



# The CCPS All-Points Bulletin

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

*September 2011*

## Message from the Secretary



Combining three departments with unique responsibilities is a challenge, but one we are committed to seeing through.

On Jan. 1, 2012, the departments of Crime Control and Public Safety, Correction and Juvenile Justice and Delinquency Prevention will be consolidated into one. The new Department of Public Safety will be the largest state agency with 27,000 employees.

Throughout the 200-year history of state government, fundamental services to the public have evolved with the times. Agencies have been added, eliminated or combined to keep abreast of changes and needs.

For example, the Government Reorganization Act of 1973 created the Department of Social Rehabilitation and Control which included prisons, probation and parole and juvenile facilities, and it was renamed a year later as the current Department of Correction. During that same reorganization, the Butner Municipal Committee, now Butner Public Safety, was formed to advise the secretary of Human Resources in governing the town.

The first statewide system of juvenile services was created in the late 1970s and located in the Juvenile Services Division of the Administrative Office of the Courts. It became its own department in 2000.

The Emergency Management Act of 1977 created the Division of Emergency Management, and that same year, the Division of Alcohol Law Enforcement came out of the ABC Commission. Both agencies, along with the N.C. National Guard, the State Highway Patrol and the Governor's Crime Commission comprised the new Department of Crime Control and Public Safety in 1977.

State government agencies will continue to change as technology improves services and new methods are adopted. We have taken the first steps in forming the leadership team, managers who are taking on the new challenges.

Let me assure you that we are working to make this re-organization as seamless as possible. Along the course of this process, we will keep you informed of the changes that are being implemented. I know the good work each of you do, and your service is invaluable to the overall mission of public safety. Thank you for your patience as we undergo this transformation.

*Reuben Young*

## **Congratulations!**



*The following employees were promoted:*

State Highway Patrol: **Nathan Jackson** and **John Swinney**

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

### 35 years

State Highway Patrol: **Walter Bridges** and **Michael Everette**

### 25 years

State Highway Patrol:

**Gary Bell, Stephen Briggs, Cary Cain, Alvin Coley, Jayson Collins, Gary Franks, Scott Green, Steven Greene, Mark Helms, Kevin Hennelly, Michael Henry, Donald Johnson, Joseph Kaylor, Steven Lockhart, William Maness, James Misenheimer, Charles Olive, Stephen O'Shields, Nebbie Satterfield, Timothy Simmons, Keith Sumner and James Williamson**

### 20 years

Alcohol Law Enforcement: **Thomas Quick**

State Highway Patrol: **Richard Jones**



## ***Comings and Goings***



*Welcome to our new employees:*

Alcohol Law Enforcement: **Rebecca Best**  
Emergency Management: **Brian Falconer** and **Maureen O'Shea**  
N.C. National Guard: **Thomas Nichols** and **John Weathington**

*Best wishes to our recent retirees:*

Butner Public Safety: **Brandon Lemons**  
N.C. National Guard: **Roland Myrick**  
State Capitol Police: **James George**  
State Highway Patrol: **Gary Franks, Rockland Gasaway, Ronald Jarman, Roland King, Arthur Whitaker, Kenny Wood** and **Ricky Phillips**

### ***Janice Carmichael Elected to National Victims Board***

Janice Carmichael, director of the N.C. Victims Compensation Division, was elected Sept. 20 to the National Association of Crime Victims Conference's board of directors. This will be Carmichael's second election to a three-year term on the national board.

"The members' vote recognizes Janice's continued commitment to victims everywhere," said Reuben Young, secretary of the N.C. Department of Crime Control and Public Safety. "In North Carolina, she has achieved significant legislative changes for victims during her tenure, and based on her past performance, she will serve this national board with distinction."

In 2003, the state appropriation for compensating victims of violent crime was \$1.5 million. Today, it is \$6.2 million. Under Carmichael's leadership, the processing time for claims has been reduced from as much as one and a half years to the current two to four months. In addition, funeral expenses for families of victims have increased from \$3,500 to \$5,000. This year, VCS awarded more than \$10.2 million to victims of crime committed in North Carolina.



Carmichael will join representatives from California, Texas, Utah, Idaho, Florida, Oregon, Maine, West Virginia, Washington, D.C., Nevada and Kentucky on the national board.

## ***New Look to CCPS Website!***

**By Glenn Mack  
Chief Information Officer  
CCPS Information Technology Section**



I am pleased to announce the launch of the department's new website at <http://www.nccrimecontrol.org>, a web portal devoted to news, information and employee resources. This was a joint effort (and hard work) by members of the talented Public Affairs Office and creative development staff in the Information Technology group. The goal is to provide our employees, citizens and visitors with a user-friendly site that is informative and helpful.

We continually strive to add timely information and new features to update you with the latest events and news for North Carolina and Crime Control and Public Safety. I invite you to visit our new website and hope that you like it. Let us know what you think.....

