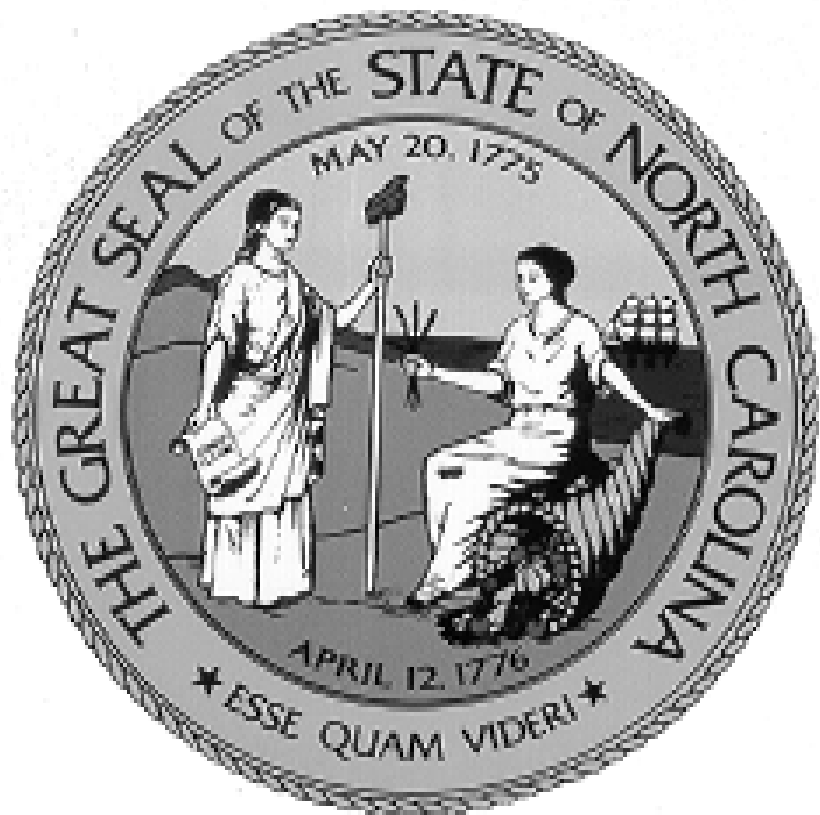


NORTH CAROLINA DEPARTMENT OF CORRECTION



ANNUAL REPORT

Fiscal Year 2000-2001

THE MISSION OF THE NORTH CAROLINA
DEPARTMENT OF CORRECTION IS TO PROMOTE
PUBLIC SAFETY BY THE ADMINISTRATION OF A FAIR
AND HUMANE SYSTEM WHICH PROVIDES
REASONABLE OPPORTUNITIES FOR ADJUDICATED
OFFENDERS TO DEVELOP
PROGRESSIVELY RESPONSIBLE BEHAVIOR.

Fiscal Year 2000-2001

DEPARTMENT OF CORRECTION ANNUAL REPORT

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MESSAGE FROM THE GOVERNOR

MICHAEL F. EASLEY



I am pleased to join Secretary Theodis Beck in presenting the Department of Correction's Annual Report for the 2000-2001 fiscal year. As the report indicates, the Department has implemented a number of significant measures to ensure public safety and to assist inmates to become productive citizens.

During the past year, the state of North Carolina has faced growing budget deficits that require all facets of state government to operate more efficiently. The Department has been forced to manage a rising inmate population with fewer financial resources. The Department is reducing costs, improving security and implementing innovative programs to better prepare inmates for a successful transition back into the community.

Under Secretary Beck's leadership, the Department has improved its efficiency, while maintaining the highest level of public safety and security. I hope that this report provides the citizens of North Carolina with insight into the Department's goals, responsibilities and contributions.

MESSAGE FROM THE SECRETARY

THEODIS BECK

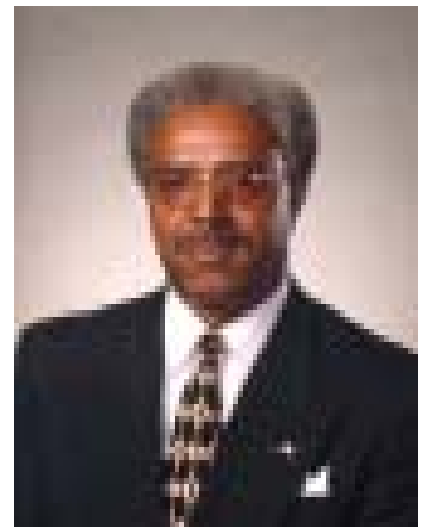
I am pleased to share with you the Department of Correction's Annual Report detailing our activities and accomplishments during the 2000-2001 fiscal year. This report sets forth the significant efforts we have made to protect the public, put inmates to work and provide offenders with the skills they need to become productive citizens.

