use of personal protective equipment (PPE).

mannequins that recruits can use to work on individual ground defense technique skills.

“Things that involve a close degree of contact use the dummies,” Freeman said. “Everyone wears personal protective equipment – gloves, masks – and we clean everything like crazy including desks.

“During firearms training, while outdoors, we still wear PPE. Of course, people are naturally positioned on the firing line 6 feet apart.”

“We were doing pre-basic training, which didn’t count as accredited training,” Freeman said. “Pre-basic gave recruits some exposure to situational awareness and life inside a prison prior to coming to basic training, which helped get staff on a post quicker, but we needed to figure out how to make it truly a part of basic training.

Classroom instruction plays an important role

in OS DT training, but that involves housing trainees either at training facilities or hotels. As the pandemic put a temporary end to that practice, OS DT researched not only how other states moved ahead in training using available technologies, but looked into the practices of other DPS sections as well.

The State Highway Patrol utilized Microsoft Teams to deliver part of its basic training. Teams allowed instruction from a central location to be broadcast through the DPS intranet to other locations. OS DT trainers observed the SHP “telepresence” training and researched how they could utilize similar technology to connect training centers across the state to trainees safely sitting in commuter classroom settings.

In a matter of a couple of weeks, OS DT worked with DPS Information Technology to obtain four Cisco Webex Spark Boards that

were placed in training facilities in Valdese, McCain, Greenville and the OS DT headquarters in Apex. By early April, the boards were installed and practice training sessions were held with the Juvenile Justice basic training team. After about a month, the first JJ telepresence basic training class began for Court Services on May 10 with about 20 students.

According to Monica Shabo, the director of Policy, Training and Strategic Planning for Juvenile Justice, it wasn’t that much of an adjustment. Proctors were needed, and it took about a half-hour to set up the class and a half-hour to break it down.

“We plugged people in for commuter classes for the first 2½ weeks, then pulled them into one location as a group to do psychomotor skills,” said Shabo. “We reduced costs by regionalizing classroom trainings. We reduced per diems from several weeks to seven days.

“The students loved it. For many, they were not taken away from their family for four weeks. They had to do it twice for only 1½ weeks. And the staff loved it. We relied on field service specialists in Court Services to help out. We did health screenings and wore masks. The staff embraced it. They were engaged and it worked beautifully.”

Next up was the remote correctional officer basic training pilot. The first telepresence class took place on June 15 for recruits assigned to Pender, Columbus and Tabor correctional institutions at the OS DT headquarters in Apex and Tabor

CI. The first three weeks of the class was all “psychomotor” training (firearms, controls, restraints, and defensive techniques, baton, and wellness) conducted at Southeastern Community College in Whiteville.

After finishing psychomotor training, recruits attended instructional class in the lineup room at Tabor CI with the assistance of the Spark boards. This class was coordinated by the OS DT In-Service Section and the OS DT South-Central instructional team.

“Basic training has been hands-on, and a piece of it still is,” said Prisons Director for Administrative Services Melissa Earp. “This is a very different way to handle basic training. We had to change a mindset on how to deliver it. It’s taken a little bit to get people on board to visualize the (telepresence) concept and how it will assist us.

“We’ve been able to see people get to a point of where they’re not traveling as much. We’re keeping employees closer to the facility where they’ll be working. We’re also able to cohort staff so there is team building. They are developing relationships with each other. Before, you might have one or two in a group with others from other facilities. Now we can build camaraderies and teamwork within facilities. We’re able to reach more people.”

Freeman said, “We have a new generation of workers who are used to virtual instruction. We know everything can’t be taught virtually. We have to figure out what works best in this model and what we need to do in person. This is not



meant to replace weapon certification and we'll still practice situational training. We'll still have CPR training, but each student is given their own 'lungs' to work on and there's always cleaning and sanitizing.

"Are we missing personal contact with students? Yes. But you have students coming together and still doing hands-on training. This maximizes our resources. In the long run, this will save the Agency money. An important thing is this will truly help retention and help recruitment on the front end. You tell people they have to go away from home for six weeks for training and they tell you they have an infant or have to care for their own parents. This way, we can be better equipped to deal with recruiting issues."

In Community Corrections, basic training continues for new probation and parole officers with some modifications. Typically recruits stay at the training facility during their six-week basic training. Occasionally, commuter school training occurs with recruits returning home at the end of the day, depending on training and staffing needs. Now, in the age of COVID-19, only commuter schools are being used for basic training.

Training is a combination of classroom instruction and psychomotor training that involves physical activities like self-defense and

firearms. Those two forms of instruction are woven together. On Monday, recruits might learn about a physical technique in the classroom and then Tuesday apply it in a face-to-face setting.

