

On the

Scene

The BEST of



January 2013

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The Cover Photo ... not simply one photo, but rather several snapshots of the 11 newsletter covers produced in 2012. They represent a few examples of some of the department's best work from last year. But the covers are far fewer than the multitude of accomplishments by the Department of Public Safety in its first year, 2012.



Executive leadership changes made

RALEIGH | As of publication date, three new leaders had been named for the Department of Public Safety in Gov. Pat McCrory's launch of his administration.

The governor appointed **Kieran J. Shanahan** secretary of Public Safety. Shanahan has named an interim chief operating officer, **Frank Perry**; and a new chief deputy secretary for Adult Correction, **W. David Guice**.

Shanahan is a former federal prosecutor, and he served four terms on the Raleigh City Council.

"I am humbled by the opportunity to serve and am ready to get to work for the people of North Carolina," he said.

A 1979 honor graduate of East Carolina University, Shanahan earned his law degree from the University of North Carolina School of Law in 1982.

Shanahan spent more than five years as an assistant U.S. attorney, concentrating on the investigation and prosecution of white collar crime in both the Eastern District of North Carolina and the Northern District of Georgia. In 1989, Shanahan received the Directors Award from the U.S. Bureau of Alcohol, Tobacco and Firearms, and was recognized as one of the most outstanding federal prosecutors in the country.

An experienced litigator, Shanahan is also a certified mediator with substantial alternative dispute resolution experience.

He is a member of the Centennial Authority, which oversees the PNC Center in Raleigh, and served on the East Carolina University board of trustees. He also served as chairman of the N.C. Property Rights Coalition.

Shanahan is a past chairman of the board of directors for Prevent Child Abuse North Carolina, and served on the board of trustees of Bennett College for Women.

Shanahan is originally from McLean, Va. He is married with three grown children.

As interim chief operating officer, Perry assists Secretary Shanahan through the transition of a new administration in overseeing the operational and administrative functions of the department's divisions.

"With his experience and background, he will be a valuable asset to the department," Shanahan said.

Perry most recently was director of Investigations and Public Affairs for the Foundation for Ethics in Public Service. He also served 22 years with the Federal Bureau of Investigation as a special agent and senior manager, retiring as head of the Raleigh/Durham FBI Office. In addition, he has been director of Investigations for the N.C. Office of the State Auditor and has worked with the N.C. State Ethics Commission.

A North Carolina native, Perry was educated at Wake Forest University and the University of Miami. He holds a doctorate in ethics and political philosophy.

In appointing Guice, Secretary Shanahan said, "With his long-term commitment to the state and public safety, as well as his expertise in Community Corrections, I am certain he will continue to serve the state and the department well in this extraordinarily important role."

Guice had been Community Corrections section chief since December 2011. He was a member of the N.C. House of Representatives for two years. He retired from the former Department of Correction in February 2009 after a 30-year career as a probation officer, a chief probation parole officer and a parole services manager overseeing operations in 27 western counties.

Guice said he was humbled by the appointment.

"This last year leading Community Corrections has been extremely rewarding and I look forward to continuing to build on the good work done all across Adult Correction," he said.

In the General Assembly, Guice served as co-chair of the House Appropriations Subcommittee for Justice and Public Safety and co-chair of the Joint Legislative Oversight Committee on Justice and Public Safety. He also was the principal sponsor of the Justice Reinvestment Act, which enables the state to more effectively manage the prison population through targeted programming and treatment for high risk offenders.

A native of Buncombe County, he earned his bachelor's degree in social work at Mars Hill College. ▀



Frank Perry
Interim
Chief Operating Officer



W. David Guice
Chief Deputy Secretary
Division of
Adult Correction

2012

From both global and national perspectives and for varied reasons, many pundits have called 2012 a good year. Of course, 2012 was our first year as the Department of Public Safety, leaving us without other years to collectively apprise the relative quality of 12 consecutive calendar months of achievements.

However, we know when we've done well, when we've achieved carefully conceived goals, objectives and missions. Some began within the past 12 months; some have been in the works for years.

Our leadership has taken time to spotlight those activities from last year to which they point with pride, which they see as satisfying accomplishments, which made 2012 a good year for DPS.

Here, then, is our best in 2012. It's plentiful.

Justice Reinvestment came to us as a new and better way to handle offenders and the prison population and reduce recidivism, while saving money doing so.

Last year, JR began emphasizing evidence-based practices (EBP). It includes supervising offenders based on the results of a data-driven risk-needs assessment. The approach considers not only an offender's risk of re-arrest, but also his or her needs.

Combined Records teamed with the N.C. Sheriffs' Association as the prime interface to ensure that the processing of Statewide Misdemeanant Confinement Program offenders within DAC is done with ongoing quality assurance and prompt communication.

Designated as the single state authority on reentry initiatives, DAC developed a structure to create local re-entry councils, which are organized networks of community stakeholders who provide support and services to offenders transitioning back into communities.

In Prisons, EBP means motivational interviewing, fostering collaborative conversations between staff and inmates, and using the new risk-needs assessment tool and research-based data for case planning.

To combat inmate cell phone possession and use, more cell phone detection dogs are on the job and technology is being used to detect and analyze cell phone use.

A photo ID system is being used to capture images online of inmate scars, marks and tattoos.

Voice recognition technology for inmate phones was implemented at all 66 prisons. This increases security by preventing inmates from sharing their phone PINs and

Division of Adult Correction

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Adult Correction from page 5

allows for the implementation of a debit card calling system. Inmates can pay for their calls instead of relying on their family and friends.

The new health care facilities at Central Prison and North Carolina Correctional Institution for Women are major accomplishments representing 15 years of planning, design and finally construction. The facilities aid in improving security and reducing costs, with fewer transports to outside medical facilities.

Outside medical providers are to be paid no more than two times the Medicaid rate. This could not have been managed without MIS and purchasing working together on the billing process. Both Medicaid initiatives are saving the state millions of dollars.

Correction Enterprises positively affected more than 800 offenders released to their communities through the Hidden Workforce Initiative. Funded through the Governor's Crime Commission, the initiative provides funding to connect offenders who received job training with employers in their communities.

Also through Correction Enterprises, 16 inmates were awarded their Braille Transcriber Certification by the Library of Congress, with six inmates ready to submit their final exams. One inmate is learning mathematics and science braille transcription. The Braille Plant was recently awarded a three year \$380,000 contract by the Department of Public Instruction to transcribe End of Grade tests for K-12 students.

Drug Forfeiture money helped buy a modular search trailer to train probation officers on making proper field contacts and searches. It will be located at the Southern Coastal Plains Training Center in McCain.

The Parole Commission took technology and its systems to new levels, automating voting procedures for the Commissioners with OPUS Online. The violation screens are also automated so that reprimand letters and modifications no longer need to be typed, signed and then attached to be activated. As a result, revocation hearings are done by video conferencing, in coordination between Community Corrections, Prisons and MIS. The offenders no longer are transported to Central Prison, but are left at the processing centers. This protects the public, saves fuel expenses and saves transport costs as well as probation/parole officers' time.

