



The CCPS All-Points Bulletin

Mission: To reduce crime, enhance public safety and assist victims throughout North Carolina.

August 2007

Message from the Secretary

The State Employees Combined Campaign begins **Monday, September 3rd** and ends on **Monday, October 1st**. This is your opportunity to make a generous charitable donation in one easy pledge. The hardest part of the annual Combined Campaign is choosing from among the more than 800 non-profit organizations.

Soon, your division coordinator will provide you a list of the charities. As soon as you receive the information packet, I hope that you will look it over and return your pledge form as quickly as you can.

You may choose to either make a one-time donation of cash or check, or contribute using a monthly payroll deduction (with a monthly minimum of five dollars).

Your donation shows that you care about your community and the well-being of others.

State Employees
Combined Campaign
NO
Partners in Giving

Thank you for your willingness to participate, and for your heart-felt generosity.

Bryan Beatty



The Campaign Coordinator for the Department is Lieutenant **Everett Clendenin**.

The Division Coordinators are:

ALE - **Pam Adams**
SHP - **Captain Norman Goering**
NCNG - **Thomas Bolin**
LESS - **Neil Woodcock**
Secretary's Office - **Thomas Caves**

GCC - **Misty Arnold**
VCS - **Mary Farrar**
BPS - **Major Ron Briggs**
NCEM - **Brenda Jones**
CAP- **Lucy Davis**

Top Leadership Changes



Chief Deputy Secretary **William A. Dudley** retired after 31 distinguished years as a true public servant. He worked first with the Office of State Personnel in the Affirmative Action Division, then as a staff aide in the Governor's Office of Minority Affairs. He was Executive Director of the Inmate Grievance Commission at the Dept. of Correction for 12 years before joining the Dept. of Crime Control and Public Safety as an assistant secretary in 1993. He became chief deputy in 1997.

"Never too busy for you," was Mr. Dudley's reply to many calls for assistance during his span of nine administrations. He had a loyal following as was evidenced by the more than 300 people who attended his retirement dinner on August 17. As Mr. Dudley requested, proceeds of his retirement banquet were turned over to his church to provide funds to cancer victims and their families.

"Mr. Dudley provided an invaluable contribution to this department, and his good-natured and helpful influence will be felt for years," said CCPS Secretary Bryan Beatty. "I will truly miss his insight and thoughtfulness."

With the retirement of Chief Deputy Secretary Dudley, Secretary Beatty announced the promotion of **Gerald "Rudy" Rudisill** to the chief deputy's position and the promotion of Assistant Secretary **Jonathan Williams** to the deputy secretary position being vacated by Rudisill.

The divisions that will report to Rudy Rudisill are Alcohol Law Enforcement, Butner Public Safety, Civil Air Patrol, and Emergency Management.



The divisions that will report to Jonathan Williams are the Governor's Crime Commission, Law Enforcement Support Services, and Victims Compensation Services.

"Rudy and Jon are well versed in the department's mission and I know they will both ensure that operations run smoothly and efficiently," Beatty said.

The changes are effective September 1st.



Congratulations!



The following employees were promoted:

Administration: **Robynne McCrary**, Fixed Assets Officer

Emergency Management: **Ron Wall**, Emergency Planner II; **Pamela Allen**, Acct. Auditor I.

Governor's Crime Commission: **Misty Arnold**, Criminal Justice Planner II.

State Highway Patrol: Captains **J.R. Nyberg** and **J. Williams, Jr.**; Lieutenants **A.L. Coley**, **G.D. Christopher**, and **M.T. Faison**; First Sergeants **F.L. Johnson, Jr.**, **D.L. Hewett**, **G.L. Burton, Jr.**, and **G.M. McNeill, Jr.**; Sergeants **J.A. Franze, Jr.**, **M.W. Warren**, **D.B. Wright**, **J.W. Thompson**, and **J.A. Brodhage**.

The following employees celebrate significant service milestones in their state careers:

35 years

State Highway Patrol: **John Bramlett**

25 years

State Highway Patrol: **Sgt. Michael Dunn**



Comings and Goings



Welcome to our new employees:

Administration: Chariss Jones, Personnel Analyst

Civil Air Patrol: Richard Augur, Admin. Officer

Emergency Management: Webster Shadden, EM officer

Governor's Crime Commission: Timothy Hinnant, Community

Development Specialist

Law Enforcement Support Services: David Farmer, Surplus Property Screener

NC National Guard: Kenneth Castille, Admin. Secretary

Best wishes to our recent retirees:

Administration: **William A. Dudley**, Chief Deputy Secretary

State Highway Patrol: **Captains Jonathan Fleetwood**, **Johnny K. Glidewell**, and **Anthony Midgett**; **Lieutenant Edwin M. Dalton**; **First Sgt. Terry C. McLeod**; **Troopers Leslie G. Morrow**, **James T. Parris** and **David L. Peal**; and **Kathryn Dickinson**.

BEACON and Employee Self Service

The Beacon process is well underway at the Department of Crime Control and Public Safety. More than 75% of employees have already signed up for their NCID, the identification number with password that will follow each employee through his or her state government career.



(If you have not yet done so, or if you have had difficulty signing up, go the CCPS webpage, click on Employees, then Beacon, and then Create your NCID. You will find a few tips on registering there.)