"Probation and parole officer training really builds on itself day by day from the first day to the last day, six weeks later," said Community Corrections Deputy Director Maggie Brewer. "That's what makes it difficult to deliver parts of our classroom training through telepresence and then conduct psychomotor training in person days or weeks later. However, we're working with the Office of Staff Development and Training on different ways to deliver our basic training curriculum."

According to Freeman, residential basic training resumed at the Samarcand facility by the end of August. She said OSDT has looked at the possibility of using telepresence to "beam in" legal staff if they are unable to travel to conduct the legal blocks of instruction. While Community Corrections has not resumed annual in-service training, firearms training is being conducted.

"We are in the middle of our transition to 9mm weapons, and since May 2020, we have trained more than 500 officers," Brewer said. "It's face-to-face classroom and range training, but conducted in smaller groups to maintain social

distance."

According to ACJJ Deputy Secretary Tracy Little, who oversees OSDT, implementing telepresence in basic training and making other training changes moving forward provides multiple benefits, including more efficiency and less travel.

"COVID-19 forced us to move quickly," said Deputy Secretary Little. "It forced us to look at how we do business with training and other things, including meetings and processes. We've found ourselves in circumstances every day innovating and adapting and accomplishing things in ways we never dreamt we could ever do. It's been incredibly difficult and challenging in many respects, yet very rewarding to see employees step up, take the challenge and provide positive changes for years to come."

"It's great to see all divisions work together. Training sections and operations have worked collaboratively on what works best for different operations. What works well for Prisons may not work well for Juvenile Justice. Everyone has had an open mind to try to work through the technical and implementation processes. This puts us more in line with private industry and our personal lives ■

"COVID-19 forced us to look at how we do business and we've found ourselves in circumstances every day innovating and adapting and accomplishing things in ways we never dreamt we could ever do. It's great to see all divisions work together."

– Tracy Little
ACJJ Deputy Secretary





Brian Haines
Communications Officer
NCDPS Communications

Mission Critical

State Adopts Use of Virtual Media Briefings

Live feed of the briefings are provided to media outlets across the state, and can be found in English, Spanish and American Sign Language at ncdps.gov/storm-update. UNC-TV also broadcast the briefings on its social media channels including Facebook and YouTube.

DPS Secretary Erik A. Hooks Photo credit: Ryan Guthrie

To continue providing press briefings during the COVID-19 pandemic, officials at the NC Emergency Operations Center quickly made changes to allow for social distancing and the wearing of masks. The challenges of delivering virtual briefings required technical changes in the Media Briefing Room including finding a way to provide a pool feed to news outlets across the state while giving the opportunity for reporters to ask questions.

To aid in this endeavor, the state enlisted the assistance of UNC-TV, Public Media North Carolina and David Freer, with UNC-TV Engineering. Because American Sign Language uses facial expressions much in the way written language uses punctuation, the interpreters do not wear a mask while on stage. Freer assembled a second camera to allow the ASL interpreters to be on camera, while maintaining social distance from the speaker presenting at the briefing. He also added a switcher that allows the ASL interpreter to appear in a box on screen during the briefing, or to have both the speaker and interpreter appear in boxes during slide presentations. To help the presenter move comfortably through the slides, a large monitor near the main camera displays the presentation. The addition of a teleprompter also allows for better engagement, as opposed to the presenter reading off a paper on the podium. Recognizing the need to provide information to Hispanic residents across the state, officials at the EOC turned to Jackie and Yasmine Metivier with Bilingual Communications, Inc. for their interpretation services. The challenge became

where to house the Metivier sisters that would allow them to provide their services but not cause an interruption in the Media Room.

Once again, the state worked with UNC-TV to come up with a plan. They identified and retrofitted a room off the lobby of the EOC into a small, vocal studio. Using an embedded feed to a couple of monitors and a distribution amplifier the interpreters are able to watch and listen in real-time to provide an interpreted broadcast to a separate UNC channel. The interpreters also have a high quality radio mic to produce a clear, broadcast sound.

The next big challenge involved the question and answer portion of the briefings. During past disasters, the media room could potentially hold 30 or more people, including reporters, cameras and staff, not counting the Governor, cabinet leaders and field experts. Today, only a small handful of people, including speakers, can be found in the Media Room. The transition to a slimmed down briefing underwent seven different trial and error instances using different teleconference systems, eventually settling on Maestro Conference.

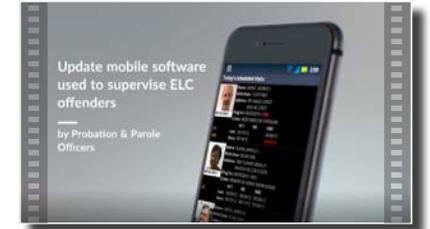
Using Maestro, the EOC host maintains social distance by managing the media calls from another room. An audio mixing system provides audio from the conference system to the media room where the presenter can hear and answer questions from the podium, while also allowing them to be heard on the live feed. ■



Matt Jenkins
Communications Officer
NCDPS Communications



Bringing Technology to the Forefront of Public Safety



For a better understanding of who this DIT-Public Safety team is and the impact they have brought to the DPS mission during the COVID-19 event, [click here to watch a short video.](#)



Inset: Chief Information Officer Glenn Mack

March 2020 rolled in, however anticipating the impact that was about to occur throughout North Carolina and the rest of the country was next to impossible. COVID-19 signaled the beginning of fundamental shifts in the way state agencies and departments were going to conduct business.