The Inmate Grievance and Resolution Board issued more than 14,000 disposition orders and helped provide valuable information from grievances that is useful in internal facility investigations. In addition, the board started operating satellite offices at Dart-Cherry and Brown Creek CI. ▀

With help from the Division of Juvenile Justice, the state juvenile crime rate reached a 37 percent reduction — a 10-year low — through strategic implementation of the N.C. Juvenile Justice Comprehensive Strategy and effective community-based programming.

High-end youth development center commitments fell 66 percent from 1998 rates.

A behaviorally-based, research-supported therapeutic model of care was further implemented and refined within the youth development centers. The model is based on cognitive and social learning theory and emphasizes each moment as a teaching opportunity involving every staff member and youth in the centers.

New youth development centers that replaced aging facilities implemented the new therapeutic model of care in smaller living units and more developmentally appropriate living environments.

Using only evidence-based services in the Community Programs section (away from more experiential, wilderness type programs) moved closer to reality. Youths in community and residential environments receive state-of-the-art evidence-supported services that are most cost-effective and data-driven.

A detention assessment tool in its first full year of operation helped reduce juvenile detention admissions by 17 percent.

Minority youths have been entering the juvenile justice system at rates greater than their portion of the general population. Disproportionate minority contact (DMC) last year was reduced throughout the juvenile justice system in seven of the nine key decision points, and additional progress is expected.

Related to this DMC accomplishment, the Division of Juvenile Justice and its partners helped put North Carolina back into compliance with the federal Juvenile Justice and Delinquency Prevention Act through legislative and policy reform, more effective management of status offenders through the Court Services section, as well as the implementation of the Detention Assessment Tool.

Juvenile Justice's statewide case management data system (North Carolina Juvenile Online Information Network, or NCJOIN) last year received several improvements that focused on quality, service planning and data-tools for district level analysis. Developed and implemented over the past decade, NCJOIN is one of only a few statewide, integrated juvenile justice information networks in the country.

The first online community programs client tracking and funding application/management system was developed and implemented. NC ALLIES (A Local Link to Improve Effective Services) helps move DJJ toward a paperless community programs client tracking, allocations and funds management system.

In all youth development centers, an updated clinical assessment battery was implemented, driven by the latest research in trauma-informed care, risk-needs-response treatment, and systematic case planning and longer-term care coordination.

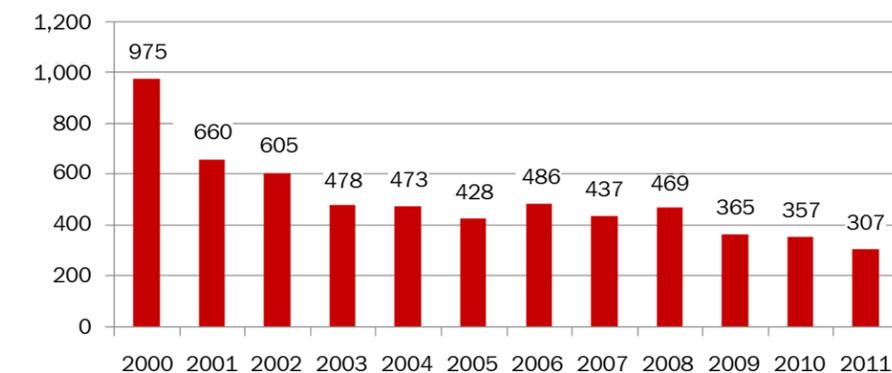
Statewide peer review-quality improvement tools for Court Services was developed and implemented in all districts, as well as the juvenile detention and youth development centers. The tools measure compliance to policy and standards as well as identify outstanding, effective practices.

The newest student instructional requirements were implemented at all educational levels (e.g., the Common Core State Standards). ▀

Division of Juvenile Justice

Youth Development Center commitments have declined 63% since 2000

Number of youths committed by the courts to youth development centers per year.



Division of Law Enforcement

FAST has apprehended 87 violent absconders in North Carolina and has located an additional 23 absconders as deceased or incarcerated in other jurisdictions. FAST also worked with other law enforcement agencies, including FBI and HSI/ICE investigations and escapee searches with the Adult Correction and Juvenile Justice divisions. FAST was awarded the Secretary's Gold Circle Award.

ALE's polygraph unit was awarded national accreditation by the U.S. National Center for Credibility Assessment. ALE is the first law enforcement agency in North Carolina and the fifth state or local law enforcement agency in the country to receive this prestigious award.

Nearly 75 percent of the ALE Section's sworn members served at the Democratic National Convention held in Charlotte. Special agents' work included dignitary protection, covert surveillance, protective intelligence gathering, security and coordinating efforts from the central command post.

ALE focused its 2012 investigations and Mobile Enforcement effort on Community Betterment Initiatives. ALE partnered with local and federal law enforcement agencies, concerned citizens, community leaders and the North Carolina ABC Commission to conduct proactive enforcement activity within high volume crime communities and ABC outlets that were the site of recurring acts of violence or presented a reckless disregard for public safety through the irresponsible service of alcoholic beverages, drug violations, gun violations or gang activity.

N.C. Emergency Management staff and resources provided response and recovery across the state for several local disasters involving tornadoes, flooding and forest fires. more than 280 classes were sponsored, training in excess of 6,500 fire, rescue, law enforcement and emergency management personnel and community leaders how to respond to various types of crises.

Courses included: Disaster response and recovery; managing debris after disasters; handling mass fatalities; assessing damages from disasters; and mass shootings and response.

Dozens of local or regional training exercises were planned, coordinated and/or implemented to test communication, coordination and response skills to hazardous materials incidents, earthquakes, plane crashes, chemical fires, nuclear events, mass shootings and more.

Projects were completed that were created under the disaster housing program that began in response to excessive housing needs from hurricane experiences.

Future flood damage was mitigated for 16 homeowners in Pamlico County and a volunteer fire station in Yancey County by using FEMA grants to acquire the flood-prone properties. In 2012,

The **Alcohol Law Enforcement** Section created in April a Fugitive Apprehension Strike Team (FAST), a 13-member task force to locate and apprehend the most violent of the 14,000 probation and parole absconders in the state. To date,

Future flood damage was mitigated for 16 homeowners in Pamlico County and for a volunteer fire station in Yancey County by using FEMA grants to acquire the flood-prone properties. In 2012, NCEM also began conducting detailed cost-benefit analysis on 900 properties in eastern North Carolina that were impacted by Hurricane Irene.

Division capability was increased with the addition of Civil Air Patrol (effective Jan. 1 as part of the consolidation) and Geodetic Survey (effective in July by legislation).

EM supported the week-long Democratic National Convention by registering and tracking thousands of first responders, law enforcement and emergency managers that worked the event.

In the **State Highway Patrol**, Governor's Highway Safety Program grant provided wireless connectivity cards for all field troopers and sergeants. (Motor carrier troopers also received them with funding from a separate source). Air cards allow troopers to access NC Automated Warrant Repository (NCAWARE), Criminal Justice Law Enforcement Automated Data Services (CJLEADS), E-Citation, Traffic and Criminal Software (TraCS) and other programs requiring internet connectivity. This will ultimately help increase officer safety, decrease the time to complete citations and crash reports and increase the accuracy of the data being submitted.

