On the

Scene

Summertime!

Remember the limits — yours and the law's.

July 2013

N*C DPS

STACKED DECK

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Above ... N.C. National Guard Airmen with local, state and national agencies, local first responders and area hospitals ran a national disaster medical system drill recently at Raleigh-Durham Airport, testing their readiness to move via military aircraft masses of medical patients from regions struck by disaster. "Without [local first responders] we cannot get [patients] to individualized care," said Air Force Lt. Col. Mary Danko, an NCNG 156th Aeromedical Evacuation Squadron flight examiner. *(U.S. Army National Guard photo by Sgt. 1st Class Robert Jordan)*

Executive Profile

A closer look at our leadership team.

Sonny Masso

Chief Operating Officer

COO Sonny Masso, a retired rear admiral, in his official Navy photo.

Edward "Sonny" Masso became the chief operating officer for the North Carolina Department of Public Safety in February 2013. Masso served 32 years in the U.S. Navy, including flag officer assignments as vice commander of the U.S. Surface Forces Command; assistant deputy chief of Naval Operations for Manpower, Personnel, Training and Education; and commander of Navy Personnel Command/deputy chief of Naval Personnel. He retired as a rear admiral in October 2009. Sonny Masso is a graduate of the University of Mississippi and its Naval Reserve Officer Training Corp program.

To help us get to know him better, *On the Scene* asked Masso:

What do you want to be sure that employees know about you?

I believe that I was born to serve. What that means is that I feel everyone I have contact with is a customer. I believe in servant leadership. I believe that for those to whom much is given, much is expected.

I am happiest when I am in service, such as in public, military or volunteer efforts. I have endless energy when I work if it leads to a successful result for someone else's needs or mission accomplishment.

I have zero patience with negative people who create obstacles to mission accomplishment — or those who are reluctant to make decisions.

When on active duty in the Navy, my most proud recognition was not from personal decorations, but from organizational recognition.

When I commanded the Bureau of Naval Personnel, I had three imperatives that I published on every hallway in every building in my command. 1) "Love our Sailors." This meant we treated our sailors with whom we interfaced like family. We projected dignity, respect and support to our sailors. 2) "Lean toward Yes." That meant to be positive and find a way to "yes" wherever possible. It meant not to be bureaucratic or spring-loaded to a "no" answer because it might have been the easiest course of action. It meant that we should assess how we did business, and, where policies became obsolete, we changed them. Where laws became obstacles, we forwarded recommendations to our leaders for their consideration to change them. 3) "Do the right thing." We don't lie, cheat or steal, and we behave ethically in consonance with our core values of honor, courage and commitment.

On a personal note: I have attended 15 Super Bowls, including the first one. I have thrown out the first pitch at three major league ballparks (Cincinnati, Chicago and Los Angeles) and two minor league parks (Memphis and Fayetteville). I attended President Reagan's victory party at the Century Plaza in November 1980. I've played music on stage with professional musicians in many different venues. I have seen many of my Navy protégés achieve Flag Rank in the Navy.

I was a scouter for seven years and coached

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Masso shares a hug with Gapper, the Cincinnati Reds mascot, just before throwing out the first pitch in that evening's baseball game.

Masso from page 3

cer, football, baseball and fast-pitch softball. I never missed a Scout meeting, practice or game during their formative years.

I wear Lucchese cowboy boots. I graduated from Ole Miss (the University of Mississippi in Oxford), as did both my children. I was sports editor of my high school paper and had a column called "Sonny's Side," which I've since reprised in a sports blog I produce each Wednesday only for my close friends.

I love the energy, enthusiasm and professionalism of our team.

What makes you comfortable with your job?

The people for whom I work in our department — 27,000 of you — are among the finest I have worked with or for, anywhere or anytime during my previous jobs or military assignments. I love the energy, enthusiasm and professionalism of our team who interact in some very dangerous and challenging circumstances every day.

I know that our department leadership has each other's best interests in mind, and we serve alongside one another in law enforcement, National Guard, Correction, Emergency Management, Juvenile Justice and in human resources in a spirit of collaboration and public service. Having Navy experience in nearly every aspect of our department's core competencies also has shown me by comparison how good we are.

What do you like to do in your free time?

I have a voracious appetite for knowledge and self-improvement, so I cannot read enough. I love music, sports, animals, traveling and my children — and spending time in those endeavors gives me great pleasure.

I like to cook and tackle challenging dishes.

What did you want to do when you were young?

I aspired to three vocations through high school — athletics, music and the military. I thought in middle school that being a disc jockey would be the greatest, as I'd be able to listen to and play some great tunes while entertaining the listening audience. At Ole Miss I realized how little that paid.

I considered briefly becoming a sports writer, or writing screenplays or songs, but there was no serious interest from anyone and I concentrated on other creative writing.

Basically, I had my life figured out pretty young—I chose service."

On stage in front of 45,000 people at a Fourth of July 2008 concert in Memphis, Tenn., Masso, right, rocks out with "Nelson." The band features Ricky Nelson's twin sons, Gunnar and Matt, along with Jeffrey "Skunk" Baxter, of Steely Dan and the Doobie Brothers, and James Burton, who was lead guitarist for both Ricky Nelson and Elvis Presley.

Multi-agency patrols protect rites of summer

By **Patty McQuillan,** Communications Officer

"Harry" was having a good time drinking vodka with friends on a 21-foot motorboat on the Intracoastal Waterway near Wrightsville Beach on July 7, when Alcohol Law Enforcement Special Agent **Rebecca Best** boarded the boat. Harry decided to pour his spirituous liquor overboard, because possessing it was a class I misdemeanor. Beer or wine is okay for passengers, but liquor is prohibited by law.

On the Road, On the Water, Don't Drink and Drive

While Harry was happily complying, North Carolina Wildlife Commission Officer Michael Paxinos checked the eyes of the boat's designated driver for impairments. He passed the test, and the boaters were soon on their way.

While Best and Paxinos were making boat safety checks on the water, Highway Patrol Trooper **Travis Maness** was patrolling the nearby roads watching for drunk drivers coming from the Wrightsville Beach boat ramp and surrounding areas. His sharp eyes detected numerous seat belt violations, giving him probable cause to stop vehicles and check for alcohol or drug impairments.

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ALE Special Agent **Rebecca Best**, center, and Wildlife Resources Officer David O'Neal, right, check a fisherman's paperwork in a routine stop during a recent weekend in the coastal waters near Wilmington.

Left, in the background, a boat on a trailer follows a truck making a turn toward a day of fun on the water, passing to the left of Trooper **Travis Maness**, who helped secure the roads from intoxicated drivers.

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Earlier in the day, Trooper Maness had investigated three wrecks, including one bicycle accident, and was soon called to a fourth. Locals said they had never seen the traffic as heavy as it was this holiday weekend.

Wildlife officers, ALE special agents, and SHP troopers joined forces to participate in the state-wide operation, On the Road, On the Water, Don't Drink and Drive, which started on Memorial Day, ran through the Fourth of July holiday and will end on Labor Day. Lakes, rivers and coastal waters were being patrolled as well as the roads around them.

"This summer has been made safer thanks to the dedicated work of North Carolina's law enforcement community," Department of Public Safety Secretary **Kieran Shanahan** said. "These dedicated professionals have been working together nights, holidays and weekends when the impairment risks are the greatest," "Hopefully, the presence of law enforcement will remind travelers and boaters of their safety responsibilities."

Hopefully, the presence of law enforcement will remind travelers and boaters of their safety responsibilities.

Alcohol Law Enforcement agents joined Wildlife officers on their boat patrols to provide their power of arrest for any violation. Traveling in a 17-foot Parker wildlife boat with a blue light mounted on the t-top, Officer Paxinos would signal a boat to stop, then instruct the driver to put the boat in neutral and explain that they were doing a safety check. Boat owners were asked to show a life preserver for each person on the boat, the boat's registration and a working fire extinguisher. During this time, they were also checking for slurred speech, open containers of alcohol or stumbling.

"ALE is a part of the operation because of our all-subject matter jurisdiction, including drugs, underage drinking or intoxication. Plus, we are extra eyes and ears," Best said.

Best used her smartphone to access CJ Leads (Criminal Justice Law Enforcement Automated Data Services), a database of comprehensive information about criminals that can be accessed through the Internet.

The team stopped another boat that had two empty beer cans resting by the steering wheel. The driver admits to having consumed one beer. Officer Paxinos ran the driver through a series of coordination tests and a breathalyzer. He detected some impairment, but not enough to issue a citation. He warns him, "It's a dangerous place to be drinking and driving, so be careful."

"These safety checks can seem like an inconvenience to boaters, but they will remember the importance of complying with the law," Best said.