Working tirelessly to maintain the operational goals of the Department of Public Safety, as a large number of DPS employees transitioned to a remote working situation, rested on the shoulders of the Department of Information Technology staff assigned to the DPS mission.

“I have been really pleased with the efforts and hard work of the individuals within the Application Development Team,” stated Chief Information Officer Glenn Mack. “That group of professionals knows the customer well, so

they have been able to modify apps to really address remote work issues and functional changes within the prison environment.”

While the task has been a herculean effort, according to Mack, the DIT infrastructure team has been prepared for an event such as this and evangelizing for the use of remote capabilities for a while. As a result, the coders, testers and managers who have a critical understanding of the DPS business model were able to transition people and facilities within days rather than months.

As might be expected in a remote-work atmosphere, security becomes a critical component to maintain the integrity of information and workflow. While DIT leadership has witnessed an uptick in attempts to infiltrate the security measures across many

state departments, Mack conveyed that his team has met that challenge, and DPS has not been negatively compromised or affected.

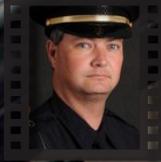
“Another hard part about any transition like this involves the human factor, because people are creatures of habit” said Mack.

Functionally, DPS employees adjusted very well to the new work normal and within a couple of months it was obvious that DIT had provided the necessary technology to keep the largest state agency running at full capacity. This group of DIT professionals has made the transition as smooth an experience as possible and are always here to provide any needed assistance day and night.

“In the end, the ability to keep DPS functioning at a high level translates into keeping the citizens of North Carolina safe,” stated Mack. ■



Clyde Roper
Communications Officer
NCDPS Communications



Edward Farmer
Director of Professional Standards
State Capitol Police

State Capitol Police

Partners with Raleigh-Wake Emergency Communications Center to Better Share Information, Reduce Response Times

In January, State Capitol Police began to partner with the Raleigh-Wake Emergency Communications Center in a collaboration to better share police response information. With the help of the center, SCP was able to begin sharing real-time data for police and emergency services requests for responses.

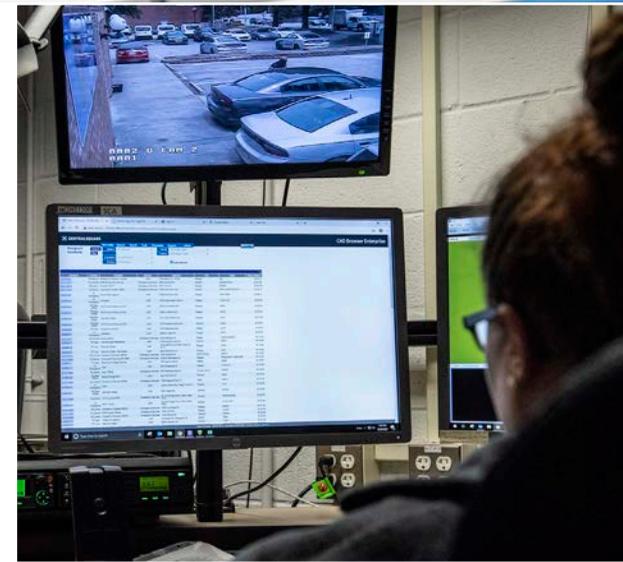
Prior to this partnership, real-time, computer-based information was not available for the SCP Communications Center. The two communication centers had to share information via telephone conversations. Based upon a center's workload, the delay this caused could take several minutes.

This new partnership for real-time information sharing came at a most opportune time for SCP when the COVID-19 pandemic was just beginning to impact our state. The partnership made accurate, detailed real-time information available to officers as they were responding with emergency personnel for calls for assistance. This enabled police communicators to alert responding officers and emergency personnel to potential COVID-19 safety concerns.

With additional resources, SCP plans to further increase its partnership capabilities for information sharing with the Raleigh-Wake

Emergency Communications Center.

Implementing computer dispatching technologies will enable SCP to work with bidirectional information sharing, allowing for the sharing of information and emergency resources in real time. SCP telecommunicators will be able to enter incident information on emergency calls for assistance from the State Government Complex while sharing with Raleigh-Wake response partners at the same time. This will help decrease emergency response times even more and improve the sharing of accurate safety information to all responders.