The Patrol was reaccredited through the Commission on Accreditation for Law Enforcement Agencies (CALEA) for the fifth time.

Funding was approved for North Carolina's second virtual weigh station, which will allow for improved efficiency and effectiveness.

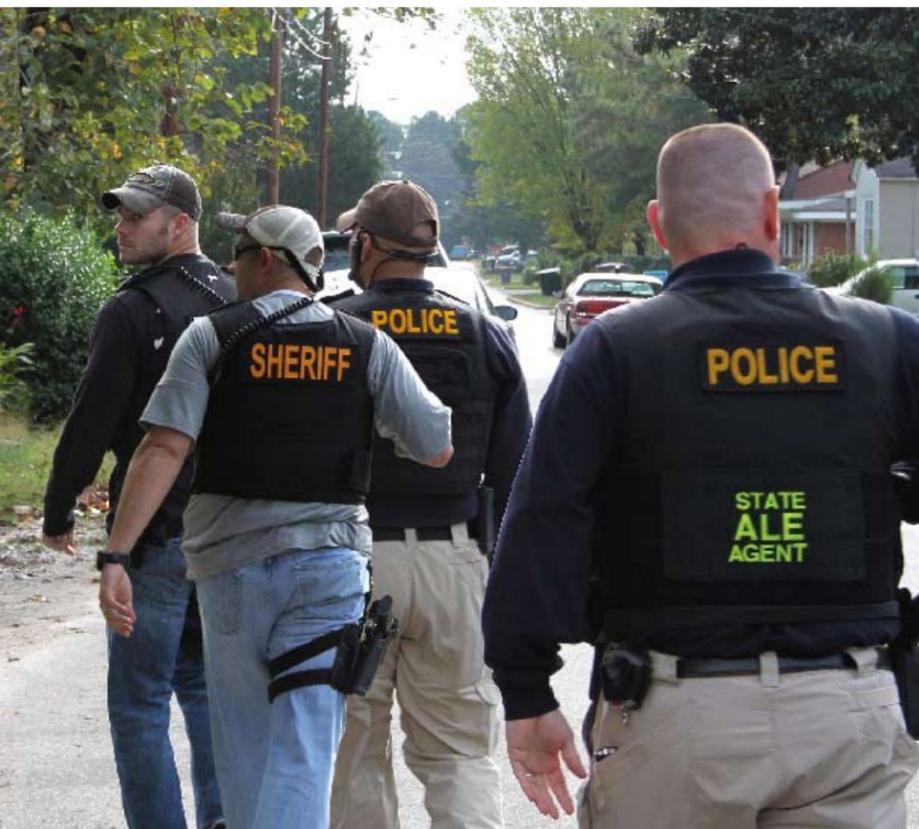
The Electronic Performance Appraisal Management System, a Web-based performance management system for all sworn employees, was implemented and has shown an increase in supervisor interaction and performance records.

Enforcement initiatives decreased teen driver fatalities by 38 percent. This accomplishment was directly attributed to use of both conventional and highly innovative approaches to enforcement and education.

An N.C. Crime Commission grant allowed for the development and delivery of character and ethics training to 1,800 troopers. The training, done online, was the first of its kind completed by the Patrol on a state-wide level.

At the Democratic National Convention (DNC), the Patrol provided security, transportation and 24-hour interstate coverage in a five-county region to ensure the efficient flow of traffic around the event.

The Patrol procured tasers for all field troopers and sergeants, making the Patrol the country's largest state police agency with a full deployment in tasers. ▀



They're everywhere

Tammy Langdon helps make sure they get there.

By **Patty McQuillan**
Communications Officer

RALEIGH | State troopers seem to be everywhere – on the scene of natural disasters, directing traffic at college football games or providing protection for elected officials at gubernatorial inaugurations. The coordination for this activity and many other special events starts with the State Highway Patrol's Field Operations section, where **Tammy Langdon** has worked as an administrative assistant for the past 13 years.

Langdon, a Johnston County native, maintains the special assignment calendar for the Patrol's eight troops. She prepares memos and tracks these events including the Governor's Highway Safety campaigns, Booze It and Lose It and Click It or Ticket.

"As a result of her long tenure in Field Operations, Tammy has very good knowledge of the various individuals employed by the Highway Patrol in each of its sections and Troop Headquarter locations across the state which helps to facilitate her daily duties in Field Operations," said her supervisor, SHP Captain Jeff Babb.

Langdon has a healthy respect for the job of a state trooper, particularly after witnessing a pedestrian running into traffic and being hit by a car at Raleigh's City Market about four years ago. A nurse ran to the scene from a restaurant and attended to the pedestrian's injuries, and Tammy stayed two to three hours with the driver, an elderly lady who was very upset.

"I saw what troopers do every day as a law enforcement officer," Langdon said. "And what I saw is nothing compared to what they have to do when people lose their lives or are severely injured."

Langdon takes calls from field personnel, event coordinators, other state and federal agencies and citizens. She has a reputation for being cordial and professional.

"I try to help them, or send them in the right direction," Langdon said.

Langdon processes a large quantity of special operations paperwork as well as prepares a daily listing of Division of Criminal Information records checks for the commander's office and other sections and agencies. The

support that Langdon gives to planning and coordinating events keeps troopers on the highways instead of buried in paperwork.

Born in Sanford, Langdon grew up in Johnston County at McGee's Crossroads. She was a cheerleader and played co-ed volleyball at Cleveland Middle School. She wasn't able to participate in extracurricular activities in high school because her older brother was in a car wreck with some of his teen friends, leaving him a paraplegic at age 16. In addition to her many trips to the hospital, Langdon worked two jobs to help her single mother support the family, which included a young sister.

After graduating from South Johnston High School in 1981, Langdon began working for a screen printing company that turned out specialty T-shirts and hats, including the ones for N.C. State's NCAA Championship in 1983.

She then worked in customer service for three different electrical distribution companies for 10 years. She married, had a child, divorced and started college the same year her daughter started kindergarten. She waited on tables at a steakhouse and cleaned houses in between classes and studying.

In 1993, she became vice president of the Student Government Association. She was surprised when the college awarded her a full scholarship in her last year for her work on SGA.

"The two highlights of my life were being able to go to college and becoming a student government representative," Langdon said.

Langdon graduated from Johnston Community College in 1995, with an associate degree in paralegal technology and started looking for a job.

"I knew I wanted to work for the state," Langdon said. "I thought it would be easy to get a job." She discovered, many applications later, that it wasn't so easy. It took two months, but she got a job as an administrative assistant working for the Criminal Justice Education and Training Commission of the State Attorney General's Office.

In 2000, Lt. Col. Coy Blackman hired Langdon to work in Field Operations. She said Blackman's first words of advice to her were, "God, family, then your job," and Langdon

knew she found the right place to work.

"That's the thing about the State Highway Patrol," she said. "They are very family-oriented. They see loss of life and tragedies on the highway every day. They work side by side with uniformed personnel, and sometimes they lose one of their own, like Trooper DeMuth." (Trooper Bobby Gene DeMuth was killed Sept. 8 in the line of duty).