A Booze It and Lose It bus awaited arrestees at Wrightsville Beach's public dock. The Breath Alcohol Testing coordinator, Grayham Keesler, demonstrated the high-vision camera that can zoom in on boaters more than a mile away. The bus had eight breathalyzer machines and a county magistrate, ready to set bail. On July 7, five people were charged with operating while intoxicated. Penalties include a maximum $1,000 fine and possible jail time.

Last summer, 28 boaters died and

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Operation Results for Memorial Day and Fourth of July

Highway Patrol

Driving While Impaired	653
Provisional License Violation	59
Other Implied Consent Violation	186
Drug Violations	60
Drug Paraphernalia	28
Seatbelt Violations	2,818
Child Restraint Violations	354
Equipment Violations	709
Driver License Violation	2,626
Registration Violation	2,157
Other Violations	7,317
Total	17,416

Alcohol Law Enforcement

Arrests	12
Simple Possession Schedule II	1
Simple Possession Schedule IV	1
Drug Paraphernalia Possession	1
Fictitious Driver License	1
Underage Possession Spirituous Liquor	5
Transporting Spirituous Liquor in Passenger Area of Vehicle	1
Total	22

Wildlife Resources Commission

Operate While Impaired	75
Other Boat Violations	922
Other Boat Warnings	1,661
Total	2,658

Summer from page 6

80 were seriously injured on the 5,000 miles of North Carolina waters. The state ranked ninth in boating wrecks nationally and seventh in boating fatalities.

Like the Wrightsville Beach team, other Wildlife officers, ALE special agents and state troopers were patrolling in and around popular lakes, rivers and coastal areas all across the state.

"Drinking affects the skills necessary to operate a boat, including coordination, reaction time, balance and rational decision-making," said Maj. Chris Huebner, the state's boating safety coordinator and a wildlife officer.

Back on the water at Wrightsville Beach, Wildlife Lt. David O'Neal was on the lookout for signs of impaired boaters. A driver of one boat was wearing a shirt, so he passed him by explaining that an intoxicated person usually doesn't care about getting sunburned. He let another boater go when the craft headed into an unchartered marshy area, and O'Neal didn't want to risk damaging Wildlife's boat. He stopped a jet-skier for not wearing a life preserver and not having one for his passenger.

Wildlife officers also made sure children had proper life jackets – the inflatable arm floats are not acceptable – and that they were being worn. They looked for reckless boating – speeding around other boats, getting too close to other boats and passengers dangling their legs into the water, which can cause one to fall into the water get run over by the boat.

In cases where no one on a boat is sober enough to drive, a wildlife officer will either tow the boat, have another officer drive the boat back to the dock or get a boat towing service at the owner's expense.

The State Highway Patrol issued a total of 9,239 tickets during the July 4-7 holiday period including charges for drug violations, improper use of child restraints and not wearing a seatbelt.

SHP statistics show that 919 people were killed last year in DWI-related crases, and 881 the year before. Those figures include children who were killed while riding with a drunk driver. Last year, 24,190 people were arrested for DWI in North Carolina, and about a third of them were repeat offenders.

ALE Agent Best reminds "Harry" that spirituous liquor is not allowed on boats.

"Drinking and driving is a formula for disaster, whether it is on the road or on the water," said Col. **Bill Grey**, Commander of the State Highway Patrol. "I urge everyone to have a designated driver who is sober and capable of driving responsibly. It's not right to put innocent lives at risk due to bad choices."

Summer is a fun time, whether you're camping, spelunking, hiking, swimming or trying out a zip-line. DPS employees have safer travel to these destinations thanks to fellow state employees. So, next time they're boating, biking or driving, a thumbs-up would be a good sign for the hard-working, dedicated law enforcement officers making the roads and waterways safer.

Below, Wildlife Resource Officers Michael Paxinos and David O'Neal check a boat operator's eyes to be certain the driver has been operating the craft safely.

Facts from the National Highway Traffic Safety Administration and Mothers Against Drunk Driving

Almost every 90 seconds, a person is injured in a drunk driving crash.

Car crashes are the leading cause of death for teens, and about one-third of those are alcohol related.

The average person metabolizes alcohol at the rate of about one drink per hour. Only time will sober a person up. Drinking strong coffee, exercising or taking a cold shower will not help.

If all 17 million people who admitted to driving drunk in 2010 had their own state, it would be the fifth largest in the U.S.

Among persons aged 12 or older, males were more likely than females (15.1 vs. 7.9 percent) to drive under the influence of alcohol in the past year.

High school students who use alcohol or other substances are five times more likely to drop out of school or believe good grades are not important.

In the United States, the number of drunk driving deaths has been cut in half since MADD was founded in 1980.

Drunk driving costs the United States $132 billion a year.

Greg Alford, a Rowan-Cabarrus Community College instructor, shows off a radish from the garden at Jackson Youth Development Center. Alford put together a special curriculum, which integrates classroom and hands-on education of science, math and social studies.

A growing program

Fish and water yield plants, food and skills

By **Diana Kees**, Communications Officer

CONCORD | Stonewall Jackson Youth Development Center is starting to see the fruit — and fish — of its labor.

Jackson's GED students and graduates had their first opportunity to learn about aquaponic gardening when the school debuted a new vocational education course in January. The classes were provided in collaboration with Rowan-Cabarrus Community College and 100 Gardens LLC, a Charlotte-based initiative working to connect the community to struggling communities in Haiti.

Aquaponics is a sustainable food production system that creates an interdependent environment for fish and plants. It combines conventional aquaculture (raising fish in tanks) with hydroponics (cultivating plants in water). Instead of discarding the tank water after waste from the fish builds up and becomes toxic for the fish, the effluent-laden water is led into a hydroponics system. Bacteria in the system break down the waste, and the byproducts are filtered out by the plants as nutrients. Afterward, the cleaned water is recirculated back for use in the fish tanks.

The goal of 100 Gardens is to establish 66 educational aquaponic systems in schools across the Charlotte region and connect them with 33 high-yield versions that are shipped to and installed in Haiti. Instruction will be provided in the 2013-14 school year by Jackson YDC staff for the center's secondary school students and will yield a high school credit.

The aquaponics and horticultural programming at Jakson YDC is one of the results of a continuing effort to enhance career technical education in the state's youth development centers. Funds from the Gang Prevention and Intervention Program, an American Recovery and Reinvestment Act Initiative through the Governor's Crime Commission, were used to refurbish the defunct greenhouse with plans for traditional horticulture programming provided by instructors from Rowan-Cabarrus Community College.

Additional equipment, installation costs,

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Aquaponics from page 8

supplies and professional instruction costs were covered by two additional sources. One is the federally-funded initiative known as the Jumpstart Program, which is designed it to promote employability skills and prepare youths for re-entry into the community and the workforce. The Governor's Crime Commission administers the Jumpstart Program. The other funding source is the federal Carl D. Perkins Vocational Technical Education Act, which is administered by the N.C. Department of Public Instruction.

Dr. **Martin Pharr**, assistant director for Education and Health Services in the Division of Juvenile Justice, and **Terry Thomas**, Jackson YDC's career specialist, visited an aquaponics demonstration site in Charlotte, and were impressed with its education and training potential for youths. As a result, they planned an additional greenhouse upgrade to accommodate aquaponics.

"This aquaponic system combines food production with microeconomics and science education," Dr. Pharr said. "This program provides the opportunity to create unique and fruitful community partnerships."

Greg Alford, a Rowan-Cabarrus Community College instructor, put together a special curriculum, which integrates classroom and hands-on education of science, math and social studies.

"Many of [the juveniles] before coming here had never seen how broccoli grows, or didn't know how nutrient-rich cabbage and kale is," Alford said.

"The local population is the primary focus of this garden. A lot of the stuff we just plan to give to the neighborhood, in the form of vegetable baskets throughout the week, along with recipes that ell [the neighbors] how to prepare [the vegetables]."