*Main: Officer T. Frink verifies information inside his cruiser.
Inset: An operator from the State Capitol Police monitors the communications network and keeps officers informed.*

Technology Plays Major Role in Hiring DPS Employees

Like all of the Department of Public Safety, the Human Resources Office has faced adversity during the COVID-19 pandemic. Challenges stood around every corner. How to conduct career fairs, how to connect with potential candidates, how to conduct interviews and other questions needed to be answered to ensure the department remained staffed while executive orders were in place.

The largest change came for the recruiters as all in-person events were canceled. They were now charged with recruiting candidates in a virtual world.

“It was a huge challenge for our recruiters to overcome,” said Recruitment and Staffing Manager Daniel Hill. “They have done an excellent job of adapting and recruiting in a 100% virtual space.”

Recruiters join and create online forums to discuss career opportunities in public safety and also participate in virtual career fairs touting positions statewide with the department. They collaborate with the Communications Office to convert printed materials to a digital format for use on media channels. Their work reinvented the in-person career fair to a virtual space, reaching more possible applicants and also making the process more convenient for them.

Potential applicants could connect from their home, therefore location was no longer an issue. Hiring managers were faced with keeping the process consistent for all applicants. It is imperative that interviewees have the same experience to ensure the procedures are fair and unbiased. When hiring for classified positions (law enforcement, correctional officers or those who require background

checks) the process has not changed much. The testing and certification for the positions must be done in-person therefore little to no changes in the processes have occurred.

“Most of our changes came with hiring uncertified positions,” said Hill. “Since the majority of changes were based in technology, we strongly advised hiring managers to increase communication with interviewees both before and after the interview itself. Our processes haven’t changed, only the vehicles.”

Instead of conducting interviews in-person, interviews are conducted via Cisco Webex or Microsoft Teams. If the interviewee does not happen to have access to a computer, interviews are conducted over the telephone.

“With interviews over the phone, we have to

“After the hiring managers became familiar with the process, we are finding it helps speed and efficiency. This opens up possibilities for the future to incorporate some of these methods long-term, especially for out-of-state applicants!”

Daniel Hill
Recruitment & Staffing Manager



Dabney Weems
Staff Writer
DPS Communications



Erin Bean
Special Agent/PIO
Alcohol Law Enforcement



ALE

Alcohol Law Enforcement

Operating During COVID-19

North Carolina Alcohol Law Enforcement is the lead enforcement agency for the state’s alcoholic beverage control, lottery and tobacco laws. Special agents specifically target problematic locations that serve as havens for drugs and violence.

Unlike other state agencies, however, ALE has just over 100 special agents to regulate more than 19,000 ABC-permitted businesses across the state.

While ALE is often called out after a shooting or other act of violence occurs at an ABC outlet, or an underage person is seriously injured or killed after consuming alcohol, special agents work proactively through enforcement and education in an attempt to prevent these events from occurring.

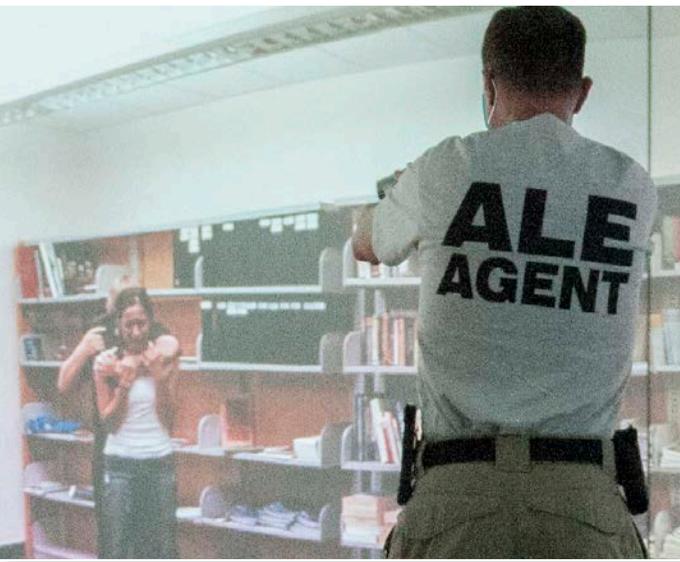
Special agents with ALE provide free training for ABC-permitted businesses all over the state about responsible alcohol sales. The “Be a Responsible Seller/Server,” or B.A.R.S. training, focuses primarily on common criminal or administrative violations and their respective penalties, spotting a fake or altered ID and identifying intoxicated individuals.

After the initial spread of COVID-19, however, bars and restaurants were closed and in-person training was no longer appropriate.