Langdon's daughter, Amanda, is grown now, and will be graduating in May from Western Carolina University with a degree in forensic anthropology. Langdon's significant other, Billy Gregory, is a lieutenant with the Raleigh fire department. Langdon was on the phone with him four years ago when the Raleigh City Market pedestrian was struck, and Gregory's unit was the first to arrive.

"Until you've worked in law enforcement or know someone who works for the fire department or as an emergency medical technician, you don't realize how close they all work together," Langdon said.

Langdon has long enjoyed the thrill of state fair rides, playing co-ed volleyball 10 months out of the year, and fishing. This past summer, she went deep-sea fishing for the first time with four others and reeled in dolphin and black sea bass. "I had a blast," Tammy said. "That was the most fun." ▀

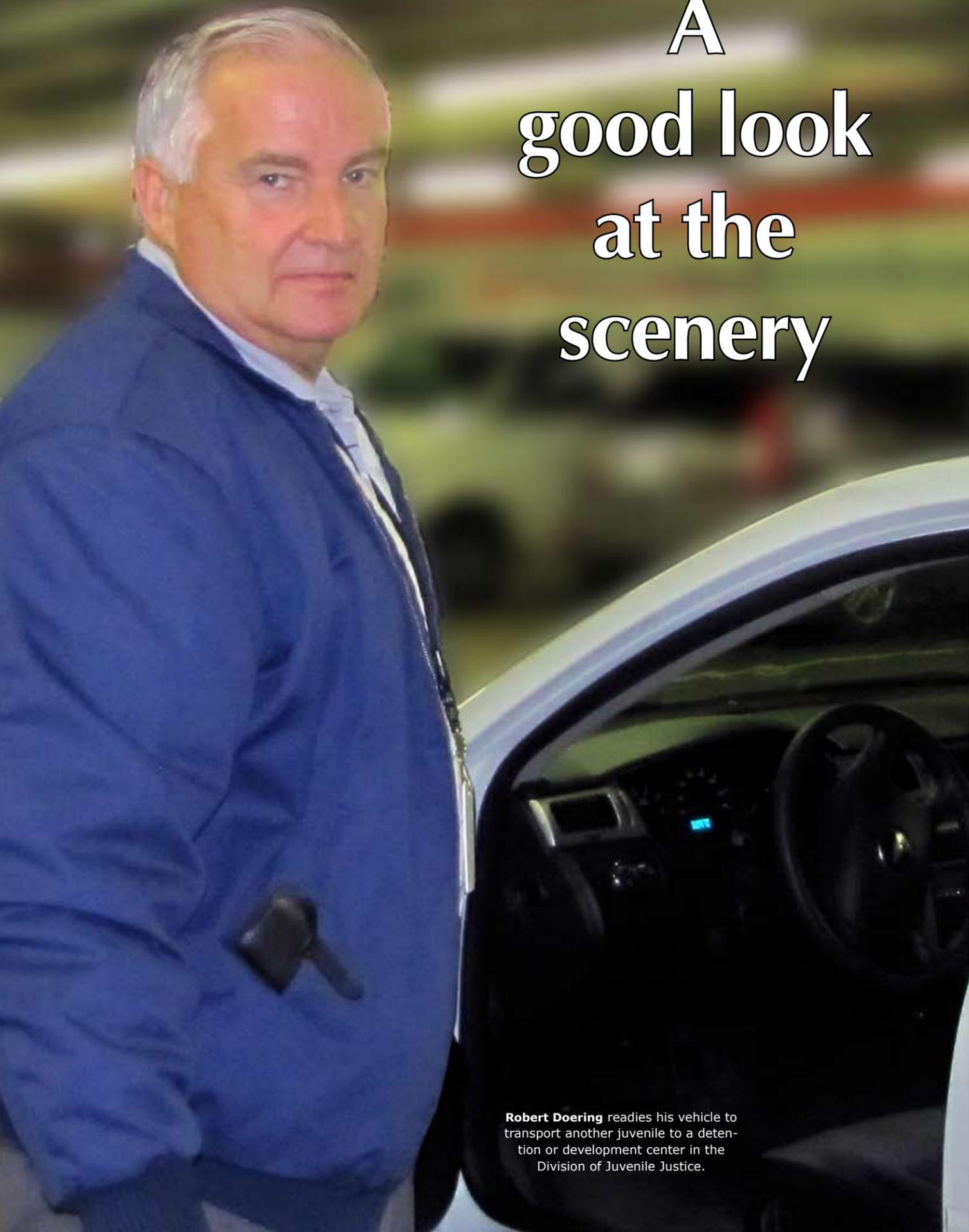
Walk in my shoes

This feature seeks to help employees understand the mission and scope of the department and each other as individuals and as co-workers. This edition tells about a State Highway Patrol administrative assistant, a youth transportation driver and a probation/parole officer. ▀

Far left, **Tammy Langdon** in the office of SHP Maj. **Patricia A. Poole**. Below, Langdon, right, and Poole go over the event calendar.



A good look at the scenery



Robert Doering readies his vehicle to transport another juvenile to a detention or development center in the Division of Juvenile Justice.

Driver's seat gives Richard Doering greater appreciation for kids.

By **Diana Kees**, Communications Officer

GREENVILLE | It's good that **Robert Doering** enjoys the scenic beauty of the Tar Heel state. He sees much of it, traveling about 4,000–5,000 miles each month as a youth transportation driver for the Division of Juvenile Justice.

Doering, a retiree from a New York law enforcement desk-job career, is based in Pitt County and marks his four-year anniversary with DJJ this month. As a two-person team member, Doering and his partner, **Keeshia Lynch**, transport juveniles to and from youth detention centers and youth development centers to court dates, medical appointments, counseling sessions and the like. His transportation assignments are directed by a Raleigh-based transportation coordinator, following requests from court counselors and facility directors across the state, depending on the transportation needs of the children who are part of the juvenile justice system.

Doering and Lynch start each day at the Pitt Regional Juvenile Detention Center and primarily work in District 3, which covers Pitt, Craven, Carteret and Pamlico counties. However, because Doering and Lynch are their division's only full-time team in eastern North Carolina, their travels can take them into any county east of Interstate 95, and on rare occasions to adjoining states.

Average daily mileage for the transportation team is 200-300 miles, though some days the team can put more than 600 miles on the odometer. They were recently called on to pick up a juvenile at Cumberland Regional Juvenile Detention Center in Fayetteville, travel to Richmond Juvenile Detention Center in Rockingham to pick up a second juvenile, and transport the children to Alexander Juvenile Detention Center in Taylorsville, before making the trip back across the state to Greenville.

Travel distances for drivers has increased in recent years, Doering said. Juvenile crime has been falling, placing fewer youths in detention and development centers. Also, recent years have seen youth development center closures: Edgecombe in the East and Swannanoa in the West. This means facility locations are now further apart from each other and from court centers.

"Where you used to be able to take kids from Pitt Detention Center to the Edgecombe Youth Development Center, you now might be going to Dillon Youth Development Center [in Butner] or Chatham Youth Development Center [in Siler City]," Doering said.

Doering is philosophical about the changes.

"It's good that there are fewer kids who need the facilities," he said. "It would be a perfect world if they could say to me, 'Bob, we're letting you go, because we don't need you anymore; we don't have any children that have to be transported,'" he said.