This article would not be complete without mentioning who was behind this successful launch - participating members were: Ernie Seneca, Patty McQuillan, Kathy Mason from PAO along with Lee Queen and Greg Jones from IT. Should you need any updates or edits made to a page, please contact Patty McQuillan or Kathy Mason at (919)733-5027.

A screenshot of the North Carolina Department of Crime Control & Public Safety website. The header features the department's logo and name, along with navigation links for Home, Contact Us, Directory, Site Map, and Jobs. A search bar is also present. Below the header is a red navigation bar with links for For Citizens, Our Divisions, For Employees, Feature Stories, News Releases, and Hurricane Irene. The main content area includes a large photo of Janice Carmichael, a woman sitting at a desk, and a news section with several articles. The footer contains a 'Our Divisions' section with icons for Alcohol Law Enforcement, Bulmer Public Safety, Civil Air Patrol, Emergency Management, Governor's Crime Commission, I/C National Guard, State Capitol Police, NC State Highway Patrol, and Victim's Compensation. The bottom of the page has a red bar with copyright information and various links.

## ***Make this your homepage!***

Many CCPS employees use the bookmarks page as their home page. However, CCPS's home page will keep you up-to-date on the latest CCPS news.

If you'd like to make this page your homepage, follow these easy steps:

1. Go to the CCPS homepage (if you are on the bookmarks page, just hit home)
2. Go to Tools
3. Go to Internet Options
4. Click, "Use Current."

If you have any news you would like posted to the CCPS website, you can e-mail [eseneca@nccrimecontrol.org](mailto:eseneca@nccrimecontrol.org) or [pmcquillan@nccrimecontrol.org](mailto:pmcquillan@nccrimecontrol.org).

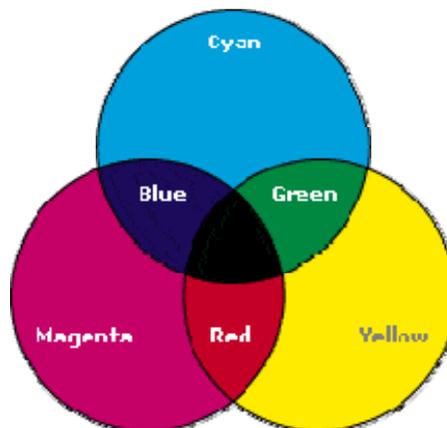


*– By Kathy Mason, CCPS Graphic Designer*

### **Re-cap from July:**

We discussed one of the two main color modes in desktop publishing, **RGB** (Red-Green-Blue), which is used for computer monitors and other electronic displays. The RGB mode uses combinations of only three colors of **light** to produce any color of the rainbow. Now, let's talk about CMYK color...

Remember this chart?



## CMYK or "Process Color"

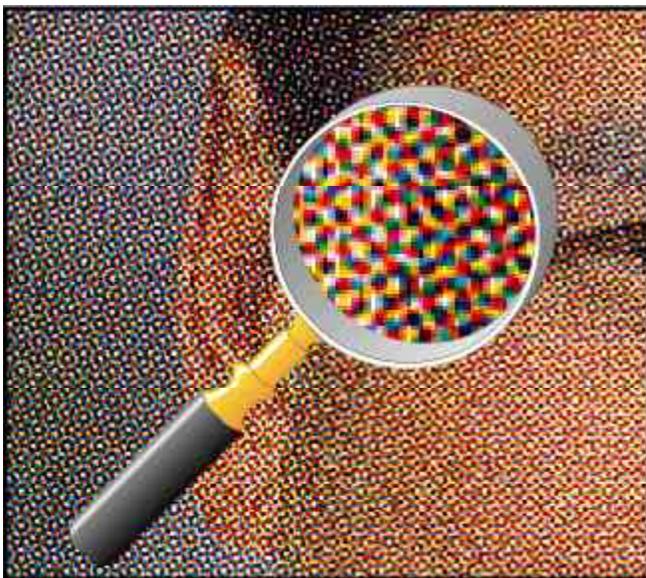
Think about the cartridges in your inkjet printer. You may have noticed most color printers only have four colors of ink or toner. This is because it only takes these four colors of ink to produce all of the colors you see on a printed page! That's pretty incredible — you can reproduce thousands of colors using only four inks!

The **CMYK** color model uses the primary colors of cyan, magenta and yellow. When cyan, magenta and yellow inks are combined they form black — in theory at least. However, because of the impurities in ink, when cyan, magenta and yellow inks are combined they produce a muddy brown color. Black ink is added to compensate for these impurities and to add sharpness.

So, why is it called CMYK, you ask? Well, the first three letters are obvious. The K came from the printing profession, where press operators use black as the "Key" color to register, or position, the other colors while running the paper through the press. The letter K also keeps black from being confused with Blue, as in RGB. Get it?

