

GENERAL INFORMATION

INTRODUCTION

The North Carolina Department of Public Safety is North Carolina's statewide public safety and homeland security agency.

The department was formed in 2012 from the consolidation of the former departments of Crime Control and Public Safety, Correction and Juvenile Justice and Delinquency Prevention. It is home to the State Highway Patrol, N.C. National Guard, Alcohol Law Enforcement, Emergency Management, adult and juvenile corrections and other law enforcement agencies.

DEPARTMENT OF PUBLIC SAFETY VISION

To provide the finest safety and security services for all North Carolinians.

DEPARTMENT OF PUBLIC SAFETY MISSION

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

GOALS

Prevent – We are the model for preventing and reducing crime.

Protect – North Carolina is safe for living, working, and visiting.

Prepare – We are leaders in public safety readiness, communication, and coordination.

Perform – We excel in every facet of our work-Law Enforcement, Emergency Management, National Guard, Adult Correction, Juvenile Justice, and Quality of Administrative Services.

People – We will value each other like family.

VALUES

Safety- We value the safety of our employees and the citizens we serve.

Integrity- We perform our work in an ethical, honorable, respectful, courageous, truthful, and sincere way.

Customer Service- We consistently exceed our customers' expectations through speed of delivery of services and continuous evaluation.

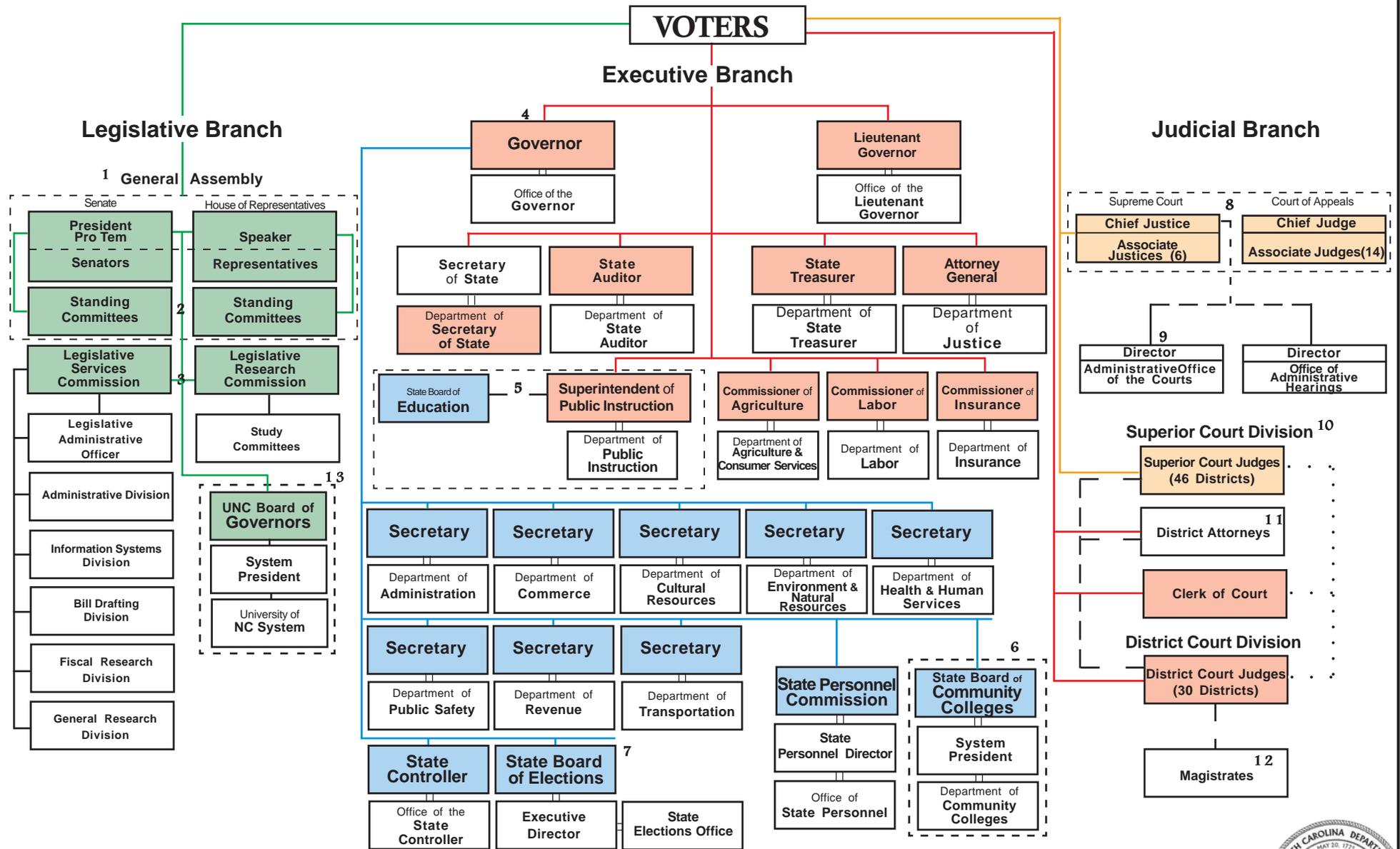
Professionalism- We exhibit courteous, conscientious, and businesslike manner in all customer service activities; We stay knowledgeable of all aspects of our job; We act for the public without regard to convenience or self-interest.