CCPS has 2,678 employees and 99 temporary employees. Of those, 38 employees are assigned to payroll and human resources and they are using data-entry systems that are more than 25 years-old and labor-intensive. The new Beacon system will replace the state's Project Management Information System, PMIS, and the central payroll computer system. The new system is called SAP R/3. (SAP is the name of the business software company headquartered in Pennsylvania).

Through the SAP Portal, employees across the state will be able to update personal data, including banking information, addresses, and number of dependents. They will also be able to view and print electronic W-2 forms and payroll remittances. The Employee Self Serve (ESS) portal is a secured website. Other features include entering work time on a daily basis, requesting leave time via a computerized form, and receiving pay stubs electronically.

An employee will be able to access the ESS portal from his or her home or work computer or from any other computer terminal with Internet access.

Either web-based or classroom training for the new Beacon system will be provided to all employees prior to the April go live date. The type and amount of training will depend on employees' job duties and responsibilities.

The new Beacon ESS is expected to increase overall operational efficiency for State Government, and improve employee's access to their own information.

*Beacon is an acronym for **B**uilding **E**nterprise **A**ccess for North Carolina's **C**ore **O**peration **N**eeds.*

The *All-Points Bulletin* is your newsletter! If you have information you would like included, please contact the Public Affairs Office at 919-733-5027 or send e-mail to pmcquillan@nccrimecontrol.org before the 15th of each month.

Employee Spotlight



Lt. Col. Lucy Davis is chief of the administrative section in the North Carolina Wing of the Civil Air Patrol, located in Burlington, NC.

Davis started with the Civil Air Patrol as a volunteer and accepted her state job 14 years ago when the CAP offices moved from Charlotte to Burlington. Davis became interested in CAP through her daughter, Kathy, who wanted to be a pilot and took her mom to a CAP meeting.

“She decided it wasn’t for her, but I decided it was for me, and I stuck with it,” Davis said. Davis became a squadron commander and was responsible for personnel, safety, and ensuring that everything was done in accord with CAP regulations.

“Once you get a job you enjoy, then you never have to work a day in your life,” Davis quoted a saying. “That’s how I feel. I love my job. To get paid for what you enjoy doing is just awesome.”

During emergencies, the Civil Air Patrol provides aerial courier and messenger services; light transport flights for movement of personnel and supplies; fixed, mobile, and airborne communications; and reconnaissance support - ground and air.

Not all of the 1,600 CAP volunteers are pilots. Some work with the cadets or the aerospace education program, and some are finance officers, medical personnel, administrative staff, or safety volunteers. Davis helps the volunteers find the information they need to perform their functions.

While the cadet program is open to all young people, a new cadet leadership grant targets young adults who are considered at risk for problems such as substance abuse or gang involvement. The CAP cadet program offers youths an opportunity to develop self-worth.

While Davis’ daughter, Kathy, initially didn’t like the idea of the military customs, drills, and uniform, she later changed her mind, and is now the Wing Administrator for CAP.

Lucy Davis married to her high school sweetheart, Jim, 35 years ago after he got out of the U.S. Air Force. He, too, is a CAP volunteer, working in communications, monitoring radios on a daily basis.

“It’s almost a way of life in my family,” Davis said.

State employees get good coverage

By George C. Stokes

Executive administrator of the North Carolina State Health Plan.

First of all, State Health Plan rate increases cover a two-year period, while private sector employers have annual increases. In addition, State Health Plan increases reflect improved benefits unlike the national trend of reduced benefits, combined with increased rates and continuous cost-shifting to employees.

The average annual increase for State Health Plan members is approximately 5.6 percent. (Stretched over two years, it's 11.2 percent) In comparison, according to the National Coalition on Health Care, employer health insurance premiums in 2006 increased by 7.7 percent, or two times the rate of inflation. In the Carolinas, the average increase was 10.9 percent in 2006 and 9.6 percent in 2007, based on a survey by Kansas-based Compdata Surveys.

Also according to the National Coalition on Health Care, the annual premium for an employer health plan, covering a family of four, averaged close to \$11,500. The annual premium for single coverage averaged more than \$4,200. In contrast, the State Health Plan annual premiums for 2007 through 2009 are projected to be \$10,030 for a family of four, and \$4,157 for single coverage.

For North Carolina's covered State Health Plan employees, the state covers 100 percent of the employee health care premiums. The state of North Carolina is one of only a small number of states that provide such fully subsidized employee premium coverage.

In addition, the Kaiser Family Foundation and the Health Research and Educational Trust report that premiums for employer-sponsored health insurance in the United States have been rising four times faster, on average, than workers' earnings since 2000.

In North Carolina, a state employee making \$39,000 will see a 4 percent salary increase this year, totaling \$1,560 more for the year. If this same employee pays for family coverage on the PPO Standard Plan, the monthly premium will increase \$49.30 per month, costing \$591.60 more per year for dependent premiums. Clearly, a 4 percent salary increase has a greater impact than premium increases for dependent coverage. Also, health care premiums for dependent coverage are paid for with pre-tax dollars.

Looking at these indicators, it certainly appears that state employees receive excellent health care coverage, at no premium cost to them.

At this time, I would also like to thank State Health Plan members across the state for their input and ideas, resulting in benefit enhancements to the PPO plans. As a customer-focused organization, the State Health Plan will continue to offer our members affordable health care choices and quality programs.