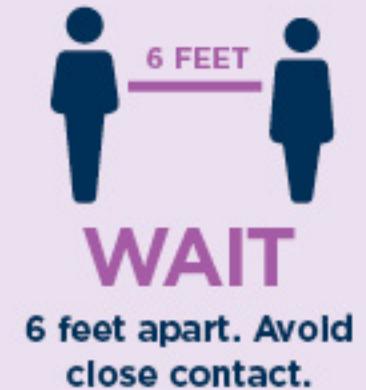
Since then, ALE has taken a proactive approach to continue seller/server training while still adhering to the governor’s executive orders.

In response to the pandemic, ALE developed a COVID-19 specific Cisco Webex training for ABC-permitted businesses and their employees that outlined Phase 1 guidelines. Participants could interact with special agents over video chat and ask questions after the training. Over the course of 10 Webex events, more than 1,000 owners, managers and employees of ABC-permitted businesses participated in the training.

ALE has adapted new recruitment methods in lieu of COVID-19. Agents recently hosted an interactive career event and informational session that drew over 40 potential applicants. The presentation included a discussion of benefits, daily duties, application requirements and information regarding the residential ALE Academy. Applicants were able to ask questions during the session by typing into the chat utility and field agents, supervisors and training staff were able to answer these immediately. ■



ALE Special Agent trains in the firearms simulator.



PROMOTIONS

Melvin Williams, HUB Liaison Manager, Chief Operating Office, 24y/8m
Monique Carter, DOC Shipping/Receiving Supervisor II, Purchasing & Logistics, 30y/10m
Timothy Pendergrass, Procurement Specialist III, Purchasing & Logistics, 14y/9m
William Chirokas, Engineering/Architectural Technician, Chief Operating Office, 5y/2m
April Slade, Personnel Technician II, Class, Comp, & Policy, 1y/6m
Carrie Gearing, Human Services Program Manager I, Alcohol And Chemical Dependency, 9y/9m
Jayme Pleasants, Office Assistant V, Prisons Administration, 1y/11m
Valerie Langley, Nurse Director, Prisons Administration, 23y/11m
Daniel Crowley, Assistant Chief Of Program Services, Rehabilitative Programs & Services, 24y/7m
David Young, Special Operations Investigator, Security Services, 5y/5m
Susan Willis, Substance Abuse Program Manager I, Alcohol And Chemical Dependency, 21y/7m
Ronnie Huneycutt, Warden IV, Avery-Mitchell Correctional Institution, 24y/7m
Willie Glover, Correction Enterprise Supervisor III, Meat Processing Plant, 15y/7m
Jennifer Stone, Correctional Case Manager, Pasquotank Correctional Institution, 14y/5m
Domanick Smith, Correctional Housing Unit Manager II, Maury Correctional Institution, 13y/8m
Dustin Manock, Correctional Officer III, Maury Correctional Institution, 1y/3m
Barbara Byrd, Personnel Assistant V, Pamlico Correctional Institution, 1y/5m
Joann Sharpe, Correctional Programs Supervisor, Pamlico Correctional Institution, 11y/4m
Justin Flores, Hvac Mechanic, Anson Correctional Institution, 4y/5m
Julie Zimmerman, Psychological Services Coordinator, Piedmont Correctional Institution, 18y/2m
Darrell Broaddus, Correctional Case Manager, Caswell Correctional Center, 0y/9m
Rose Hagwood, Administrative Officer I, Central Prison, 13y/0m

April Barnes, Personnel Assistant V, Johnston Correctional Institution, 9y/0m
Kimberly Harris, Correctional Housing Unit Manager II, Warren Correctional Center, 24y/0m
Bobbie Stilwell, Correctional Programs Supervisor, Lincoln Correctional Center, 21y/4m
Shakeem Monroe, Trainee Correctional Officer II, Morrison Correctional Center, 1y/0m
Bruce Johnson, Correctional Lieutenant II, Morrison Correctional Center, 14y/4m
Constantina Mitchell, Correctional Food Service Officer II, Columbus Correctional Center, 18y/1m
Dawn Nairn, Accounting Technician, Columbus Correctional Center, 5y/7m
Lakesia Smith, Correctional Captain III, Nc Corr Inst. For Women, 10y/7m
Chenita Grissett, Correctional Sergeant III, Nc Corr Inst. For Women, 10y/2m
Frances Ajashi Nzeribe, Correctional Officer III, Nc Corr Inst. For Women, 4y/10m
Ryan Linville, Grounds Supervisor I, Southern Correctional Institution, 7y/9m
Katherine Dennis, Nurse Supervisor III, Prisons Administration, 14y/1m
Alexis Jones, Trainee Probation/Parole Officer, Judicial District 3, 0y/7m
Xiomara Laureano, Chief Probation And Parole Officer, Judicial District 8, 10y/4m
Christine Sawadogo, Probation/Parole Officer, Judicial District 8, 1y/5m
King Stratford, Probation/Parole Field Specialist, Judicial District 19-A, 4y/11m
Monica Montano, Probation/Parole Officer, Judicial District 21, 0y/9m
Ryan Gibson, Chief Probation And Parole Officer, Judicial District 20, 5y/8m
Lucas Hamrick, Trainee Probation/Parole Officer, Judicial District 27, 1y/0m
Precious Gill, Probation/Parole Officer, Judicial District 14, 1y/1m
Martha Crabtree, Office Assistant IV, Judicial District 13, 3y/4m
Kiera Howard, Correction Food Service Officer I, Tyrrell Prison Work Farm, 1y/3m
Timothy Hamilton, Correctional Food Service Manager III, Eastern Correctional Institution, 22y/5m
Christa Barclay, Correctional Sergeant II PERT, Piedmont Correctional Institution, 4y/10m
Sandy Mccray, Correctional Food Service Manager II, Piedmont Correctional Institution, 10y/10m