He modestly downplays his job, calling it "just a small role in the juvenile justice system, escorting juveniles from where they are to where they need to be, in a safe manner."

The vehicles used in juvenile transport are screened, police-style cars and vans, without red lights and sirens. Three juveniles of the same gender can be carried in a vehicle, or two of opposite gender on either side of the car. If additional juveniles need transport at one time, a van is available to carry eight youths in the rear, with a separate unit in the middle that can hold three.

Transportation staff carry no weapons, are not sworn law enforcement officers, and have no power of arrest. As a precaution, staff must properly place hand and leg restraints on juveniles during transport, to guard against any kind of incident or escape. Before assisting juveniles into the vehicle, drivers also must ensure the juveniles are carrying no contraband that they could use to unlock their restraints. And if an incident occurs during transport, which Doering has experienced in a few situations, drivers are instructed to pull over to the side of the road and request law enforcement assistance from the State Highway Patrol or local sheriff's office.

"My partner and I ... we don't try to be friendly ... but we take an approach that we're not there to administer any kind of judgment to the kids, or to punish them," Doering said. "We are taught to use the rules set forth in the detention centers, that everyone should be treated with respect."

Doering says that drivers often are not aware of the case history, background or reason for transfer, but simply pick up the juvenile and transport them to the assigned destination by a certain time.

"It's important that the kids get where they need to go on time, so that they can get the help they need from people who are more qualified than me to give them that help."

Doering said that for the most part, juveniles transported by his team are polite. However, at times

See **Doering** on page 15

Juvenile Justice Youth Transportation in 2012

Miles driven.....	873,436
By car	816,034
By van	57,402
Drivers	36

Doering ... from page 14

they may curse, spit or otherwise act out, but usually calm down after a few minutes.

"You realize that they're teenagers, most of them, and they're not happy with what took place, usually in the courtroom or in the counselor's office, and generally they're venting," he said.

It's clear to Doering that his colleagues, from the top of the division down, are not in this field to just earn a paycheck, but are here to give everything they can to help children.

"The counselors down here who work with the kids, trying to solve their problems, they never seem to give up," Doering said.

"They try to keep these kids from committing something so horrendous that they can't recover, that their life cannot somehow be gotten on the right track. They are trying to save these kids from a bad fate. If we can keep them on the straight and narrow long enough, maybe they're not going to fly jet planes, but they can be useful citizens for the world."

Doering says he enjoys his job every day, and coming from his background in adult law enforcement, he has learned a lot about the juvenile justice system during the past four years.

"When I first took the job, I would come home at the end of the day and hug my kids," he said. "If you think you have problems ... with teenagers or young adults ... that's just life. You [realize you] have no problems at home when you see the problems that these kids and their families face ... being forced into the wrong choice sometimes, by their environment or their setting."

Prior to his move to North Carolina in 2008, he retired in 1994 following 24 and a half years in New York's Suffolk County Sheriff's Office. Having always been interested in the law enforcement field, Doering got a two-year degree in police science before being hired by the Suffolk County sheriff in 1971. He earned a bachelor's degree in criminal justice from the New York Institute of Technology in the mid-'70s.

Doering grew up on the south shore of Long Island, and at one time owned property on North Carolina's Roanoke Island, which he said is similar to the area where he grew up.

The best thing about North Carolina is the people, who are open, friendly and willing to help, he said.

Doering is married with four grown children: three daughters and one son. His two youngest daughters attended college in North Carolina — one at East Carolina University, and the other at N.C. State University. He enjoys spending time with his family, and following sports, particularly the New York Giants and Yankees, and local teams such as the ECU Pirates. ▀



'When I first took the job, I would come home at the end of the day and hug my kids ... You [realize you] have no problems at home when you see the problems that these kids and their families face ...'

Mission: Success

Allison Stahl helps offenders find meaningful productivity.

By **Tammy Martin**
Communications Specialist

DURHAM | When offenders are sentenced to probation or parole, meeting with their assigned supervision officer is the next step. The officer's goal is to help offenders comply with court orders and to give offenders tools that will help them complete their sentences successfully. **Allison Stahl** is one of those probation/parole officers (PPO) in Durham County on a mission to help the offenders succeed.

"As a PPO II, I supervise a caseload of offenders varying from probation to post release and parole. We are required to see offenders in the office and at home monthly," Stahl said.

"The goal is to rehabilitate the offenders — to get them working and being productive members of society.

Some of them were paroled from prison, after having served lengthy time in state prison. Some are sentenced to probationary supervision instead of prison. They are released to Community Corrections supervision to help them get reestablished into the community.

"Whether they are on probation or parole, rehabilitation is the goal for both of them, but it can be quite different," Stahl said. "Helping to connect offenders with resources and, of course, following through, are key to them succeeding."

Supervising offenders isn't limited to regular business hours or the walls of a building. Monday through Sunday and day or night, schedules are designed to meet the requirements of the court orders and to ensure compliance.

Offender supervision is complex case management, involving many components, Stahl said.

"We have to verify demographic information, where offenders are working and living — all kinds of basic information is needed and then verified," she said. "We do this by visiting residences and places of employment, done in the field any time of the day or night. That is when I can truly confirm offenders' compliance ... Managing my caseload efficiently is mandatory."

Having the district office located in an adjacent building and another site in downtown Durham, the Durham County Community Corrections officers rely on each other to handle cases. With four chiefs, and five units (each unit consists of a supervisor and seven officers), managing caseloads that sometimes average 80 offenders takes education, skill and training.

Stahl described some of her training.

"When I came to the department, I attended basic training for five weeks at the N.C. Justice Academy in Salemburg," she said. "I lived on the campus Monday through Friday and attended classes from 8 a.m. to 5 p.m.

"Basic training consisted of classroom instruction, firearms and self-defense and other instruction. After I graduated, there were five days of computer training to complete my certification."

When she first began working as probation officer, she was mentored, which gave her a good foundation for becoming an effective PPO. Stahl made connections that are critical to her work.

"She showed me the basics, like touring the courthouse and jail," Stahl said. "She took me around and introduced me to the clerks and other courthouse staff ... and took me on offender home and employment visits. She really showed me practical and useful tools that I use today that enable me to manage my caseload and to interact with offenders.

Although Stahl has been with the department for approximately a year and a half, she brings experience working with the federal system in New York, where she interned with the probation and parole

Below, **Allison Stahl**, right, and **Tony Taylor**, Community Corrections District 14 manager, review a report on the progress of offenders under her supervision.



Left, Probation Officer **Allison Stahl** conducts employment site checks for compliance, but also uses the visits to encourage continued positive behavior.

office.

"Even while I was studying to be a teacher in college, I had an interest in criminal justice, and that led me to take a class instructed by a state trooper in college," Stahl said. "Later, a friend introduced me to a federal probation officer, and I knew for sure that law enforcement would be my career," Stahl said.

She extended her education to post-graduate work, earning a master's degree in criminal justice administration.

Because being in law enforcement comes with potential danger, Stahl considers her family when confronting situations.