The Department of Correction has responsibility for approximately 32,000 inmates, 112,000 probationers and 3,000 parolees and post-release offenders. Many of these offenders share common challenges, such as a lack of education, a lack of job skills and/or an addiction to drugs or alcohol. If they are to re-establish themselves as responsible citizens in our communities upon release from supervision, the Department of Correction must meet these challenges head-on.

During the 2000-2001 fiscal year, we did just that. We placed more than 4,000 inmates in academic or vocational schools, with 2,000 inmates receiving GEDs. We put more than 2,000 inmates to work in prison industries that earned more than \$72 million in revenue, while at the same time providing meaningful job experiences for the inmates. We continued to offer a wide range of treatment and recovery services to inmates, probationers and parolees who struggle with chemical addiction.

Our efforts helped offenders develop the skills and experience they need to become responsible, law-abiding citizens when they leave our custody and supervision. Our efforts reduced the likelihood that an offender will return to prison after his release. Our efforts contributed to the safety of offenders, Department of Correction employees and all of the citizens of North Carolina.

I am proud of the work that the men and women of the Department of Correction have accomplished this year. We look forward to continuing to provide a distinguished level of public service to all the citizens of North Carolina.



About the DEPARTMENT OF CORRECTION

The Department of Correction is charged with the supervision and rehabilitation of convicted adult offenders. Its primary goals are to provide an appropriate level of supervision to ensure public safety, to put inmates to work and to give offenders the tools they need to become productive, law-abiding citizens.

The Department is comprised of four major divisions interacting directly with offenders and the public, as well as a large number of administrative support sections that operate directly under the auspices of the management of the Department of Correction. The major divisions are the Division of Prisons, the Division of Community Corrections, Correction Enterprises and the Division of Alcoholism and Chemical Dependency Programs.

The Division of Prisons has responsibility for incarcerating more than 32,000 inmates in 76 prison facilities across the state. The division has complete responsibility for housing, food, medical services and rehabilitative programs for this large population, as well as administering the state's death penalty.



The Division of Community Corrections supervises offenders in the community, either probationers whose active sentences have been suspended, or parolees and post-release offenders who have served a prison sentence and are being reintegrated into the community. The division supervises more than 112,000 probationers and more than 3,000 parolees and post-release offenders. More than 2,000 field officers provide control, supervision and treatment management to offenders.

Correction Enterprises produces goods and services,



including office furniture, road signs, paint and laundry for state

agencies and nonprofit organizations. It provides meaningful training and work experiences to inmates while offering quality goods and services to tax-supported entities at a saving to the taxpayers. Correction Enterprises receives no support from state budget allocations and, like a business, is totally supported through the goods and services it produces and sells.

The Division of Alcoholism and Chemical Dependency Programs provides treatment services to inmates, probationers and parolees. The majority of the division's program offerings are 35-day residential programs based on the 12-Step Recovery model.

In addition to the four major divisions, the Department has auxiliary support sections that serve all divisions of the Department of Correction. These sections operate under the Department of Correction's central administration.

DEPARTMENT OF CORRECTION OFFICIALS

Theodis Beck, Secretary
 Dan Stieneke, Chief Deputy Secretary
 Fred Aikens, Deputy Secretary
 Tracy Little, Deputy Secretary
 Lattie Baker, Assistant Secretary
 Lavee Hamer, Assistant Secretary/General Counsel
 Lynn Phillips, Assistant Secretary
 Boyd Bennett, Director, Division of Prisons
 Robert Lee Guy, Director, Division of Community Corrections
 Jim Godwin, Director, Correction Enterprises



Theodis Beck, Secretary

DEPUTY SECRETARIES



Dan Stieneke



Fred Aikens



Tracy Little

ASSISTANT SECRETARIES



Lattie Baker



Lavee Hamer



Lynn Phillips

DIVISION DIRECTORS



*Boyd Bennett
Division of Prisons*



*Jim Godwin
Correction
Enterprises*



*Robert Lee Guy
Division of Community
Corrections*

A History of the **Department of Correction**



Milestones in Department of Correction History

1868

In 1868, North Carolina adopted a new state constitution that provided for the construction of a penitentiary. Inmates began building Central Prison in 1870 and moved into the completed castle-like structure in December 1884.