Alford said the neighborhood distribution shows the juveniles the importance of giving back to the community, as well as the importance of eating right, as one way of changing the tide of diabetes and obesity so pervasive in

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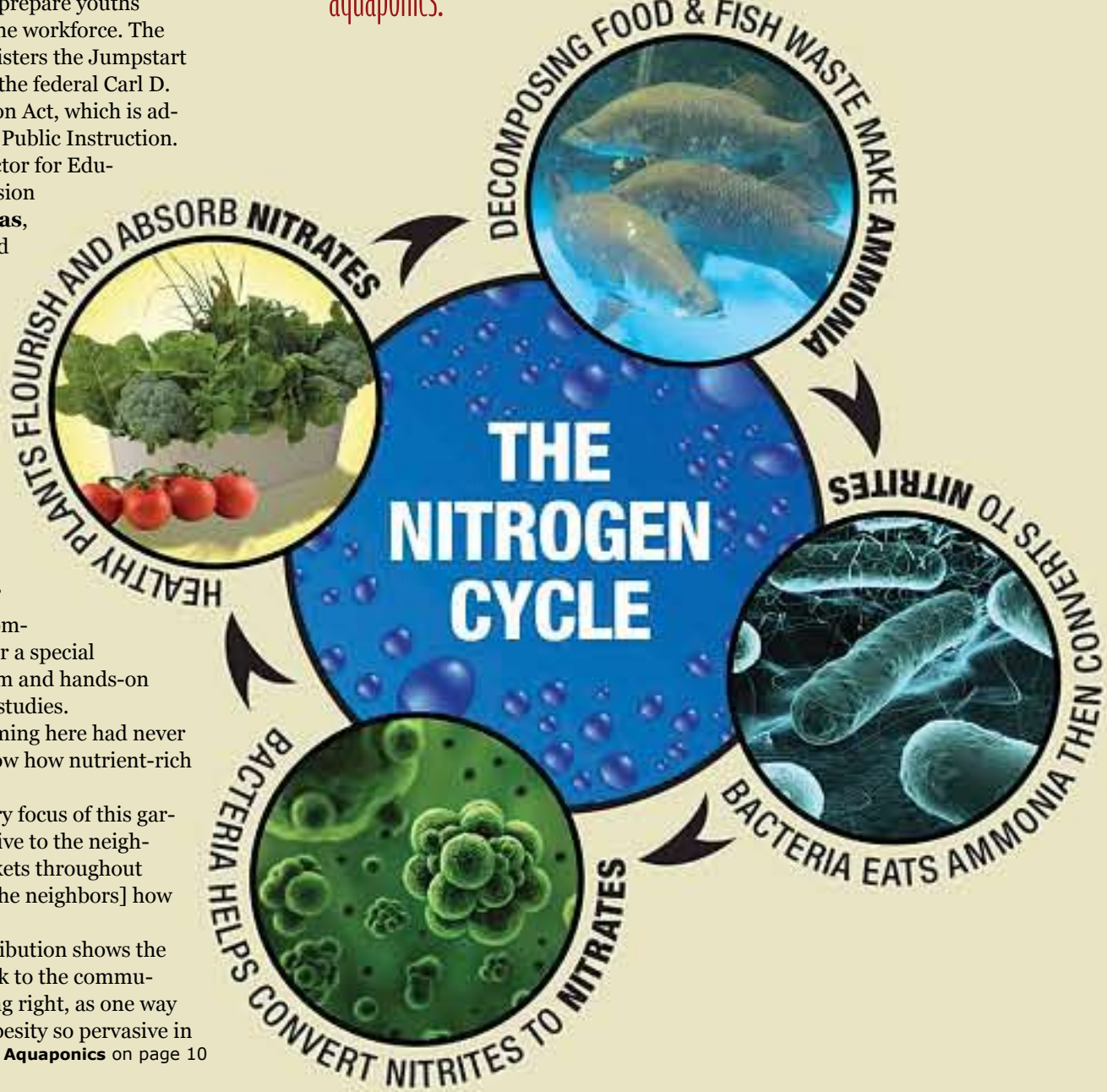
Click here to see Greg Alford explain aquaponics.



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parts of today's society.

Alford also sees a noted change in demeanor in the students involved in the aquaponics program.

"Once they come down here, within a week, their whole demeanor changes," Alford said. "Initially they think it's a bunch of hard work, so I have to coax them along to get them going. Once they start seeing the fruits of their labor, things actually growing, you would be surprised how quickly they turn around.

"Now I have students who are team leaders, and they turn around and take a group of other peers, and they are directing them into different areas of the gardens."

A major task taken on by the juveniles at Jackson YDC as part of this project is the daily water quality testing that is key to keeping a balanced aquaponics system in operation. Fish toxicity could result from low levels of pH or nitrates or high levels of ammonia. The students collect and measure data, such as levels of nitrates, pH and ammonia, water temperature and water evaporation. They also measure the amount of food given the fish every day, to ensure the system will be able to filter the amount of waste the fish will produce.

Along with this required knowledge of science, the students need a good background in horticulture and botany, photosynthesis and the nitrogen cycle. Those concepts, in addition to plant and pest identification, are taught in the classroom, prior to and in conjunction to the hands-on work in the greenhouse.

"The attitudes have changed tremendously, the work ethics have changed, it gives them something to look forward to. It's a positive thing," Alford said.

While touring the garden plots at Jackson Youth Development Center, Chief Operating Officer Sonny Masso, right, and a student at the center chat about aquaponics and the school.

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 safety inspector, a chief juvenile court counselor and a new-hire acclimator.

Playing it safe not a game

Job a great fit for Robyn Hansen

By **Patti McQuillan**, Communications Officer

Robyn Hansen loves to scuba dive, camp and hike the Appalachian Trail. This Asheville native is all about safety on and off the job, and she says her job as a safety consultant for the Department of Public Safety is one that was made for her.

With a background in safety and industrial hygiene — the science of preventing workplace injuries and illnesses — Hansen inspects DPS facilities in the western part of the state, from prisons to Correction Enterprises plants to detention centers to community corrections offices. Hansen's on-site inspections include examining compliance to regulations, building codes, safe hazardous waste and chemical storage and the prevention of contagious diseases.

"We usually schedule inspections several weeks in advance," Hansen said. "Initially, I do a courtesy inspection, then I set up annual visits a month in advance."

She checks for life safety issues such as working fire alarm and sprinkler systems and extinguishers and whether a building has proper egress for evacuations. She inspects proper storage of flammable liquids and hazardous chemicals. She takes air samples, checks on ventilation issues or plumbing leaks and ensures the proper personal protective equipment is readily available. Firing ranges are inspected annually.

"I've taken lead dust air samples on the officers and instructors as they've been doing in-service firearms training," Hansen said. "I've also done noise surveys to determine the type of hearing protection they should be wearing."

She leaves early in the morning and meets with the superintendents, assistant superintendents, judicial district managers, a plant manager or the designated safety representative at a scheduled location.

"They know I'm coming. We will do a walk-through of all buildings or offices, then there's the paperwork review which includes OSHA 300 logs, written programs, documentation of training, internal facility inspections and fire drills," Hansen said.

She started inspecting Juvenile Justice detention centers last year and

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She has college degrees in engineering and project management.

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is developing training programs for Court Services, Alcohol Law Enforcement and State Highway Patrol offices. After training, Hansen provides resources to help correct any deficiencies. She is always available to the western region for safety advice.

The designated safety representative is responsible for monthly inspections, semi-annual inspections, safety meetings and scheduling quarterly fire drills that include all shifts. Hansen provides a more in-depth review annually which could take from one to three days, depending on the size of the facility or district building.

Hansen's background is in chemical engineering and manufacturing engineering. She graduated from Asheville-Buncombe Technical Community College in 1984.

Her first job was as an industrial hygienist and environmental engineer for a chemical processing plant, Chemtronics. During her three years with the company, she spent her evenings taking classes at Western Carolina University. She earned her bachelors of science degree in manufacturing engineering and a master's degree in project management.

In 1987, the University of North Carolina-Asheville hired her to establish a safety program for the school. A chemistry building on campus was being replaced and a large quantity of hazardous waste needed to be disposed. It was Hansen's first big project.

"They had unstable chemicals in the building which could be explosive," Hansen said. "Some of the chemicals were too hazardous to ship, so the university had the Fort Bragg bomb squad treat the chemicals on site."

While at UNC-A, Hansen also handled worker's compensation claims and she became involved in the construction of the new chemistry building. She then became a project manager and was involved in construction and renovation projects at UNC-A.

In 1996, Hansen got a call from a friend saying the Department of Correction was looking for an industrial hygienist and safety consultant for the western part of the state. She applied and was hired.

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From top left, Robyn Hansen checks the annual inspection and pressure gauges on a fire sprinkler system and, at Alexander Correctional Institutin, the supplies in an emergency cabinet and the flow rate of the dust collection system in the Correction Enterprises Woodworking Plant.

Above left, Robyn Hansen reviews safety-related training topics at a recent staff meeting in Raleigh. To her left are DPS Safety Director Joe Simpson and Dr. Peter Morris, occupational and environmental health physician.

Above right, Robyn gives some safety reminders to **Tom Pilkington**, maintenance supervisor at Alexander Correctional Institution.

Hansen from page 12

"I've loved it," Hansen said. "The job is interesting, it's never boring, never repetitive and there's always a challenge. It's a very dynamic job. I'm probably visiting my facilities as much as in my office some weeks."

The job's scope of compliance checks ranges from Occupational Safety and Health Administration to building code requirements to Environmental Protection Act requirements.

"There's always something out there," Hansen said.