Sean Clark, Correctional Sergeant I, Davidson Correctional Center, 4y/3m
Alan Hinshaw, Correctional Sergeant I, Randolph Correctional Center, 23y/2m
Nakeema Harvey, Correctional Sergeant II, Polk Correctional Institution, 3y/6m
Antwon Rhem, Correctional Programs Supervisor, Polk Correctional Institution, 3y/1m
Mary Moriarty, Correctional Programs Supervisor, Polk Correctional Institution, 1y/7m
Belquis Hopkins, Charge Nurse, Neuse Correctional Institution, 5y/10m
Darrell Woody, Facility Maintenance Supervisor IV, Mountain View Correctional Institution, 0y/8m
Robbin Hankerson, Juvenile Facility Field Specialist, Edgecombe Ydc-Administration, 15y/10m
James Jallah, Juvenile Court Counselor Supervisor, Western Region-District 30, 13y/2m
John Medford, Juvenile Court Counselor, Eastern Region-District 7, 7y/7m
Chelsie Tucker, Juvenile Court Counselor, Central Region-District 9, 3y/11m
Keith Washington, Juvenile Court Counselor, Central Region-District 11, 8y/2m
Scott Herrera, Juvenile Court Counselor, Central Region-District 13, 11y/2m
Demontre Dozier, Youth Counselor, Chatham Ydc-Administration, 2y/4m
Robert Davis, Hvac Mechanic, Scotland Correctional Institution, 3y/11m
Laverne Everett, Correctional Food Service Officer III, Scotland Correctional Institution, 5y/3m
Jamar Monroe, Youth Counselor Associate, Stonewall Jackson Ydc-Clinical Services, 2y/0m
Cherrelle Penn, Youth Counselor, Stonewall Jackson Ydc-Clinical Services, 0y/11m
Tina Torain, Youth Services Behavioral Specialist, Stonewall Jackson Ydc-Clinical Services, 0y/6m
Duane Lee, Correctional Officer III, Tabor Correctional Institution, 6y/0m
Jerry Ratchford, Juvenile Detention Center Supervisor, Alexander Detention Center-Admin, 17y/7m
Shunteka Gorham, Correctional Food Service Supervisor I, Nc Corr Inst. For Women, 4y/11m
Megan Occhio, Correction Psychological Serv Coord, Nc Corr Inst. For Women, 7y/8m
Sylvia Knight, Correctional Case Analyst, Nc Corr Inst. For Women, 26y/6m

Christopher Martin, Correctional Lieutenant III, Maury Correctional Institution, 9y/7m
Jo Lesa Nobles, Correctional Sergeant III, Eastern Correctional Institution, 8y/7m
Kaneisha Perry, Correctional Officer III, Eastern Correctional Institution, 0y/10m
Lasalle Boston, Trainee Correctional Officer III, Eastern Correctional Institution, 0y/9m
Annette Stubblefield, Correctional Associate Warden, Dan River Prison Work Farm, 26y/7m
Sha'Lisa Lewis, Transfer Coordinator I, Central Prison, 6y/9m
Roger Frizzell, Network Analyst I, State Highway Patrol, 11y/7m
Eddie Denny, Correctional Associate Warden, Wilkes Correctional Center, 25y/10m
Caroline Watson, Administrative Officer I, Craggy Correctional Center, 21y/6m
Susan Patrick, Charge Nurse, New Hanover Cc, 6y/2m
Taneisha Thompson, Correctional Lieutenant II, Harnett Correctional Institution, 8y/5m
Jason Mitchell, Correctional Sergeant II, Harnett Correctional Institution, 4y/4m
Christopher Georgi, Correctional Officer III, Marion Correctional Institution, 6y/3m
Tabatha Bates, Correctional Captain III, Alexander Correctional Institution, 22y/10m
Brian Justice, Correctional Lieutenant III, Foothills Correctional Center, 13y/3m
Dorian Palmer, Trainee Correctional Officer III, Foothills Correctional Center, 2y/11m
Taylor Dial, Correctional Officer III, Scotland Correctional Institution, 2y/0m
Erica Bell, Correctional Sergeant III, Scotland Correctional Institution, 18y/1m
Latne Brown, Correctional Lieutenant II, Pender Correctional Institution, 13y/3m
Rickey Bell, Correctional Officer II, Sampson Correctional Center, 3y/4m
Brandon Hardcastle, Correctional Officer II, Sampson Correctional Center, 14y/5m
Wesley Thompson, Correctional Lieutenant II, Columbus Correctional Center, 9y/6m
Jessica Bratcher, Trainee Correctional Officer II, Columbus Correctional Center, 0y/9m
Christiana Annak, Trainee Correctional Officer II, Nash Correctional Institution, 1y/0m