The CMYK printing method is also known as "four-color process" or simply "process" color among commercial printing companies. All of the colors in the printable portion of the color spectrum can be achieved by overlapping "tints" of cyan, magenta, yellow and black inks. A tint is a screen of tiny dots appearing as a percentage of a solid color. When various tints of the four colors are printed in overlapping patterns it gives the illusion of continuous tones – like a photograph.

This illustration shows what the colored dots of a printed photograph look like under a magnifying glass:



***NEXT COLUMN:  
Putting the Pieces Together***

# Employee Spotlight

A retired Army lieutenant colonel, **Dr. John Shaw** provides a welcome cohesiveness to operational needs at the N.C. National Guard's headquarters in Raleigh. Shaw, who is a civilian employee, is the executive officer to the head of NCNG's Operations Directorate, Col. Mark Nelson.

During his lengthy Army career, Shaw jumped out of airplanes, taught military history at West Point, authored a book, and wrote speeches for the Secretary of the Army.

Shaw has been with the NCNG since 2005, overseeing 19 federal, eight state and eight contract employees. He manages NCNG's two state training sites, at Camp Butner and Ft. Fisher, and helps NCNG soldiers who are seeking one-year assignments at the National Guard's headquarters in Arlington, Va., and elsewhere. He also works on special projects, such as directing NCNG's annual leader conference and coordinating the 45-person Operations Directorate's move to the NCNG's new headquarters.



"John is a very dedicated employee that is mission-oriented, a true asset to the Guard," said Col. Nelson. "We've really enjoyed working with him."

The Guard is typical of the military with frequent staff turnover. After six years on the job, Shaw has become a go-to person for many guardsmen in the field who have questions.

"I feel like I can help people," Shaw said. "I try to take care of the small stuff, so the operations boss can focus on the big things."

Born in Greensboro, Shaw moved with his family to Charlotte when he was 11 years old. He studied hard. "It was a grind," Shaw admits, "but it helped me get into Davidson College and also get an Army scholarship." During freshman orientation he signed up for the Army Reserve Officer Training Corps, and excelled.

Shaw became a career Army officer, starting in 1982 and ending with his retirement in 2005. After finishing artillery school at Ft. Sill, Okla., and Ranger School at Ft. Benning, Ga., he spent three years in Germany in the 1st Armored Division. He returned to Ft. Sill for his artillery captain's training, then served at Ft. Hood, Texas with the 1st Cavalry Division.

Shaw spent two years at graduate school at the University of Kentucky before going to West Point, where he taught military history for four years.

While at West Point, he finished his doctorate, writing his dissertation on the Vietnam War. He also met his future wife, Dot, another Army officer, who was teaching chemistry at the academy.

Shaw spent two years at Ft. Bragg before being assigned to the Pentagon as a staff officer in the Army installation management office. He said working in Washington was an eye-opener. He had overseen a \$400,000 training budget while at Ft. Bragg; in comparison, the Army had \$11 billion to run its bases worldwide. "It was a different ballgame," Shaw said. He worked at the Pentagon from 1997 to 2000; two of his colleagues were secretaries who later died in the terrorist attack on the Pentagon in 2001.

Shaw next taught military history at the Air Force Academy in Colorado as an Army exchange officer. During his time at the two academies he taught about 1,000 cadets classes in modern U.S. warfare, with particular focus on Vietnam and guerrilla warfare, his area of expertise.

In 2003, he returned to the Pentagon as a military assistant and speechwriter to the secretary of the Army.

"Working in the secretary's office was extremely educational, but it was tough," Shaw said. He was working 15 hours a day with two young sons at home he wanted to see.

His wife retired as an Army lieutenant colonel in 1999, and he did the same a few years later. They decided to settle back in North Carolina for its overall quality of life. After they moved to the western edge of Wake County, Shaw took the job with the NCNG in Raleigh.

In 2005, the same year he started working for the Guard, Shaw's book, *The Cambodian Campaign*, was published by the University of Kansas Press. It was one of the Military Book Club's main selections, also receiving the Army Historical Foundation's Distinguished Writing Award.

Other accomplishments include his 2009 graduation from the state's Certified Public Manager Program and receiving the N.C. Civilian Meritorious Service Award for his work at the Guard. While in the Army, Shaw was awarded the Legion of Merit and the Defense and Army Meritorious Service Medals, and earned the Ranger Tab.

Shaw is now an assistant scoutmaster for a Boy Scout troop in Cary. He regularly accompanies the boys on camping trips and mentors those older Scouts working on their Eagle Scout rank. Shaw himself is an Eagle Scout as is his oldest son, Douglas, who is in the 11th grade. His youngest son, Andrew, is in the 7th grade and working

towards his Eagle rank. Having moved so often in their military careers, they are happy to have a permanent home and be part of the community.

As for his service with CCPS and the NCNG, Shaw said, "If I didn't enjoy the people I work with, I wouldn't be here."

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