"We have asbestos in some of our facilities, [and] asbestos is covered under OSHA and it's covered under the EPA laws," she said. "Sometimes they mesh and sometimes they don't. We have to figure out which one is more restrictive and go with that."

When Hansen receives complaints, she travels to the originating facility to investigate and determine whether a problem exists. If issues are found, she makes recommendations on how to resolve them.

Hansen's job began with an emphasis on prisons and Correction Enterprises plants. Over the years, it expanded to include the probation and parole offices, inmate labor contracts and, with the consolidation, Juvenile Justice detention facilities.

"We've had a good safety program over the years," Hansen said of her 15 years with the department.

"Safety representatives have many responsibilities," Hansen said. "I want them to know that I will assist them with any safety, health or environmental issue they may encounter."

DPS facilities are also inspected by outside agencies.

"I try to identify and have corrected any problems that may be cited as code violations or assessed for fines," Hansen said. "I like working closely with all levels of DPS staff and our administrative support areas."

Hansen's job is as fulfilling as her travels. Her recreational adventures have taken her diving in mountain lakes, in the Atlantic Ocean off the North Carolina coast, in the Caribbean Sea and in the Coral Sea at Australia's Great Barrier Reef.

Other safety issues on Hansen's checklists

- ☐ Proper egress
- ☐ Emergency action plans
- ☐ OSHA-related types of injuries — slips, falls and assaults
- ☐ Ladders, scaffolding, scissor lifts and bucket trucks
- ☐ Electrical — extension cords, lights, wiring
- ☐ Blood borne pathogens
- ☐ Tuberculosis
- ☐ Permit required confined spaces
- ☐ Respiratory protection
- ☐ Hearing conservation programs
- ☐ Asbestos
- ☐ Lead-based paint
- ☐ LP gas and fuel tanks
- ☐ Compressed gases
- ☐ Ionizing radiation
- ☐ Machine guarding
- ☐ Air pumps
- ☐ Environmental issues

Safely, orderly

Chief court counselor 'guards' youths' paths to their future

By **Diana Kees**
Communications Officer

As an 11-year-old, Carol McManus had her first job — a school crossing guard and hall monitor, who helped other children get to where they needed to go in a safe and orderly manner.

Decades later, one could say she's traveling nearly the same path, helping provide guidance to juveniles and their families in her current job in the Division of Juvenile Justice as District 27 chief court counselor for Gaston, Lincoln and Cleveland counties.

McManus has been in the job since 1997, and has worked in the state's juvenile justice system for 24 years. She has been a juvenile court counselor and a social worker and clinical program manager in a youth development center. Prior to working in juvenile justice, McManus was a mental health counselor at Cumberland Psychiatric Hospital in Fayetteville, and served a variety of roles with Lutheran Family Services, working in group homes.

As chief court counselor, McManus supervises and provides technical support to two court counselor supervisors, 18 juvenile court counselors and three office administrators in the three-country district. She oversees the district's daily operations, which involve intake, probation and post-release supervision of adjudicated juveniles in the district. And she assigns,

See **McManus** on page 15

McManus from page 14

reviews and evaluates the counseling and court service activities of the counselors in District 27.

"Thank God for mobile devices," McManus said with a laugh. "I visit each county [in the district] weekly when possible, though I spend the majority of time in Gaston County, managing the district via e-mail and cell phone."

A chief court counselor in the Division of Juvenile Justice is required to "wear many hats," and a snapshot of McManus' routine displays this complexity. She observes and facilitates court sessions in Gaston and Lincoln counties on Mondays, and Gaston and Cleveland counties on Thursdays. She troubleshoots juvenile cases with staff and court personnel, law enforcement officers and citizens. She assists court counselor supervisors in staffing juvenile cases as needed. Through a daily review of entries in NC-JOIN, McManus knows where juveniles under district supervision are in the juvenile justice continuum, be it in the intake process; being held in secure custody, either in a detention center or youth development center; under electronic monitoring or some form of post-release supervision; or terminated from the district's caseload.

A chief court counselor is required to "wear many hats."

But McManus' job doesn't end with these "official" duties. To work effectively in their communities, chief court counselors must be in involved in projects and initiatives in their districts outside their mandated duties and responsibilities. For example, McManus is vice chair of both the Gaston County Juvenile Crime Prevention Council and of the Gaston County Community Collaborative. She is also a member of the multidisciplinary team for the Children's Advocacy Center; the Department of Social Services Child Fatality Prevention Team and Community Child Protection Team; the Partners MCO monthly Care Review Team; the Gaston County Elected Officials Advisory Committee; and the Division of Juvenile Justice's Interstate Commission for Juveniles Advisory and Court Services Standard Operational Procedures committees.

The youngest of four children, McManus graduated from high school in Fayetteville and continued her education at East Carolina University, where she received bachelor's degrees in criminal justice and social work.

"Perry Mason was my favorite television show as a child, and that's where my craving to learn about the criminal justice system began," McManus said. The series had ended when she

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Chief Court Counselor **Carol McManus**, right, confers with District Court Judge Angela Hoyle regarding an upcoming juvenile case.

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was only 4 years old, but she watched the reruns and "never missed an episode."

"As for social work, I have always enjoyed working with youth and have a long history of volunteer work within my church, community and school," she said.

McManus was able to further her education in 2005, earning a master's degree in human resources management from Keller Graduate School of Management of DeVry University. She also completed the Public Manager Program through the Office of State Personnel in 2010.

The most meaningful parts of McManus' work days include the opportunities to collaborate with other agencies to help assure a better future for the youths being served; and the in-person interactions with youths and families, trying to assist them through moments of crisis and in choosing a positive path to success.

Interagency work and in-person contact with youths and their families are most meaningful.

"In the words of Tony Dungy, 'God's word presents a different definition of success – one centered on a relationship with Jesus Christ and a love for God that allows us to love and serve others,'" McManus said. "My success in the juvenile justice field is based on my love of serving others."

McManus, who began her public service career in 1985, says she had the desire to provide effective education and treatment of youths in order to strengthen families long before that became the mission statement for the Division of Juvenile Justice.

"I believe that the parents we serve are doing the best they can with the tools they have at hand," McManus said. "It is my responsibility to provide the citizens in North Carolina the tools they need so they can improve their best efforts.

"The only way we can reduce and prevent juvenile delinquency is to truly make sure we provide 'the right service to the right youth at the right time,' known as the Comprehensive Strategy. Without this mindset, the work we do will be in vain."

McManus counts the development and implementation of a districtwide Truancy Court Initiative as one of her most fulfilling work projects. The initiative works in conjunction with local social services staff, adult probation, school systems, local law enforcement, local court staff and county officials to battle truancy concerns in Gaston, Lincoln and Cleveland counties.

Also fulfilling to her was serving as a Teen Court Competition Trainer this year. The Gaston County Teen Court team won the statewide Teen Court Championship in March 2013.

Outside of work, McManus is the secretary for the Gaston Chapter of the North State Law Enforcement Officers Association. She is the director of the Christian Education Department at Mount Pisgah Missionary Baptist Church in Gastonia, where she sings in the church choir. McManus enjoys listening to gospel music and jazz, and plays the alto saxophone. In her free time, she is interested in interior decorating and scrapbooking.

Acclimation

John Hegger helps new hires get started

By **Tammy Martin**, Communications Specialist

CHARLOTTE | The phrases individual attention, positive feedback and encouragement, are verbs to Field Services Specialist **John Hegger.** He uses these actions every day when training new hires in District 26 in Charlotte and Mecklenburg County.

Working one-on-one with new Division of Adult Corrections employees, Hegger's daily instruction sessions

See **Hegger** on page 18

Hegger from page 17

include using technology, explaining department policy, how to interact with offenders and the Community Corrections' culture on the local and state level.

"I am extremely excited to work in this position, because I know it helps reduce the stress on a new employee as they transition into the role of a probation/parole officer (PPO)," he said.

Hegger has a unique perspective and special insight into understanding the challenges of PPO's. This perspective allows him to connect with colleagues effectively and respectfully.

"Having worked as a [probation/parole officer] in North Carolina, I truly understand the stress involved when working in that position," he said. "So having an opportunity to give back, and assist those wo are experiencing the same level of stress is just a wonderful opportunity for me."

At left, John Hegger, right, explains proper use a Viper radio to new hire **Christopher Reddeck.**

Below, John Hegger works new officers **Anita Woods** and **Adrienne Graves**, showing them how to properly organize a case file.

Along with firsthand job experience, formal education is also a tool that Hegger calls on continuously when training employees.

"Graduating from the University of New Haven with a bachelor's [degree] in criminal justice, an associate's degree in law enforcement and a certificate in law enforcement science was the beginning of my formal education. After graduation, I worked in various positions such as probation and parole, juvenile probation, police officer and field training officer for rookie officers just graduating from the academy," he said.