1901

In 1901, the Good Roads Policy initiated the use of inmate labor to build the state's roads. Horse-drawn prison cages that moved from one work site to the next housed the inmates.

1910

In 1910, the incentive wage system began, with inmates earning up to 15 cents a day, paid upon release.

1925

In 1925, the General Assembly enacted a law changing the state's prison from a corporation to a department of state government.

1930

About 1930, prison industries, today known as Correction Enterprises, began. At a plant near Central Prison, inmates made concrete

pipe for the State Highway Commission. The plant operated until federal highway funding restrictions ended the use of inmate labor for such operations



Central Prison, the state's first prison.

in 1936. Over the years, other prison industries developed to meet prison needs, like farming and tailoring operations to provide food and clothing.

1931

In 1931, the Conner Bill enabled the state to take control of all prisons and inmates. The condition of prison facilities and the need for inmate labor led the General Assembly to consolidate the State Highway Commission and the State Prison Department. In the two years before consolidation, the State Highway Commis-

sion had spent \$850,000 for permanent improvements in the road camps it had taken over from the counties. This renovation and construction program continued after consolidation of the two agencies.

1930s

Many road camps were added in the 1930s, with a standard design and capacity for 100 inmates. Camps were located throughout the state, primarily for road building and repair. Many of these camps are still in operation today, although a number of them were closed in the 1990s to improve efficiency.

1935

In 1935, women inmates from Central Prison moved to a south Raleigh road camp, the site of today's North Carolina Correctional Institution for Women.

1957

In 1957, the General Assembly separated the state prison department from the State Highway and Public Works Commission. North Carolina also became the first state to initiate a work release program that allowed

inmates to work in private employment during the day and return to confinement at night.

1958

In 1958, the Department replaced striped prison clothing with gray uniforms for close custody, brown for medium and green for minimum.

1965

In 1965, the Department began to integrate its prisons. In addition, mental health services were established in prisons, paving the way for the first mental health wards at Central Prison in 1973 and later the first sex offender treatment program at Harnett Correctional Institution in 1991.

1970

In 1970, job titles for custody staff changed from guard or matron to correctional officer.

1974

In 1974, the Department of Social Rehabilitation and Control became the Department of Correction with two major subdivisions, the Division of Prisons and the Division of Adult Probation and Parole. In addition, the state Criminal Justice Academy was founded and began certification training for corrections staff.

1987

In 1987, the Department began a substance abuse treatment program that established the first Drug/Alcohol Recovery Treatment program at Wayne Correctional Center.

1989

The state's first boot camp program for



In 1958, striped prison uniforms became a thing of the past.

male youth opened in Richmond County in October 1989.

1990s

Between 1986 and 1992, annual prison admissions nearly doubled from 17,500 to 30,800. In the 1980s, a series of lawsuits filed by inmates attacked conditions in 64 of the state's smaller prisons. In response, the General Assembly capped the prison population, reformed state sentencing laws, provided for increased community supervision and launched a major prison construction program which increased the prison capacity by 56 percent. From 1993 to 1999, 24 small prison facilities were closed to streamline operations and improve efficiency.

1994

The General Assembly enacted structured sentencing laws governing all offenses committed on or after Oct. 1, 1994. More serious, violent repeat offenders are incarcerated, while less serious nonviolent offenders

are sentenced to intermediate or community-based sanctions. Imprisoned offenders serve at least 100 percent of the minimum active sentences imposed.

1996

The state lifted the prison cap in 1996. The Department added new dormitory space at many existing prisons and built new close-security prisons to accommodate the more violent, long-term inmates entering the prison system under the new sentencing laws.

1997

In 1997, six new prisons opened, including the Dan River Prison Work Farm. Dan River Prison Work Farm's housing unit was the first major inmate construction project since inmate labor was used to build Central Prison in the 1890s.

1998

In 1998, the Division of Adult Probation and Parole changed its name to the Division of Community Corrections to reflect its community-oriented approach to supervising offenders. The General Assembly also eliminated lethal gas as a method of execution.