Rayshaun Carson, Substance Abuse Counselor Advanced, Alcohol And Chemical Dependency, 7y/11m
Joyce Yates, Personnel Technician I, Development & Performance, 5y/3m
Faleta Jones, Administrative Specialist II, Sbi Administrative Services, 5y/9m
Earnest Mintz, Youth Program / Education Assistant II, Tarheel Challenge, 1y/11m
Suzanna Hill, Administrative Officer I, Dps Office Of The Secretary, 11y/6m

RETIREMENTS

Larry Williamson, Budget Analyst III, Chief Operating Office, 24y/4m
Perry Harris, Housekeeper, State Aviation Office, 13y/0m
William Carney, Substance Abuse Counselor, Alcohol And Chemical Dependency, 20y/2m
Jamie Cobb, Correctional Facility Superintendent III, Greene Correctional Institution, 27y/8m
Cynthia Marshall, Correctional Case Manager, Anson Correctional Institution, 28y/2m
Valerie Smith, Correctional Programs Director I, Wake Correctional Center, 30y/2m
Swannie Harper, Accounting Clerk II, Central Prison, 25y/4m
Sharon Isbell, Administrative Associate II, Alexander Correctional Institution, 22y/4m
Diane Soileau, Correctional Officer I, Morrison Correctional Center, 20y/0m
Kenneth Chriscoe, Correctional Lieutenant II, Morrison Correctional Center, 26y/9m
Cheryl Bowles, Correctional Sergeant III, Nc Corr Inst. For Women, 17y/0m
Michael Chase, Chief Probation and Parole Officer, Judicial District 8, 29y/0m
Kevin Pittman, Assistant Judicial District Manager I, Judicial District 8, 31y/0m
Joy Doub, Probation/Parole Field Specialist, Judicial District 19-A, 29y/1m
Cathelean Little, Chief Probation and Parole Officer, Judicial District 20, 29y/1m
David Burnette, Probation/Parole Officer, Judicial District 13, 5y/11m

Mildred Moore, Probation/Parole Officer, Judicial District 11, 27y/7m
Howard Cowan, Correctional Sergeant II, Piedmont Correctional Institution, 23y/8m
Mary Wilkins, Correctional Officer II, Polk Correctional Institution, 13y/8m
Tanya Benjamin, Correctional Food Service Officer III, Alexander Correctional Institution, 30y/4m
Lucinda Plant, Dentist, Caldwell Correctional Center, 27y/11m
Jill Messer, School Educator II, Wake Detention Center-Administration, 28y/8m
Annie Davis, Food Service Supervisor II, Dobbs Ydc-Administration, 16y/4m
Sharon Bismanos, Licensed Practical Nurse, Hoke Correctional Center, 16y/7m
Donnie Beasley, Correctional Food Service Manager I, Sampson Correctional Center, 16y/11m
Susan Britt, Correctional Officer III, Southern Correctional Institution, 15y/3m
Patricia Gregory, Nurse Supervisor I, Southern Correctional Institution, 16y/3m
Beau Mays, Correctional Officer I, Swannanoa Correctional Center For Women, 11y/4m
David Best, Correctional Officer III, Eastern Correctional Institution, 22y/5m
Sandra Foster, Correctional Housing Unit Manager III, Central Prison, 24y/0m
Farrand Mundt, Community Development Planner II, Geospatial Technology Management, 18y/9m
William Davis, Police Officer Supervisor I, State Capitol Police, 28y/5m
Anthony Sica, Police Officer I, State Capitol Police, 6y/1m
Charles Slemenda, Highway Patrol Captain, State Highway Patrol, 27y/4m
Tommy Yelton, Correctional Sergeant II, Avery-Mitchell Correctional Institution, 21y/2m
Dennis Tafoya, Highway Patrol Trooper (Master), State Highway Patrol, 25y/11m
Kenneth Mccray, Highway Patrol First Sergeant, State Highway Patrol, 28y/2m
Gerald Oakley, Vehicle/Equipment Repair Technician II, State Highway Patrol, 29y/7m
Timothy Miles, Highway Patrol Trooper (Master), State Highway Patrol, 23y/6m
Stephen Harper, Highway Patrol First Sergeant, State Highway Patrol, 27y/4m