After a few years of success as an instructor, Hegger realized his ability to be a positive influence on others. He then worked to strengthen his formal knowledge of training and received a master's degree in strategic leadership. The degree helped him to gain a better understanding of organizational behavior and leadership theory and led him to be a college instructor.

"All of my formal education and job experiences help me to be a better trainer." he said. "I understand from a basic level the questions, concerns and sometimes the fears that a new hire might have, but are afraid to express openly.

"When someone is hired into the job, there is an expectation to learn about technology, offender interaction during home and office visits, case management, courts, jails, and prisons. It can all seem overwhelming. It is critical that we not only work through the required duties like learning software and policy, but that I help [them] with organizational skills and managing stress properly."

Moving to his current training position in 2011, Hegger and three other specialists across the state, were tasked to assist, develop and implement a new-hire training program. Along with establishing a comprehensive training curriculum, focusing on the needs of new employees to help them be successful

See **Hegger** on page 19

Hegger from page 18

on the job, was and remains the top priority. While focusing on important topics that help new hires, organization successes of retention and consistency are also benefits for DPS.

Based in the state's largest judicial district, which has approximately 160 Community Correction employees in 16 units and manages thousands of offenders, Hegger also helps other areas throughout the state with training sessions. Working with managers in other districts, sharing techniques and valuable tools that bring about efficiency and understanding reaches beyond districts, county borders and jurisdictions.

"Over the past few years, our agency has undergone drastic changes, literally changing how we conduct our business. The agency transformation was made to promote positive change in offender behavior, while at the same time improving public safety.

"Finding a balance has been and is a challenge. Managing change is hard."

Hegger works to instill a positive organizational climate.

Understanding that employees' success is the foundation for department success, Hegger works within his district to instill a positive organizational climate. Fostering communication between employees provides a connection to each other and support of a work family in times of celebration and tragedy. In an effort to help co-workers with job performance goals of promoting positive offender behavior and to create a cohesive work environment, he had the idea to develop and publish a local, monthly newsletter, The Mecklenburg Messenger, and distribute it via email to employees.

"The newsletter is designed to show a different side of our employees.," he said. "We share information about staff that would otherwise go unnoticed. It is also a great way to introduce new hires to everyone in the district.

"It's not uncommon for people to work in the district for several years and not be familiar with the person sitting next to them in court waiting to testify. So this helps to bridge that gap and opens communication while also promoting teamwork."

In addition to the newsletter, a committee has been established to focus on improving employee morale. The New Visions Committee promotes local contests and plans events to build relationships within the district. Using the newsletter as a tool to communicate, the committee works to encourage a positive climate in the district.

Mecklenburg County, with an offender population that reflects a large metropolitan area, is a tough working enviorment, Hegger said.

"Sometimes it's like a revolving door, and it brings tremendous stress to the PPOs," he said. "Crime is crime no matter where it happens, and victims are victims. PPOs are getting more cases and are having to work harder, faster and more efficiently in order to meet the public safety demands."

Officers are getting more cases and are having to work harder, faster and more efficiently.

Over the past couple of years, Hegger has worked one-on-one with more than 50 new hires and has trained hundreds of DPS employees, including managers and veteran officers. He has also represented the agency by interacting with local stakeholders in the community to spread the word about the new mission of Community Corrections.

With a professional work ethic and a strong drive to train others, he is motivated by the desire to see others progress in their roles. To see PPOs successfully manage a caseload freely, and independently gives him job satisfaction.

"It is so rewarding to see people progress and develop," he said. "And when I get positive feedback from all levels, I know that I have made a difference in lives.

Left, John Hegger helps newly-hired officers become familiar with courts and courtroom procedure in the Mecklenburg County Courthouse.

Butner Public Safety on its own

By **Patti McQuillan**
Communications Officer

BUTNER | The personnel of Butner Public Safety, the fire and police department serving the town of Butner and nearby state and federal facilities, are no longer employees of the Department of Public Safety effective June 30. Thirty-eight of the 53 staff members are now working directly for the town of Butner.

"We will no longer have the support of DPS's human resources, fiscal and information technology sections," Roberts said. "Now, we have to do all that ourselves. It's a bit of learning curve to meet all the requirements."

For the past year, Roberts and his staff have been working toward a July 1, 2013 transition date using the model of a Butner Public Safety Authority. The authority would have allowed continued state funding based on man-hour totals from the previous year, but the state legislature listed it as a budget reduction.

The only state-run town in the nation decided to incorporate when nearby Creedmoor applied to annex land near I-85 that had numerous thriving businesses. In 2007, the Town of Butner was incorporated. In 2011, the Butner Public Safety Authority was created. All of the property was transferred to the authority, but Butner Public Safety employees remained under the Department of Public Safety. On June 30, the authority was eliminated.

"The transition was very scary at first, but it's a win-win situation for everybody in the long run," Roberts said. "I've made a lot of friendships over the years and I will miss that contact and interaction."

On the other hand, he mused, "It's nice to say you're working for the state, but it's also nice to have the freedom to be on our own."

Butner started as a 40,000-acre World War II Army training camp straddling Durham and Granville counties. After the war, the state purchased the camp for one dollar and established a hospital for the mentally ill. A small staff of firefighters and military police had remained behind to protect the property. That group became Butner Public Safety, the state-run fire and police department for the people living in Butner as well as numerous businesses and state and federal facilities including hospitals and prisons.

Soldiers' children thrilled at 4-H summer camp

By Sgt. 1st Class **Robert Jordan**

REIDSVILLE — A leap of faith was an accurate description for the dilemma in which Anthony Hudgins Jr. found himself. The son of Army Staff Sgt. Anthony Hudgins stood atop a 30-foot utility pole and the only way down, without the benefit of gravity, was a trapeze just out of reach.

The "leap" phrase also describes what 51 of his newest friends did at the North Carolina National Guard Youth Camp at the Betsy-Jeff Penn 4-H Educational Center June 23-28.

"I am not sure what was shaking more, me or the pole," Hudgins Jr. said.

He met the challenge with a mix of fun and fear.

Similar drama replayed over the camp's 200-acres of hills, fields, forests, streams and lake.

Campers tested their skills and discipline with archery, horseback riding, canoeing, climbing wall and ropes course, arts and crafts, environmental education, athletics and team building.

"Our [NCNG] child and youth programs are the best kept secret in the Guard," said Alice Dean, state youth coordinator.

The camp was free of charge for children of NCNG soldiers and airmen. The first-come, first-served registration was held statewide for all families of Guard members.

"Camp for my three children and a niece was way out of reach," said Army Staff Sgt. Danielle Cotton, a training non-commissioned officer with the headquarters of the 30th Armored Brigade Combat Team, headquartered in Clinton, N.C.

The fact that the camp was free really took a burden off of her shoulders.

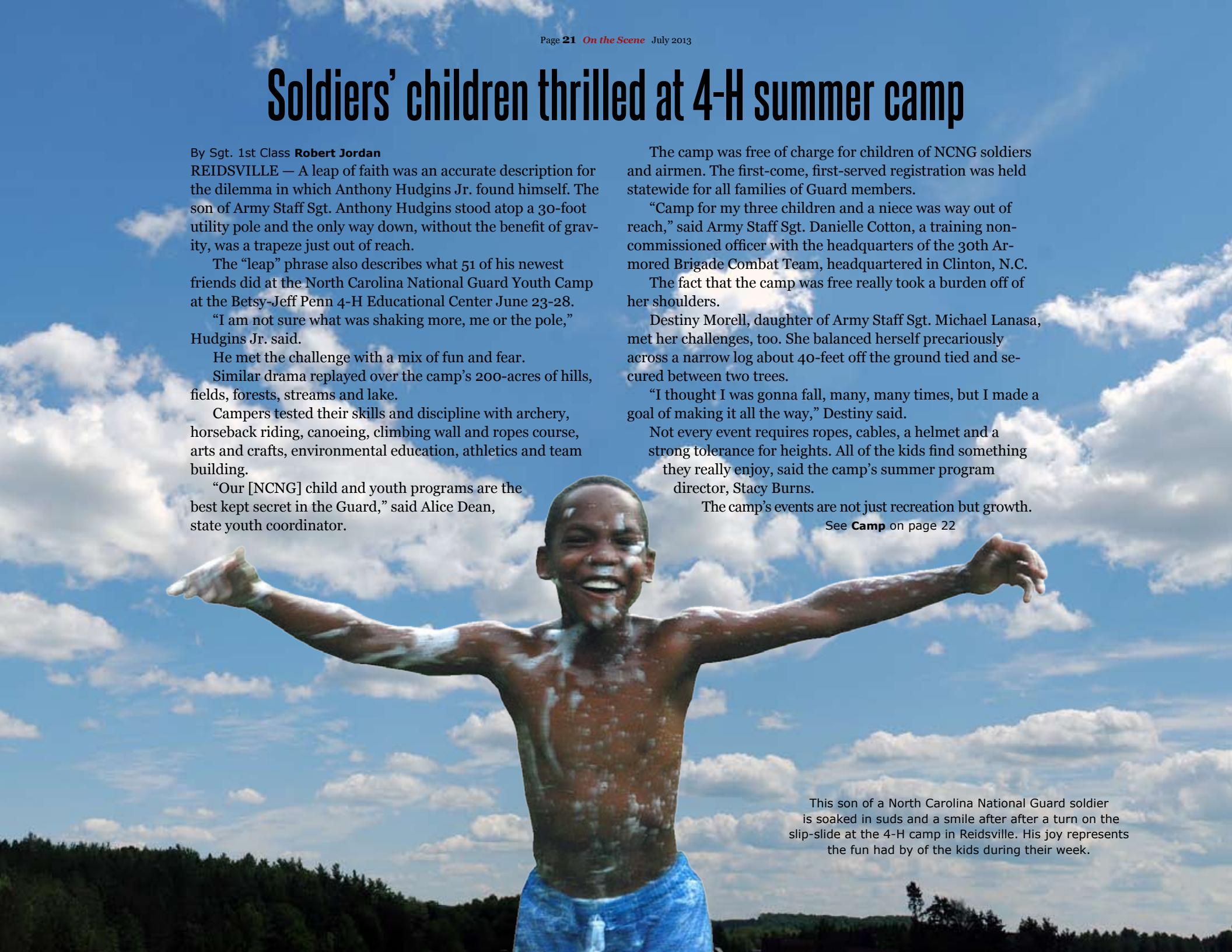
Destiny Morell, daughter of Army Staff Sgt. Michael Lanasa, met her challenges, too. She balanced herself precariously across a narrow log about 40-feet off the ground tied and secured between two trees.