"Using common sense is my first step," she said. "It's about safety. I have a family to go home to at the end of the day. If something doesn't feel right, use your gut feeling to gauge a situation. If I pull up somewhere and it doesn't seem right, I can leave and come back — there's nothing that says I have to see them at that moment."

She's aware of the dangers from personal experience.

"I have had situations where things escalate quickly," she said. "But if you have a calm head, usually these situations can be handled without someone getting hurt."

Knowing how to talk to stressed or agitated people is critical.

"It's your approach and how you talk to people that can make the difference," Stahl said. "It's a matter of diffusing the situation. Removing the parties from each other and talking to them — not letting it escalate."

While most visits are done by individual officers, fellow officers are readily available to assist.

"If we know we're going to arrest someone, there will be a group of us, even if it is in the office. We make everyone aware if someone is going to be taken into custody so we all can help each other

See **Stahl** on page 18

Supervising offenders isn't limited to regular business hours or the walls of a building. Schedules are designed to meet the requirements of the court orders and to ensure compliance.

Stahl ... from page 17

with that. If we're going to search someone's property while they are on probation, we will take several officers ...

"When it's all said and done, we are a part of the law enforcement family."

Goals that target recidivism rates and caseload management are what the job requires, but Stahl finds greater rewards in seeing offenders succeed.

"Seeing people make a genuine change is the best part of my job," she said. "Some people who come through the door are addicted to drugs or have never a real job, and some have never really been given a chance — and then seeing people complete successfully is so rewarding.

"I have had people who complete probation successfully and they want to hang the form on their wall because they have never completed anything successfully. That is what is really great."

Even a small step forward can be a giant leap for some, she said.

"For instance, people passing a drug test because they have never passed a drug test before. That is a measure of success," Stahl said.

"These are the things that make me come back every day. People can change and it's great to be a part of them turning their lives around." ▀



Correctional Officer **Troy Leviner** had to hurdle two fences and ward off a pit bull dog to reach a neighbor's home that was in flames. He was able to save two of the three occupants.

Correctional officer saves neighbors from flames

DURHAM | At an annual divisionwide meeting, hundreds of people gave a standing ovation to Correctional Officer **Troy Leviner** for his selfless acts in trying to save a family from a house fire.

Leviner's supervisor, Sgt. **Scott McFauld**, had been asked to recognize the Lanesboro Correctional Institution officer and to share his story during the Division of Adult Correction manager's meeting on Dec. 4 in a Research Triangle Park convention center.

On the morning of Nov. 18, Leviner's wife woke him to report that their neighbor's house in Rockingham was on fire and she could hear people screaming for help. Leviner rushed to their aid, jumping two fences and warding off the neighbor's 100-pound pit bull dog.

After getting bitten by the dog, Leviner was able to pull two people to safety from the blaze. He attempted to save a boy — 13-year old Garon Wayne Benson — who lived in the home, but the flames proved to be too much to get through.

Leviner says he is heartbroken over the fact that he was unable to get to Benson in time. Firefighters found the young man's body inside the burned-out home.

Garon's mother and stepfather survived, and have told Leviner that they would not be alive had he not responded.

Leviner said he is thankful for the support of co-workers, family and friends in the aftermath of the rescue efforts. ▀



Secretary's Gold Circle Award Ceremony

Numerous Department of Public Safety employees were honored on Dec. 12 for going beyond the call of duty by demonstrating courage, innovation, leadership and compassion for their fellow state employees and citizens in the state. The Gold Circle Award Ceremony singled out the accomplishments of six individuals and one group: **Lowell Covington** of Community Corrections, for improving Human Relations; **Tracie Fulcher** and **Amie White**, also in Community Corrections, for Public Service; **Chris Moody** in Adult Correction, for Safety and Heroism; **Dale Robertson**, also in Adult Correction, for Safety and Heroism; **Michael Sprayberry** in Emergency Management, for Outstanding State Service; and the Fugitive Apprehension Strike Team of Alcohol Law Enforcement, for Outstanding State Service. Members of the team are **Derwin Brayboy, Web Corthell, Tommy Bissette, Jonathan Marley, Matt Stemple, Aaron Woodlief, Scottie Shoaf, Scott Young, Israel Morrow, Dan Huthmacher, Chess McQueen** and **Eric Hill**.

Duke Endowment invests in juvenile drug, alcohol treatment

RALEIGH | Additional funding from a public-private partnership will allow for the expansion of a national substance abuse treatment model in North Carolina's juvenile court system.

Reclaiming Futures is a national treatment model that screens and assesses each young person entering the juvenile justice system for drug and alcohol problems, develops a treatment plan coordinated by a service team, and connects teens with a positive youth development support system in their community. With an additional investment of nearly \$900,000 from The Duke Endowment and the Kate B. Reynolds Charitable Trust to fund six additional sites, Reclaiming Fu-

tures will serve North Carolina teens in 22 counties at 12 sites.

Division of Juvenile Justice officials have said that Reclaiming Futures is critical to improving juvenile justice practice statewide. They see it as a core reform strategy that allows them to further emphasize the importance of applying data-driven, evidence-based practices throughout the division.

The Duke Endowment will support four of the new sites, including Barium Springs (Cherokee, Clay, Graham, Swain, Macon, Jackson and Haywood counties); McDowell Department of Social Services; Families

See **Juveniles** on page 20

Juveniles ...
from page 19

Together/NC Mentor (Transylvania and Henderson counties); and CenterPoint Human Services (Rockingham, Stokes and Davie counties).
“Results from Reclaiming Futures shows that youth who receive early prevention and treatment for substance abuse and mental health issues are more likely to turn their lives around when there is a strong partnership between the juvenile justice system, substance abuse and mental health organizations, and community support systems,” said Allen Smart, director of the Health Care Division at the Kate B. Reynolds Charitable Trust.

The Governor’s Crime Commission is the chief advisory body to the governor and the secretary of the Department of Public Safety on crime and justice issues. The GCC sets program priorities, reviews applications and makes recommendations to the governor for the state’s criminal justice and juvenile justice federal block grants. ▶



Angels help Santa at Lumberton prison

Lumberton Correctional Institution staff gave more than 100 Robeson County children a merrier Christmas this year. In his first year at the prison, Superintendent **Brad Perritt** said he wanted the institution to help out the community this year. Perritt was supported by **Mary Locklear**, assistant superintendent for Programs, and **James McRae**, assistant superintendent for Custody, as they created an Angel Tree. Employees chose a name off of the tree, bought gifts and put them underneath the tree. The children’s names were provided by the Department of Social Services, the Odum Home in Pembroke, and the Pembroke Housing Authority. Lumberton CI employees took 80 of the names available this year.



Bears for Babies

Foothills Correctional Institution employees participated in a holiday teddy bear and stuffed animal drive for children in the local hospital. Left, **Eric Price**, minimum unit manager and Employee Activity Committee chairman, and Capt. **Harold Reep**, special affairs, load up to deliver several bags stuffed with the contributions, seen below around the prison’s Christmas tree.



DPS holiday outreach



Above, flanked by two U.S. Marines who came to collect the Toys for Tots donations from Craven Correctional Institution, are, from left, **Valarie Wilcher-Ross**, assistant superintendent-custody/operations; **Tammy Stocks**, programs supervisor; **Stephen Jacobs**, assistant superintendent-programs; and **Larry Dail**, superintendent.