Diversity- We draw strength from our differences and work together as a family in a spirit of inclusion, teamwork, and mutual respect.

Quality-we pursue excellence in delivering the programs and services entrusted to us.

Organizational Chart of North Carolina State Government

2013



Legend

- elected to 2 year term
- elected to 8 year term
- elected to 4 year term
- appointed by the Governor
- auxiliary lines of authority
- administrative control over branch division or department
- lines of appointment authority

Issued by: **Elaine F. Marshall, NC Secretary of State**





NORTH CAROLINA DEPARTMENT OF PUBLIC SAFETY

Secretary
Frank L. Perry

Human Resources
David Shehdan
Director

Deputy Secretary
W. Ellis Boyle

Commissioner
Adult Correction & Juvenile Justice Division
W. David Guice

Adjutant General
NC National Guard
Gregory A. Lusk

Commissioner
NC Law Enforcement Division
Gregory K. Baker

Commissioner
Administration Division
Lorrie L. Dollar

General Counsel
W. Ellis Boyle

Deputy Commissioner
Administration
Joseph H. Prater

Deputy Commissioner
Operations
Timothy D. Moose

Executive Officer
James Gorham

Director of Professional
Standards
Gloria George

State Highway Patrol
William Grey
Colonel

Deputy Commissioner
Administration

Legal
Deborah McSwain
Director

Correction Enterprises
Karen Brown
Director

Adult & Juvenile Facilities
George Solomon
Director

Inmate Grievance
Resolution Board
Finesse Couch
Executive Director

Alcohol Law
Enforcement
B.W. Collier
Director

Policy & Strategic
Planning
Mark Tyler
Director

Info Technology
Bob Brinson
Chief Information Officer

Communications
Pam Walker
Public Information
Officer

Staff Development &
Training
Charles Walston
Director

Adult Facilities

Juvenile Facilities

State Capitol Police
Glen Allen
Chief

Budget & Analysis
Darlene Langston
Director

First Net
George Bakolia
Director

Governmental Affairs
Vacant
Sr Legislative Liaison

Rehabilitative Programs &
Services
Nicole Sullivan
Director

Community Supervision
Anne Precythe
Director

Post Release
Supervision &
Parole
Commission
Paul Butler, Jr.
Chair

Emergency
Management
Mike Sprayberry
Director

Controller's Office
Jean Burke
Acting Controller

Safety, Occup. &
Environmental Health
Joe Simpson
Director

PREA
Charlotte Jordan-
Williams

Juvenile Community
Programs – JCPC
Billy Lassiter
Acting Director

Judicial Division 1

Judicial Division 2

Judicial Division 3

Judicial Division 4

Juvenile Court
Services

Governor's
Clemency Office

Internal Audit
Timothy Harrell
Director

Governor's Crime
Commission
David Huffman
Executive Director

Equal Employment
Opportunity
Vacant
EEO Officer

Center for Safer
Schools
Kym Martin
Executive Director

Victims Services
Janice Carmichael
Section Chief

Victims
Compensation
Commission

Central Engineering
Bill Stovall
Director

Combined Records
Michael Tart
Director

Security Services
Johnny Hawkins
Director

ORGANIZATIONAL STRUCTURE

OFFICE OF THE SECRETARY

The Secretary serves as the sole representative on the Governor's Cabinet for the state's law enforcement, juvenile justice, correction and emergency response community. The department focuses citizen and legislative attention on law enforcement and public safety issues, such as the supervision of offenders in prison or on community corrections, drinking and driving, underage access to alcohol and tobacco, the proper use of child safety seats, crime prevention, and preparation for natural disasters. The department is constantly updating plans and providing training for local officials to respond to emergencies such as natural disasters, terrorism, communicable diseases, nuclear power plant incidents and civil unrest. This agency serves as the coordinating agency for North Carolina's homeland security preparedness.

OFFICE OF THE DEPUTY SECRETARY & GENERAL COUNSEL

The Office of the Deputy Secretary and General Counsel is responsible for the following program areas.

- Communications
- Governmental Affairs
- PREA
- Legal Affairs

DPS ADMINISTRATION

Administration provides an array of services for the entire department. DPS Administration consists of the following sections:

- Policy and Strategic Planning
- Budget & Analysis
- Controller's Office
- Internal Audit