"I thought I was gonna fall, many, many times, but I made a goal of making it all the way," Destiny said.

Not every event requires ropes, cables, a helmet and a strong tolerance for heights. All of the kids find something they really enjoy, said the camp's summer program director, Stacy Burns.

The camp's events are not just recreation but growth.

See **Camp** on page 22



This son of a North Carolina National Guard soldier is soaked in suds and a smile after after a turn on the slip-slide at the 4-H camp in Reidsville. His joy represents the fun had by of the kids during their week.

Guard drills rapid reaction techniques

CHARLOTTE — The North Carolina National Guard in mid-June conducted training to ensure the readiness of the state's ability to deploy its Rapid Reaction Force anywhere in North Carolina within 24 to 36 hours of a critical event.

The exercise was conducted in the Charlotte-Mecklenburg area at Camp Greene, in the vicinity of Charlotte Correctional Center, the Franklin Water Treatment Plant along Highway 16 and the Catawba River Pump Station at Mountain Island Lake.

The week-long event consisted of joint operations with civilian agencies such as the Charlotte-Mecklenburg Police Department, the Charlotte Fire Department, various public utilities and Mecklenburg County Emergency Services.

In crises, the response force may be ordered by the president of the United States or the governor of North Carolina to augment federal or state authorities in response to such actions as a known terrorist attack, civil unrest or a disaster, natural or man-made.

"The exercise was an opportunity for the North Carolina National Guard to highlight special skills that give us the ability to provide valuable support to our communities, throughout the state, during catastrophic homeland events," said Army Lt. Col. Robert Ezzell, NCNG Joint Operations Plans and Exercise director.

Locations for Rapid Reaction Force training are chosen at random, and this year's exercise was held in the Charlotte-Mecklenburg area in order to replicate a simulated attack on key infrastructure.

The training consisted of a wide variety of tasks that will ultimately provide critical support to local, state and national emergency response agencies. The exercise provided a realistic scenario for the NCNG to plan, execute and assess emergency response capabilities in a time-constrained environment that closely replicates real world events.

Above, National Guard soldiers stand firm against a simulated attempt to breech lines protecting critical public works.

Camp

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"They allow children to develop confidence and leadership," Burns said.

All good things come to an end and, after quite a week, the time to go home arrived. Children carrying sleeping bags, clothes and everything else needed for a week from home shuffled into the recreation hall.

The children's luggage lined the walls as they darted back and forth with pens in hand to sign each other's camp T-shirts. Hugs, handshakes, laughter and a few tears marked the parting of new friends as parents arrived.

"It felt like home," said the younger Hudgins.

Prison personnel learn from mass medical drill

Morrison Correctional Institution, a medium security prison in Richmond County, conducted a mass medical drill on June 14. Superintendent Peter Buchholtz said, "This was a valuable learning experience for staff and they performed extremely well." Capt. **Henry Nordan** and Nurse **Tommy Goodwin** developed and carried out the exercise with the most realism as possible. **Michael Scarboro**, assistant superintendent for custody and operations, said an important lesson learned in custody operations was maintaining facility security during response to an emergency. Overall, the drill went well, Scarboro said.

Forte

Fowler

New parole commissioners appointed

RALEIGH | The North Carolina Post-Release Supervision and Parole Commission has a new member — James Forte, former commissioner of the N.C. Department of Transportation's Division of Motor Vehicles.

Gov. Pat McCrory appointed Forte for a four-year term, to replace Derrick Wadsworth of Edenton. Commissioner Bill Fowler was reappointed.

The other two commissioners are Chair Paul Butler and Tony Rand.

The board decides conditions of post-release supervision and advises the governor on clemency cases.

Langston

DPS has new budget director

RALEIGH | **Darlene Langston** is the Department for Public Safety's new budget director.

She is responsible for developing and preparing the biennial and annual budgets, managing and executing the budgets and producing a variety of special reports and analyses.

A certified public accountant who has been an accountant at the department since 2012, Langston was previously a budget analyst in the former Department of Correction. She has worked in state government since 2000.

Butler

Executive officer named for Adult Correction

RALEIGH | **Gloria Butler** is the new executive officer for the Division of Adult Corrections, where she will lead employee relations efforts at one of the largest agencies in state government.

Since 2010, Butler has directed the Equal Employment Opportunity Office at the Department of Public Safety and previously at the Department of Correction. She has also served in employee relations positions at the Employment Security Commission, the Department of Health and Human Services and North Carolina State University.

Assistant director for Prisons named

Earp

RALEIGH | **Melissa B. Earp** is the new assistant director of Prisons for administrative services. She will manage the prison system budget and the fiscal staff who work in Prisons headquarters.

Earp is a 16-year corrections veteran who began her career as an office assistant. For the past 12 years, she has been the administrative services manager in the Piedmont Region Office, which oversees 12 state prison facilites.

Community Corrections names division administrators

Williams

Turner

Isaacs

RALEIGH | The Division of Adult Correction has named new leadership for its probation and parole operations in central and eastern North Carolina.

Kim Williams has been named administrator in Judicial Division 1, which covers 32 counties in eastern North Carolina. She will be assisted by **Thurman Turner**, who has been named assistant judicial division administrator.

Diane Isaacs will lead Judicial Division 2, which covers 21 counties, including the Triangle area and stretches north to Virginia and south to South Carolina.

Williams is a 26-year probation and parole veteran who moves to Judicial Division 1 after serving in the same capacity in Judicial Division 2. She previously served as assistant judicial district manager for Nash, Wilson Edgecombe and Pitt counties.

Turner has worked in probation and parole since 1990 and most recently served as Judicial District Manager for Craven, Carteret and Onslow counties. He has also served as a chief probation officer in Duplin and Pender counties.

Isaacs is a 31-year community corrections veteran who most recently served as deputy director of Community Corrections. She previously served as acting administrator and assistant administrator in Division 2. She has also managed probation operations in Wake County and in a district that covered Hoke and Scotland counties.

On The Scene
... is a newsletter for and about the employees of the Department Public Safety. We welcome your comments and suggestions.
Please contact the editor, George Dudley, at 919 733 5027 or at george.dudley@ncdps.gov.

Cook managing District 22 Community Correction operations

Cook

LEXINGTON | **Sherri Cook**, a 17-year probation veteran, has been named to manage Community Corrections District 22, which covers Davidson, Davie, Alexander and Iredell counties.

She manages 99 probation officers and support staff who supervise almost 5,000 offenders on probation, parole or post-release supervision in the four counties stretching from the Piedmont into the Foothills.

Cook most recently was a chief probation/parole officer in Forsyth County. She began her corrections career in 1996 as a probation officer in Davie County.

Multi-state operation targets U.S. Route 15

RALEIGH | The North Carolina State Highway Patrol and five other state police and highway patrol agencies enforced Operation Border to Border along approximately 791 miles of U.S. Route 15 in an effort to prevent traffic crashes along the heavily-traveled corridor.