2000

On Oct. 1, the Department ended a two-year experiment with privately-run prisons and assumed control of Pamlico Correctional Institution and Mountain View Correctional Institution, previously operated by Corrections Corporation of America.

THE YEAR IN REVIEW

July 1, 2000 - June 30, 2001

Highlights from Fiscal Year 2000-2001

The Department of Correction underwent major changes during FY 2000-2001, including new superintendents at the helm of 14 facilities. Following a national trend toward larger, more centralized correctional facilities, Currituck Correctional Center closed its gates for the final time. Meanwhile, the state assumed operation of two prisons, Mountain View and Pamlico, previously operated by a private corporation. In the face of severe budget restraints, the Department continued to provide a distinguished level of public safety and service to the citizens of North Carolina.

JULY 2000

WHITEVILLE—Inmates begin producing uniforms in the new Columbus Sewing Plant July 19. Inmates helped build the plant, which includes classroom space to train inmates in the sewing trade.

AUGUST 2000

MAPLE—In an effort to streamline operations and increase efficiency, Currituck Correctional Center, a small minimum-security facility, closes on Aug. 1.

TARBORO—Inmates help build houses in Tarboro after Hurricane Floyd ravaged Eastern North Carolina. Governor Jim Hunt visits the area and joins inmates in their efforts.



Inmates help build homes for flood victims.

SEPTEMBER 2000

STATEWIDE—Probation and parole officers begin using an improved version of the electronic house arrest system, which will help them keep better tabs on offenders.

OCTOBER 2000

BAYBORO and SPRUCE PINE—On Oct. 31, the Department of

Correction takes over operations at Pamlico Correctional Institution and Mountain View Correctional Institution, both previously operated by Corrections Corporation of America.

NOVEMBER 2000

RALEIGH—Jeffrey Clark, a BRIDGE officer, receives the Governor's Award for Excellence. Clark helped rescue two people trapped in a burning vehicle.

DECEMBER 2000

STATEWIDE—The Department of Correction implements JobStart, a prison-to-work pilot program designed to provide inmates with the skills they need to secure and retain gainful employment upon release. Upon release, graduates of the program are linked with community partners within their respective employment areas. The post-release program helps to lower recidivism, while strengthening families and communities.

SMITHFIELD—Inmates from Johnston Correctional Institution graduate from a construction

apprenticeship program sponsored by the N.C. Department of Labor. After logging more than 400 hours of instruction and 6,000 hours of work, the inmates were assigned jobs to work on the construction of new dorms at state prisons, the new sewing plant at Columbus Correctional Institution and other



Secretary Theodis Beck (left) and Community Corrections director Robert Lee Guy (right) congratulate Gary Golding, the 2001 Employee of the Year.

buildings.

RALEIGH—Gary Golding, a probation and parole officer from Surry County, is recognized as the Employee of the Year. Golding came to the aid of a sheriff's deputy under attack from two prisoners in the deputy's custody.

JANUARY 2001

RALEIGH—Gov. Michael Easley appoints Theodis Beck to another term as Secretary of Correction.

STATEWIDE—New rules for certified correction officers take effect. The new rules create a single certification for officers, preclude hiring of applicants with felony convictions within 10 years and honor certification within 24 months of separation.

BADIN—Albemarle Correctional

Institution becomes the first facility in the state prison system to offer the S.T.O.P. (Survey Think Options Prevent) and Change Direction program on a continuing basis. S.T.O.P. attempts to educate offenders about domestic violence through classroom instruction, education and workshops.

RALEIGH—Gov. Michael Easley awards the 2001 Dr. John R. Larkins Award to Melvin McLawhorn, training coordinator for the District of Community Corrections' Eastern Region. The Larkins Award is awarded annually to a state employee whose contributions to human and race relations in the workplace and/or community are especially noteworthy and exemplary.

MARCH 2001

STATEWIDE—The Department implements the Transition Aftercare Network ("TAN"), a program designed to match inmates with faith-based organizations that provide aftercare and support services to help released inmates re-adjust to life outside prison.

LILLINGTON—H a r n e t t Correctional Institution begins an



New rules for officers take effect Jan. 1, 2001.

a facility recycling program that has realized savings in clothing, dumpster costs and baled materials.

APRIL 2001

RALEIGH—The North Carolina Correctional Institution for Women launches Last Alternative Therapeutic Community of Hope (LATCH), a program designed to treat chemically addicted participants holistically.