- Purchasing and Logistics
- Information Technology Systems & FirstNet
- Safety, Occupational, & Environment Health Office
- Governor's Crime Commission
- Victim's Services

HUMAN RESOURCES

The Human Resource Office provides professional guidance, advice and support to sections in a variety of functions such as staffing, job classification, training and development, employee relations, and benefits administration in order to make the Department of Public Safety employment experience enriching and rewarding.

ADULT CORRECTION & JUVENILE JUSTICE DIVISION

The Division of Adult Correction and Juvenile Justice consists of two primary sections: Operations and Administration.

Operations

Adult & Juvenile Facilities

- Housing adult inmates across the state in prisons and juveniles in youth development centers and detention centers
- Rehabilitating with work, academic, vocational and religious programs

- Preparing inmates and juveniles for re-entry to our communities
- Providing constitutionally-mandated healthcare

Community Supervision

- Supervising inmates and juveniles
- Officer specialties: sex offenders, domestic violence, school partnerships, gangs/community threat groups
- Reducing recidivism through the use of research-proven practices and promoting coordination between state- and community-based corrections programs.

Security Services

Security Services includes facility security, intelligence gathering on threat group activities, emergency response, and law enforcement collaboration. Special Operations Teams respond to institutional emergencies, assist with warrantless searches with community corrections, lead canine units for drugs and cell phone searches, and operate drug interdiction efforts. Intelligence staff provides transcripts of inmate calls and monitors facility gang activity. Emergency responders address critical facility incidents, collaborate with State Emergency Management to secure facilities and offer community assistance (e.g., prevent looting, run shelters, offer clean-up) in times of natural disasters. Staff collaborates with the US Marshalls and Federal Bureau of Investigation Violent Crimes Task Forces, operates an extradition program, provides drug screening labs, executes high-profile crime response, provides gang interdiction, and operates a 24-hour/7-day a week DCI terminal for wanted person warrants and data.

Administration:

Correction Enterprises

Employing inmates and teaching job skills in a variety of industries while providing valuable goods and services at a cost savings to state and local governments.

- Agriculture • Braille production • Printing • Janitorial products
- Optical • Metal products • Furniture and reupholstery
- Clothing and embroidery • Highway signs and license tags • Laundry

Rehabilitative Programs and Support Services

Rehabilitative Programs and Support Services section is responsible for developing, implementing, and monitoring correctional interventions for adult offenders in prison and on supervision in the community. The goals of the section include promoting public safety, improving offender behavior, and reducing re-offending. Utilizing evidence-based practices as the foundation of all programs and services, offenders are prepared with the necessary skills and tools to live as productive members of the community. The section focuses on offender programs and services in the major areas of substance abuse, cognitive behavioral programs, educational attainment, vocational training, victim services, and reentry and transition pre-release and post-release planning.

Staff Development and Training

The Office of Staff Development and Training provides training for employees across the Department of Public Safety. Employees from entry level to seasoned veterans have found avenues available for increased effectiveness through training. With more than 500 different job classifications, mandated training and standards required by the North Carolina Criminal Justice Education and Training Standards Commission, a comprehensive training program is required to

meet the agency's needs. OSDT strives to address the specialized training needs of all staff from top management officials to first line employees.