The coordinated initiative resulted in 1,855 summonses and arrests among the six states. No traffic fatalities occurred during the three-day project, which began Friday, June 7.

Other states involved were Maryland, New York, Pennsylvania, South Carolina and Virginia. The troopers worked together conducting saturation patrols, sobriety checkpoints, commercial vehicle inspections and other enforcement initiatives to reduce traffic crashes and combat criminal behavior along this non-interstate highway. The north-south East Coast corridor is popular for passenger and commercial vehicles attempting to avoid congested interstates serving all six states, especially during the summer travel season.

Operation Border to Border targeted 158 miles in North Carolina, where 48 summonses were issued, including two drug arrests.

Troopers inspect 500 commercial vehicles

RALEIGH |The Highway Patrol completed its Operation Road Watch campaign after a two-day intensive enforcement effort on I-95 in Nash County. During the two-day event, Troopers concentrated on commercial motor vehicle violations as well as focused their attention on motorists who were driving aggressively around big trucks, speeding, tailgating and driving aggressively.

Established in 2007, Operation Road Watch was designed to improve commercial motor vehicle safety as well as the efficiency of commercial vehicle operations. More importantly, the ultimate goal was to reduce injuries and fatalities on North Carolina highways by reducing the number of serious collisions between motorists and commercial motor vehicles and relieving the significant congestion that these collisions can cause.

In 2012, troopers investigated 5,230 crashes involving motor carrier vehicles statewide. From these, 88 collisions resulted in fatalities and over 1,400 injury collisions. Busy Interstate 95 has a high volume of commercial motor vehicle traffic.

During the two-day campaign, Troopers inspected 500 commercial motor vehicles. In addition, Troopers discovered 153 driver violations, resulting in 25 drivers being placed "out of service." More importantly, Troopers discovered 448 vehicle equipment violations and assessed more than 626,000 overweight poundages associated with these vehicles.

Although Operation Road Watch has ended in Nash County, it will continue to be implemented in various locations across the state throughout the year.

Honor student

Charles Snuggs of Brown Creek Correctional Institution recently graduated with honors from the Division of Adult Correction's Basic Correctional Officer school.

2-county drug operation nets 67 arrests

RALEIGH | Members of the Department of Public Safety's law enforcement and correction teams participated in a joint operation in Washington and Martin counties, where 67 suspects were arrested and taken to jail on drug and drug trafficking charges.

The arrests followed multiple investigations conducted during the past year. Charges included the manufacture, sale or delivery of cocaine, opium, prescription pills and marijuana. Two were charged with the manufacture, sale or delivery of controlled substances within 1,000 feet of a school.

"This was one of the largest drug operations in the two counties' history," said DPS Secretary **Kieran Shanahan**. "I applaud this team effort and the hard work that went into identifying the alleged drug dealers. These kinds of consolidated operations are critical to improving the quality of life for all North Carolinians."

Alcohol Law Enforcement special agents, State Highway Patrol troopers and Adult Correction dog handlers joined with members of the U.S. Marshal Service, the Martin and Washington county sheriff's offices, the Williamston and Plymouth police departments and the State Bureau of Investigation on the June 11-12 operation.

Greg Baker, director of North Carolina's Alcohol Law Enforcement Division, watched as the suspects were arrested and booked and said, "It's really been a team effort, and we at ALE are honored to be a part of that team. This multi-agency enforcement operation epitomizes ALE's focus on Community Impact investigations."

Special agents from the Wilmington, New Hanover County, Elizabeth City and Wake County ALE district offices participated in the Washington-Martin operation.

PROMOTIONS

In June unless indicated otherwise.

Administration

Name, new job title, location

Evelyn Austin, accounting clerk V, Controller - Accounts Payable
Mark Beasley, facility maintenance supervisor II, Engineering
Wade Champion, maintenance mechanic IV, Central Region Maintenance Yard
Christopher Dombek, radio engineer I, Purchasing & Logistics Administration
Steven Downey, facility maintenance supervisor II, Western Region Maintenance Yard
Bruce Hatchett, facility maintenance supervisor IV, Piedmont Region Maintenance Yard
Chad Roberts, business and technology application specialist, IT - Applications
Julie Weaks, accounting clerk IV, Controller - Accounts Payable

Adult Correction

Lisa Bailey, administrative assistant I, Enterprise Customer Service
Charlene Battle, assistant unit manager, Nash Correctional Institution
JoAnn Blyther, probation/parole officer, Community Corrections (Comm Corr) District 16
Matthew Boone, sergeant, Lanesboro Correctional Institution (CI)
Joseph Burleson, probation/parole officer, Comm Corr District 20
Nerissa Burnett, probation/parole officer, Comm Corr District 20
Bruce Campbell, sergeant, Neuse CI
Karen Cannon, accounting technician, Lanesboro CI
Jermaine Clark, sergeant, Central Prison
Daniel Clay, food service officer, Tillery Correctional Center (CC)
James Copley, supervisor III, Correction Enterprises Sign Plant
Dawn Cox, sergeant, Fountain CC for Women
Joseph Daughtridge, sergeant, Nash CI
Hurusha Davis, assistant unit manager, Lanesboro CI
Imelda Dominado, professional nurse, Central Prison
Claretha Edwards, programs supervisor, Caledonia CI
Rodrigo Estanol, probation/parole officer, Comm Corr District 14
Iantha Everett, senior case analyst, Craven CI
Volney Freeman, lieutenant, Central Prison
Van Frizzelle, programs director III, Prisons Administration - Programs
Michael Gibbs, assistant unit manager, Pamlico CI
Steven Glover, lieutenant, Fountain CCW
Michael Godette, sergeant, Carteret CC
Ann Guy, manager III, Enterprise Quick Copy
Rodney Hicks, lead correctional officer, Warren CI
Lorraine Hollins, lieutenant, Bertie CI
Nina Hooks, substance abuse councelor advanced, Comm Corr - Wayne Substance Abuse Program
Fontella Humphrey, assistant correctional superintendent for programs I, Fountain CC for Women
Elaine Hunt, probation/parole officer, Comm Corr District 8
Larry Kimrey, lead correctional officer, Albemarle CI
Kenneth Lassiter, administrator II, Central Region Office
Victor Locklear, inmate disciplinary hearing officer, Prisons Administration - Administrative Services
William Manzola, correctional sergeant, Central Prison
Courtney McCall, substance abuse program administrator, Comm Corr - Black Mountain Substance Abuse Program
William Moss, chief probation/parole officer, Comm Corr, District 1
Randy Mull, inmate disciplinary hearing officer, Prisons Administration - Administrative Services
Thomas Mullins, sergeant, Albemarle CI
Robert Norvell, assistant superintendent for custody & operations III, Pender CI
Laportia O'Neal, sergeant, Raleigh CCW
Vickie Pagano, substance abuse councelor-advanced, Comm Corr - Black Mountain Substance Abuse Program
Sara Pearson, sergeant, Warren CI
Ronald Perry, captain, Bertie CI
Eric Presnell, probation/parole officer, Comm Corr District 23
Cassandra Ragler, lieutenant, Central Prison
Cardell Ramsey, food service officer, Wake CC
Lisa Rollison, probation/parole officer, Comm Corr District 5
Ashley Slade, probation/parole officer, Comm Corr District 14-B
Terry Smith, sergeant, Hyde CI
Ijeoma Sonny Echendu, professional nurse, Central Prison
Candace Spencer, sergeant, Hyde CI
Earl Stroughton, substance abuse councelor advanced, Comm Corr - Western District
Alcille Vaughan, programs director I, Odom CI

Juvenile Justice

Mary Burke, administrative services assistant V, Alexander Juvenile Detention Center
John Cantrell, dentention director, Buncombe Regional Juvenile Detention Center
Brandon Collins, juvenile court counselor supervisor, Juvenile Justice District 25
Tasha Jones, chief court counselor II, Juvenile Justice District 14
Traci Marchand, human services planner/evaluator IV, Court Services
Victor Young, youth services behavioral specialist, Lenoir Youth Development Center