Gregory Thomas, Highway Patrol Telecommunicator, State Highway Patrol, 28y/5m
 Kevin Robinson, Highway Patrol Trooper (Master), State Highway Patrol, 22y/11m
 Wendy Kessler, Highway Patrol Trooper (Master), State Highway Patrol, 22y/11m
 Eric Hoffman, Highway Patrol First Sergeant, State Highway Patrol, 26y/9m
 Jerry Leggett, Correctional Officer I, Hyde Correctional Institution, 20y/2m
 Felton Raynor, Correctional Officer I, Johnston Correctional Institution, 13y/1m
 Keith Nadeau, Correctional Officer III, Alexander Correctional Institution, 16y/5m
 Rondal Townsend, Correctional Housing Unit Manager III, Alexander Correctional Institution, 21y/4m
 Vernon Stevens, Correctional Officer III, Foothills Correctional Center, 31y/3m
 Randy Matthews, Correctional Officer III, Foothills Correctional Center, 15y/1m
 Kenneth Woody, Correctional Officer II, Pender Correctional Institution, 24y/7m
 Roland Lewis, Correctional Officer II, Pender Correctional Institution, 20y/1m
 Jacqueline Burkes, Correctional Sergeant I, Hoke Correctional Center, 29y/8m
 Michael Duncan, Correctional Captain II, Columbus Correctional Center, 28y/11m
 Joseph Lovegrove, Correctional Officer II, Nash Correctional Institution, 28y/1m
 Michael Hicks, Highway Patrol Sergeant, State Highway Patrol, 27y/4m
 Kenneth Cline, SBI Special Agent In Charge, Sbi, 27y/11m
 Albert Summerlin, SBI Assistant Special Agent in Charge, Sbi, 19y/2m

PASSINGS

William Clark, Correctional Sergeant III, Scotland Correctional Institution, 19y/7m
 Dequan Davis, Correctional Officer II, Pender Correctional Institution, 5y/10m

OPEN ENROLLMENT is COMING Oct. 15 - 30

The online portal will be opening soon, so be on the lookout for more information from the State Health Plan, and prepare to make your 2021 health coverage selections.



Use Distancing to Think
Calmly Under Pressure

Employee Newsletter

WHATEVER YOU NEED, WE ARE HERE TO HELP.

Just call or log on to get started.

Toll-Free **888-298-3907**

www.mygroup.com

Your NCEmployee Assistance Program is there 24/7 with information and resources to help you work better, together.



Chad Jordan
Program Director
Integrated Behavioral Health Services

IBHS

Integrated Behavioral Health Services

Suicide is a public health issue. How we take care of ourselves and support each other becomes that much more important. Check in with yourself, keep an eye on your peers, colleagues and family members. When you notice any changes in mood or behavior, ask how they are doing and specifically if they are thinking about suicide.

Common myths and concerns that pose barriers with asking about suicide.

- Asking about suicide will plant the idea
- Delivery skills (How do I ask?)
- Discomfort with topic
- Fear of reaction once the question is asked
- Lack of evidence-based approaches
- Fear of liability
- Pressure to make the “right call”
- Desire or hope that it will be OK (denial)
- Bystander effect (someone else will do it)

<https://www.sprc.org/resources-programs/suicide-prevention-month-ideas-action>

How to ask about suicide

- Be direct. Speak openly and matter-of-factly about suicide.
- Be willing to listen. Allow expressions of feelings. Accept the feelings.
- Be non-judgmental. Don't debate whether suicide is right or wrong or whether feelings are good or bad. Don't lecture about the value of life.
- Get involved. Become available. Show interest and support.
- Don't dare an individual to do it.
- Don't act shocked. This will put distance between you.
- Don't be sworn to secrecy. Seek help from persons or agencies specializing in crisis intervention and suicide prevention.
- Offer hope that alternatives are available, but do not offer general reassurances such as, “it will get better” or “it could be worse.”

Risk Factors

- Lack of cohesion, belongingness or feeling connected at work and/or personal relationship
- Mental health issues
- Loss of a relationship
- Substance use
- Threatened pride

Protective Factors

- Hope
- Belongingness
- Sense of value
- Coping skills
- Access to behavioral healthcare (IBHS)
- Inclusion
- Validation

Integrated Behavioral Health Services:

IBHS provides mental health support for law enforcement and employees in correctional and emergency settings. Employees and family members interested in services can call the 24/7 365 toll free IBHS Help Line:

1-833-747-0185

Prevent with P.A.C.E.

PERCEIVE

be aware, recognize the signs and risk factors

ASK

about suicide

CARE

demonstrate genuine concern for the individual

ESCORT

to a behavioral health or other professional support service