Lots of Toys for Tots

Toys for Tots was a popular target for charitable holiday giving in the Department of Public Safety.
Craven Correctional Institution staff and inmates donated heavily to the Toys for Tots campaign that the Marine Corps Reserve supports each year.
The prison has a service club with 15 inmates who participate in quarterly fundraising efforts to help the community. They have donated money to senior services and the local literacy council.
At a quarterly meeting, the inmates voted to give money to buy toys for needy children. Prison staff shopped for the toys.
DPS Administration also participated in Toys for Tots, filling several boxes with donations from employees in the Archdale Building in Raleigh. ▶

Families have food for Christmas, thanks to Eastern CI employees

Eastern Correctional Institution sponsored two families for Christmas through the Greene County Department of Social Services. Sgt. **Sybil Kearse** coordinated the event with Social Services as a contact for the families. Eastern CI employees provided gifts for these families in the prison visitation area, where they were greeted by Santa and received their gifts. Day A Rotation provided food for Christmas dinner, including turkey, many vegetables, stuffing and ingredients for a couple of desserts.



Community Corrections makes Holiday connections

In Johnston County, Probation/Parole Officer **Dade Sherman** delivered food to Johnston Correctional Institution and fed approximately 31 staff members in November. He also delivered food to the Johnston County Sheriff’s Department and fed approximately 21 staff members. Sherman also helped probationers find much-needed food at a local food pantry.
Also in November, the Person County Probation Office donated canned goods as part of Person County District Attorney’s Office holiday canned-food drive.

Maury prison employees help burned out family



Under the leadership of Administrator **Dennis Daniels**, Maury Correctional Institution employees took time during the recent holiday season to help a needy family who recently lost their home to a fire. They presented \$225 to Greene County Department of Social Services for the family. From left are: **Charles Vandiford**, unit manager; **Angela Ellis**, Adult Services supervisor of Greene County Department of Social Services; and **Tony Harper**, assistant unit manager. Photo by **Chariesse Boyd**, behavioral specialist II.

In District 5:
* Probation officers delivered toys to the Department of Social Services for an anonymous 3-year-old girl.
* Chief Probation Officer **Shanan Stephenson** and Probation Officer **Carrie Neal** delivered items collected from staff in Wilmington for the Ronald McDonald House in Greenville.
In District 3B, probation officers worked with Division of Juvenile Justice and Craven County Child Support employees in a drive to collect supplies for the local food bank. The collection weighed 378 pounds, an amount sufficient to prepared 318 meals. ▶



Pair give 'pig' a peck for passing campaign goal

The leaders of the 2012 State Employees Combined Campaign pleasantly found themselves in a pickle recently. **Rudy Rudisill** and **Janice King** had pledged to kiss a pig if the Department of Public Safety met its fundraising goal. The goal was actually exceeded, hitting \$484,533. The total was the most of any state government department, contributing more than 25 percent of the \$1.68 million statewide goal. In the previous campaign year, prior to consolidation, the three departments that became DPS collectively contributed \$468,242. Rudisill serves on the advisory board of the State Employees Combined Campaign. King was the lead department executive for Public Safety. Other DPS campaign department executives were: **Barry Bryant** and **Tricia Hamilton** in Juvenile Justice; **Teresa Creech**, Administration; Lt. **Stephen Massey** and **Suzell Crosswhite**, State Highway Patrol, National Guard, Alcohol Law Enforcement and Emergency Management; **Susan Mitchell**, Correction Enterprise; **Allison Jourdan**, Community Corrections; and **Terry Jones**, Prisons Administration.



Caldwell Correctional Center has new superintendent

HUDSON | **Teresa Jardon** is the new superintendent at Caldwell Correctional Center, a prison that houses 280 minimum custody adult male inmates and has 79 officers and other staff member.

Jardon, who has a bachelor's degree in social science from Gardner Webb University, was previously assistant superintendent at Caldwell Correctional. She began her career as a correctional officer at Foothills Correctional Institution in 1994. ▀

ALE helps Thomasville break up drug ring

THOMASVILLE | The N.C. Alcohol Law Enforcement Agency and the Thomasville Police Department jointly conducted a four-month undercover operation that targeted drug traffickers throughout Thomasville in December.

The officers arrested dozens of drug dealers and executed 11 search warrants at locations distributing drugs. Large quantities of marijuana and cocaine were confiscated from several locations. The operation resulted from citizen complaints about drug networks in Thomasville. Heroin, opium, cocaine, prescription medications and marijuana were among the illegal substances being distributed. ▀

Correctional officers named to training honor roll

Employees recently named to the Honor Roll during their Basic Correctional Officer training were: **Daniel Guy**, Craven Correctional Institution; **Phyllis Underwood**, Pamlico CI; **Crystal Ballance**, Pasquotank CI; and **Robert Brewington**, Polk CI. ▀

Chief court counselor elected to school board

Olaf "Bud" Thorsen, chief court counselor for the Juvenile Justice 13th District, was elected to the Brunswick County Board of Education during the November elections. ▀

Probation officers teach students

The Pender County probation offices hosted 22 high school students, who learned about the officers' duties, how to become a probation officer, their safety package, electronic house arrest and sex offenders. ▀

News where you are

P r o m o t i o n s

Promotions in December 2012 unless indicated otherwise.

Administration

Employee Name, Job, Organizational Unit

Jermaine McGill, processing assistant V, Controller's Office
George Pitcher, HVAC mechanic, Facility Management
Benjamin Taylor, processing assistant V, Controller's Office

Adult Correction

Robert Allen, assistant unit manager, Lanesboro CI
Cynthia Arden, food service manager I, New Hanover CC
Brandy Ballard, personnel assistant V, Central Prison
Bruce Beck, substance abuse counselor advanced, Pender CI
Jennifer Blackmon, professional nurse, Maury CI
Michael Blancher, sergeant, Central Prison
Tyiana Bond, food service officer, Bertie CI
Ryan Bralley, probation/parole officer II, Community Corrections District 27
Travis Bridges, sergeant, Scotland CI
Scot Bryant, chief probation/parole officer, Community Corrections District 27A
Caroline Buchanan, accounting technician, Avery/Mitchell CI
Karen Buck, assistant chief of special operations, Community Corrections Operations
Melicia Bunn, sergeant, Warren CI
Robert Cahoon, lead officer, Bertie CI
Barry Compbell, lead officer, Wayne CC
Amanda Carpenter, personnel assistant V, Sampson CI
Michael Carr, sergeant, Bertie CI
Gale Chandler, probation/parole officer II, Community Corrections District 28
Patricia Chargois, sergeant, Warren CI
Todd Clifford, training specialist II, Polk CI
Adam Dillingham, food service manager II, Albemarle CI
Shameeka Edwards, food service manager II, Eastern CI
Williams Edwards, officer, Neuse CI
John Eudy, sergeant, Mountain View CI
Megan Ford, food service officer, Central Prison
Enika Ford, sergeant, Tabor CI
Marty Galloway, assistant superintendent/custody & operations I, Craggy CC
Michael Garrett, case manager, Raleigh CCW
Loyd Gauldin, sergeant, Dan River PWF
Michael Gier, chief probation/parole officer, Community Corrections District 28
Christopher Hall, lieutenant, Neuse CI
Keith Harrold, hvac mechanic, Alexander CI
Allen Huffman, maintenance supervisor I, Alexander CI
Kimberly Hughes, accounting clerk IV, Greene CI
Teresa Jardon, superintendent II, Caldwell CC
Michael Johnson, HVAC mechanic, Caledonia CI
Nysikia Jonas, sergeant, Warren CI
Christopher Jones, assistant unit manager, Caledonia CI
Amy Kahan, captain, Lanesboro CI
Kevin Kelly, sergeant, Foothills CI
Daniel Knight, professional nurse, Central Prison
Talena Lee, programs supervisor, Central Prison
Arletha Leonard, case manager, Davidson CC
Sarah Llaguno, programs director III, Female Command
Michael Locklear, food service officer, Morrison CI
BJ Loranger, sergeant, NCCIW
Joe Lowery, sergeant, Scotland CI
Takeriya Macon, sergeant, Central Prison