See **Promotions** on page 27

Promotions from page 26

Law Enforcement

Gary A. Bell, deputy commander (March), State Highway Patrol Commander's Office, Raleigh
Jamie E. Blanks, captain (April), SHP Technical Services Unit, Raleigh
Stephen M. Briggs, major (April), SHP Field & Special Operations, Raleigh
Richard S. Byers, first sergeant (April), SHP Troop G-5, Waynesville
Billy T. Clayton II, lieutenant colonel (March), SHP Commander's Office, Raleigh
Don L. Cole, captain (April), SHP ISAAC, Raleigh
Samuel H. Collins, captain (April), SHP Troop C, Raleigh
Andrew C. Combs, captain (April), SHP Inspections and Accreditation, Raleigh
Joseph A. Cotton, captain (April), SHP Internal Affairs, Raleigh
William D. Ezzell, sergeant (April), SHP Troop F-4, Statesville
David B. Finch, sergeant (April), SHP Troop C-1, Tarboro
Victor G. Gammons, sergeant (April), SHP Troop F-3, Boone
Ira O. Grady, lieutenant (April), SHP Troop B, Fayetteville
James F. Hinson, sergeant (April), SHP Troop H-6, Aberdeen
Eric L. Hunt, sergeant (April), SHP Troop C-7, Durham
Freddie L. Johnson Jr., captain (April), SHP Field Operations, Raleigh
Ken D. Kubas, captain (April), SHP Troop G HQ, Asheville
James C. Manning, sergeant (April), SHP Troop C-3, Raleigh
Terra R. Miller, sergeant (April), SHP Troop F-9, Conover
Glenn M. Powell, first sergeant (April), SHP Executive Protection, Raleigh
Jack E. Reid, sergeant (April), SHP Troop E-1, Lexington
Scott S. Richardson, sergeant (April), SHP Troop H-1, Gastonia
Patrick M. Sanders, sergeant (April), SHP Troop H-3, Monroe
David S. Smith, sergeant (April), SHP Troop C-1, Rocky Mount
Ronald C. Smith, sergeant (April), SHP Troop F-4, Statesville
Zebulon D. Stroup, sergeant (April), SHP Troop F-4, Statesville
Eric L. Thompson, first sergeant (April), SHP Troop C-4, Henderson
Terry L. Troutman, sergeant (April), SHP Troop E-1, Lexington
Robert V. West, major (April), SHP Support Services, Raleigh
Mitchell W. Whitener, sergeant (April), SHP Troop E-5, Mount Airy
Darren B. Wright, first sergeant (April), SHP Troop A-3, Elizabeth City
Anthony C. Yaczko, radio engineer 2 (April), SHP, Raleigh

PASSING

Lisa Savage, correctional officer, Sampson CI, 7y2m

RETIREMENTS

In June unless indicated otherwise.
Service expressed in years (y) and months (m).

Administration

Employee's name, job title, location, effective date, length of service
Cindy Childress, long distance truck driver, Purchasing & Logistics, 28y11m

Adult Correction

James Adams, assistant unit manager, Eastern Correctional Institution, 30y7m
Jeanette Aldridge, administrative secretary I, Lanesboro CI, 34y10m
Joseph Ambrose, probation/parole officer, Comm Corr District 19A, 28y9m
Gary Applewhite, dentist II, Piedmont CI, 30y
Jesse Arnold, correctional officer, Caledonia CI, 10y5m
James Billings, correctional officer, Western Youth Institution, 8y
Tammy Braswell, administrative officer II, Comm Corr, 29y8m
Allen Deberry, correctional officer, Odom CI, 24y4m
Brady Hamilton, correctional officer, Piedmont CI, 33y1m
Joel Herron, chief of security, Adult Correction - Security, 29y4m
James Horton, probation/parole officer, Comm Corr District 07, 20y7m
Kenneth Johnson, supervisor I, Correction Enterprises Quick Copy, 28y7m
Donald Keisler, correctional officer, Scotland CI, 8y
William Kirby, correctional officer, Central Prison, 27y6m
Jackie Kornegay, correctional officer, Tabor CI, 5y4m
Ricky Lail, facility maintenance supervisor IV, Craven CI, 16y3m
Wanda Langston, food service officer, Adult Correction - Food Services, 23y
Vaughn Loftis, correctional officer, Davidson CC, 16y10m
Elsie Lovero, community employment program coordinator I, Pender CI, 6y9m
Bernice McAtee, office assistant III, Community Corrections District 05, 5y7m
Brenda McGilvary, food service manager I, Morrison CI, 18y10m
Earl Murphy, case analyst, Craven CI, 10y3m
William Nowell, assistant superintendent for custody & operations II, Neuse CI, 30y4m
Nancy Parker, administrative officer II, Hoke CI, 23y10m
Keith Parrish, correctional officer, Odom CI, 29y
Willie Robinson, correctional officer, Dan River Prison Work Farm, 7y3m
Robert Singeltary, correctional officer, Bladen CC, 18y11m
Norman Steele, correctional officer, Harnett CI, 16y8m
Barbara Summers, correctional officer, Piedmont CI, 7y6m
Linda Swain, professional nurse, Tyrrell PWF, 6y5m
Earl Swisher, correctional officer, Tyrrell PWF, 20y7m
Johnny Taylor, correctional officer, Eastern CI, 30y4m

See **Retirements** on page 28

Retirements from page 27

James Watson, substance abuse councelor advanced, Morrison CI, 16y6m
John Westbrook, supervisor II, Correction Enterprises Paint Plant, 22y4m
Elizabeth Whitson, correctional officer, Avery/Mitchell CI, 14y3m
Debra Wright, judicial services coordinator, Comm Corr District 25, 32y8m
Terry Wyatt, captain, Lanesboro CI, 21y10m

Emergency Management

Stephen Payne, emergency management planner II, Radiological Emergency Preparedness, 15y

Juvenile Justice

Deborah Culler, office assistant IV, Piedmont Region, District 18, 34y2m
Judy Stephens, human services planner/evaluator IV, Court Services, 33y

Law Enforcement

Daniel W. Andrews, sergeant (April), SHP Special Operations-Aviation, Asheville, 27y8m
Raymond B. Battle, Jr., master trooper (May), SHP Troop B-5, Elizabethtown, 23y5m
Thomas D. Brewer, sergeant (June), SHP Troop F-5, Hickory, 23y6m
Gregory D. Christopher, lieutenant (May), SHP Troop Troop G, Asheville, 27y4m
Jeffrey A. Cloud, master trooper (April), SHP Troop G-3, Hendersonville, 27y3m
Jayson J. Collins, sergeant (May), SHP Troop A-5, Greenville, 26y7m
Talmadge D. Frye, sergeant (June), SHP Troop D-6, Asheboro, 18y9m
Mark J. Galyean, master trooper (April), SHP Troop G-4, Asheville, 28y9m
Rebekah P. Glover, processing unit supervisor 5, SHP Motor Carrier Enforcement, 7y
Jack S. Hardison Jr., lieutenant (June), SHP Troop Troop A, Greenville, 27y5m
Robert P. Hargrove, first sergeant (April), SHP Troop C-4, Henderson, 24y5m
Anthony A. Hawkins, master trooper (April), SHP Troop G-6, Franklin, 17y4m
Barry K. Henline, sergeant (June), SHP Training Academy, Raleigh, 17y6m
Michael S. Lanier, sergeant (May), SHP Troop H-9, Charlotte, 25y5m
Wallton D. McMillan, master trooper (June), SHP Troop D-9, Hillsborough, 25y
Kenneth A. Morgan, master trooper (June), SHP Special Operations-Aviation, Asheville, 28y11m
Jonathan S. Morrison, master trooper (June), SHP Special Operations-Aviation, Salisbury, 27y10m
Julian F. Pierce, mechanic supervisor 2, SHP Troop A Garage, Greenville, 27y9m
Herbert G. Tucker Jr., sergeant (May), Special Operations, Cary, 28y
George F. Wilkerson, master trooper (April), SHP Troop A-5, Greenville, 27y8m
Avery C. Williams, master trooper (June), SHP Troop E-9, Mount Airy, 21y7m
Gary W. Williams, master trooper (May), SHP Troop D-5, Burlington, 28y

SECURITY SENSE: Guard your laptop on-the-go

Laptop computers allow you to be productive no matter where you are — but they also introduce a new element of risk into business travel. Think about the sensitive information, both your own and your employer's, that resides on your portable PC

These tips will help safeguard all that precious data:

- Before traveling, check with your manager or IT security group to learn your company's policies regarding what information you may take outside the office. After a string of embarrassing breaches in which customer information was put at risk, many organizations have tightened up their rules.
- Don't use a dedicated laptop bag, as it makes you a target for thieves. Experts recommend a more general shoulder bag instead.
- Don't set your laptop bag on the floor in airports or conference centers; this opens you up to "snatch-and-dash" attacks. If you must put down the bag, put your leg through its strap.
- Never leave a laptop in a visible area of a parked car. Instead, put the PC in the trunk.
- Try not to leave your computer in your hotel room. These rooms should never be considered secure; too many staffers have keys. If you must leave your laptop unattended in a hotel, consider attaching it to a heavy piece of furniture with a security cable.
- When you connect to the company network, do so securely. Many companies offer a virtual private network (VPN); if yours does, use it.
- Never transmit sensitive data over Wi-Fi hotspots found in coffee shops or airports. These networks are magnets for hackers and spies.