Juvenile Community Programs

The Community Programs Section is statutorily mandated to prevent initial or further involvement of youth in the juvenile justice system while contributing to public safety locally. Community-based prevention and intervention (Juvenile Crime Prevention Council- funded) programs, alternative to commitment programs, gang violence prevention/intervention initiatives, residential treatment programs, multipurpose group homes, reentry/transition programming, and wrap-around programs served approximately 30,000 youth (in 2011) and their families in almost 600 programs statewide.

The Center for Safer Schools is also part of Juvenile Community Program. The N.C. Center for Safer Schools serves as the state's primary point of contact on issues dealing with school safety and the prevention of youth violence. It provides a one-stop shop of school safety information and customer services to schools, law enforcement, youth-serving agencies, juvenile justice officials, community leaders, policymakers, parents and students.

Central Engineering

The Department of Public Safety Central Engineering section is the department's capital program manager and manager of physical plant operations. This physical plant operation encompasses more than 12 million square feet of building space and more than 18,000 acres. A full range of architectural, engineering and construction services are available to all departmental divisions.

Combined Records

Combined Records maintains the centralized repository of inmate records for the North Carolina Department of Public Safety

NC LAW ENFORCEMENT DIVISION

State Highway Patrol

The mission of the State Highway Patrol is to ensure safe, efficient transportation on our streets and highways, reduce crime, protect against terrorism, and respond to natural and man-made disasters. This mission will be accomplished in partnership with all levels of government and the public, through quality law enforcement services and education based upon high ethical, professional, and legal standards.

Alcohol Law Enforcement

ALE is recognized as a “cutting-edge” agency by its peers in the National Liquor Law Enforcement Association. Along with its core mission of enforcement and regulation of the alcohol beverage industry, controlled substance investigation, ALE is charged with enforcement of the sale of tobacco products to underage persons and acting as the enforcement arm of the North Carolina Education Lottery, the North Carolina Boxing Authority, regulating boxing, toughman, mixed martial arts, and charitable bingo licensing and regulation.

State Capitol Police

The State Capitol Police provides a safe and secure environment for public officials, state employees, and visitors within the State Government Complex and at state-owned properties throughout the Raleigh/Wake County area, through the consistent enforcement of established regulations and laws.

North Carolina Emergency Management

- Preparing for, responding to, recovering from and mitigating disasters
- Staffing a 24-hour State Emergency Operations Center
- Supporting communities through three branch offices
- Administering state and federal grants, including Homeland Security funding
- Preparing and maintaining disaster response and hazard mitigation plans
- Providing exercise programs to train staff and local communities on readiness
- Assisting communities with hazmat and search and rescue teams

North Carolina National Guard

- 12,000 citizen soldiers standing ready to protect the lives and property of North Carolinians
- Defending the nation as an all-volunteer Army and Air Guard
- Providing trained soldiers and a cost-effective military force
- Providing expertise in aviation, transportation, engineering, logistics, medicine and security
- Operating Army National Guard from 93 armories
- Operating Air National Guard from three state locations
- Maintaining emergency equipment such as helicopters, airplanes, light to heavy vehicles, generators, communications gear and more.

MANUALS, POLICIES, FORMS, AND LINKS

Department-wide Policy Manuals for the Department of Public Safety are located here:

<https://www.ncdps.gov/Index2.cfm?a=000002,002186>

From this link, you can then select from the Human Resources, Information Technology, or Purchasing and Logistics Manuals. You can also view directly all existing Department of Public Safety policies and procedures. The DPS Human Resource Manual and the DPS Fiscal Manual are to be used in conjunction with the State

Personnel Manual from the Office of State Personnel and the State Budget Manual. Additionally, as employees you are expected to comply with all section, division, and work-unit specific requirements, policies, and procedures.

PHONE DIRECTORY

To locate a DPS Employee, you may access the online directory located here:

<https://www.ncdps.gov/directory.cfm>

To locate a Human Resources Professional to assist you with any HR Questions, access the HR Staff list here:

<https://www.ncdps.gov/Index2.cfm?a=000002,001545,000052>

Additionally, a State of NC Employee Directory is located here:

<http://www.ncgov.com/empDirSearch.aspx>