Robert Mask, sergeant, Mountain View CI
Sherise McCullers, sergeant, NCCIW
Barry Minor, sergeant, Central Prison
Chinwe Mirikwe, professional nurse, Health Services
David Muller, sergeant, Robeson CC
James Nodine, sergeant, Swannanoa CCW
Kara Norris, administrative secretary II, Tillery CC
Lisa Orders, administrative assistant II, Marion CI
Cheryl Owens, sergeant, Robeson CC
Norman Pickell, sergeant, Pasquotank CI
Richard Pickering, training specialist II, Central Prison
William Pollock, sergeant, Warren CI
Calvin Powell, sergeant, New Hanover CC
Tonya Prichard, administrative secretary II, Alexander CI
Dexter Privette, sergeant, Central Prison
Bruce Randall, lieutenant, Albemarle CI
Kimberly Robuck, administrative officer I, Combined Records
Lakesia Smith, sergeant, NCCIW
Esther Smith, nurse supervisor, Greene CI
Douglas Speight, training specialist II, Harnett CI
Steven Swearengin, maintenance mechanic IV, Lanesboro CI
Stacy Tann, food service officer, Odom CI
Karen Tanner, food service officer, Odom CI
Shana Taylor, sergeant, NCCIW
Umeko Terry, case manager, Morrison CI
Dianna Trogdon, administrative assistant I, Sanford CC
Shelia Turnage, admissions technician, Neuse CI
Desmond Vaughn, sergeant, Neuse CI
Steven Wales, professional nurse, Health Services
Lisa Ward, personnel technician II, Western Foothills Regional Office
Frances Washington, unit manager, Maury CI
Cathy Williams, professional nurse, Neuse CI
Jamie Williamson, chief probation/parole officer, Community Corrections District 13
Eugene Young, sergeant, Caledonia CI

Emergency Management

Andrew Innis, section manager, Emergency Management
Callion Maddon, community development project manager, Information & Planning Section

Juvenile Justice

Bobby Arrington, youth services behavioral specialist, Cabarrus Youth Development Center
Robert McCaskey, court counselor supervisor, Central Region District 10
Fleurette McDougald, training school unit administrator, C.A. Dillion Youth Development Center
Carol Street, youth counselor, Lenoir Youth Development Center

Law Enforcement

Mary Abernathy, telecommunications center supervisor, Troop E/Telecommunications
Kenneth Couch, maintenance mechanic IV, National Guard Facility Management

R e t i r e m e n t s

Retirements in December 2012 unless indicated otherwise.

Length of service expressed in years (y) and months (m).

Administration

Employee's Name, Job, Organizational Unit, Length of Service

Philip Harrison, facilities maintenance supervisor IV, Eastern Region Maintenance Yard, 30y

Adult Correction

Wrenoldo Arrington, assistant unit manager, Nash CI, 24y1m
James Baxley, school educator II, Morrison CI, 38y4m
James Bigsby, officer, Piedmont CI, 30y1m
Kelvin Daniels, lieutenant, Maury CI, 22y11m
Bennie Davis, sergeant, Western YI, 19y1m
Kenneth Emanuel, sergeant, Robeson CC, 31y1m
James Franklin, personnel assistant IV, Craven CI, 17y
Kenneth Fry, sergeant, Davidson CC, 33y
George Goff, officer, Duplin CC, 14y6m
James Gribble, lieutenant, Alexander CI, 17y11m
Lois Griffin, officer, Carteret CC, 20y
Elton Hadden, chief probation/parole officer, Community Corrections District 20, 30y
Hubert Harris, officer, Southern CI, 30y1m
William Harris, officer, Caledonia CI, 24y2m
Paul Jackson, officer, Alexander CI, 8y2m
Brenda Jarra, programs director III, Female Command, 28y5m
James Jenkins, officer, Columbus CI, 13y11m
Alano Johnson, lieutenant, Neuse CI, 24h3m
James Jones, lead officer, Wayne CC, 17y6m
William Moseley, officer, Piedmont CI, 32y7m
Ennis Oates, administrator I, Pender CI, 37y2m
Patricia Porter, officer, Harnett CI, 27y2m
Lawrence Radford, officer, Eastern CI, 17y7m
Franklin Salmon, officer, Warren CI, 8h9m
Rocko Scarpone, enterprise supervisor II, Enterprise Laundry, 22y10m
Maeka Shronce, professional nurse, Lincoln CC, 28y6m
Dennis Smith, officer, Caswell CC, 29y4m
Joye Waddell, officer, Lanesboro CI, 22h8m
Christopher Warren, officer, Caledonia CI, 30y
John Williams, probation/parole surveillance officer, Community Corrections District 16, 20y8m
Mary Willingham, professional nurse, Fountain CCW, 21y11m

Emergency Management

William Dowling, community development specialist I, Emergency Management, 7y7m

Juvenile Justice

William Watt, juvenile court counselor I, District 17, 24y7m

Law Enforcement

Jeffrey Boroughs, trooper, Troop H District 6, 24y1m
Anthony Chambers, trooper (November 2012), Troop E District 5, 27y10m
Jeffrey Collins, trooper, Troop A HQ, 28y5m
Mary Dudek, office assistant IV, Troop D District 1, 25y2m
Catherine Ewell, office assistant IV, Troop A District 7, 34y3m
Anthony Farmer, sergeant, Troop E District 7, 25y1m
Jeffery Freuler, sergeant, Troop C District 7, 24y6m
Delana Hardison, trooper, Troop A District 9, 24y1m
Thomas Jones, weigh station operator, Lumberton Weigh Station, 29y3m
Troy T. Mundy, sergeant, Troop G District 3, 24y6m

P a s s i n g s

Adult Correction

Stephen Burton, officer, Forsyth CC, 8y4m
James Campbell, lieutenant, Brown Creek CI, 24y4m
Keith Smith, officer, Harnett CI, 15y5m
Tyrome Thurman, food service manager I, Bertie CI, 9y11m

On the **Scene**

is a newsletter for and about employees

of the N.C. Department of Public Safety.

If you have questions or want

to contribute news or ideas

to the newsletter,

please contact the editor,

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