STATEWIDE—Inmates around the state help clean up the state's



Inmates help clean roads during Spring Litter Sweep 2001.

roadways during Spring 2001 Litter Sweep.

SPRUCE PINE—Avery/Mitchell Correctional Institution adds a horticultural program, which includes a 3,072-square-foot greenhouse addition to the facility.

MAY 2001

CHICAGO—The International Food Service Manufacturers Association presents the Silver Plate Award to Nancy Porter, food services director for the Division of Prisons. The award recognizes the industry's most accomplished and outstanding food service operators.

Division of **PRISONS**

Boyd Bennett, Director



The Division of Prisons is responsible for incarcerating more than 32,000 inmates in 76 prison facilities. The division has total responsibility for housing, meals, medical services, rehabilitative programs and the administration of the death penalty.

The Division of Prisons' primary mission is to protect the general public, staff and inmates while providing inmates with appropriate treatment programs to enable them to become productive citizens upon release from prison. During FY 2000-2001, the challenge was to manage a rising and difficult inmate population with fewer resources. The division met the challenge by reducing costs, improving security and implementing innovative programs to better prepare inmates for the transition back into the community.

Food and Nutrition Management

In order to control the cost of food, the division uses a food service software program that calculates the daily food cost at each facility. During FY 2000-2001, the average cost of a meal was 71 cents per inmate per meal, for a total of \$2.13 per day, compared with 73 cents per meal or \$2.19 per day during the 1999-2000 fiscal year. This represents a decrease of six cents per day,

for a savings of approximately \$700,800 per year.

While containing costs, the division has managed to increase staff training and to improve service. The division provided continuing education to 100 food service managers, who now have the credential of Certified Dietary Manager. In April 2001,



DOP reduced the cost of food to \$2.13 per inmate per day.

the division hosted the American Correctional Food Service Association's regional meeting in order to provide further staff training and development. In May 2001, Nancy Porter, food service director, was selected by the International Food Service Management Association to re-

ceive the coveted Silver Plate Award, given yearly to the nation's food service leaders.

Finally, the division revised the therapeutic diet to be consistent with the requirements of the North Carolina Dietetic Association. The division updated and revised the Food Service Policy and Procedure manual to be consistent with the NCDA's Nutritional Care Manual.

Health Services

To control the rising cost of health care for more than 32,000 inmates, the division implemented a number of cost-containment measures. These measures reduced the growth of the health care budget from 20 percent and 10 percent growth the two previous fiscal years to 1.3 percent growth for FY 2000-2001.

One of the most significant measures was the elimination of contract positions and the creation of full-time medical positions that will provide primary health care to all facilities on a regional basis. First, all contracts for unit physicians were converted into full-

time physician positions, saving the Department of Correction approximately \$1 million. Likewise, most contracts for psychiatrists were converted into eight full-time psychiatrist positions, saving an additional \$500,000. The division scrutinized all health care expenses to find other ways to operate more efficiently.



Correctional officers at Warren Correctional Institution take part in the COMP program.

Security Section

The division developed and implemented a drug interdiction project designed to eliminate drugs from state facilities. Five interdiction teams, comprised of staff members from each DOP region, conducted seven successful drug interdictions.

The division also completed an audit of each facility's emergency plans, identifying the strengths and weaknesses of each plan. In accordance with the findings, each facility has modified its emergency plans to better prepare for any prison emergency.

The Security Section coordinated installation of a central office security/access control system to better control movement into and out of the central office complex and to increase safety and security of the central office work environment.

Mentor Program

In response to the issues of recruiting and retaining qualified staff, the division implemented the

Correctional Officer Mentor Program. COMP, developed in conjunction with the Personnel Office, links experienced officers with new hires as mentors. Approximately 650 experienced correctional officers have been trained as COMP mentors and are sharing

their knowledge and experience with newly hired correctional officers.

Program Services

During FY 2000-2001, the Program Services section focused on programs and services aimed at preparing inmates for transition back into the community. Transition planning has become the number one goal of case management services, chaplaincy services and educational services.

Case Management highlighted the issues needed for successful transition and planned prison-based programming around those issues. A core component of that transition planning was the development of an inmate incentive system that closely mimics a system of rewards and consequences found in the real world. The inmate incentive system promotes greater, cooperative behavior and greater involvement in rehabilitative

programs for inmates.

On July 19, 2000, *Chaplaincy Services* created Transition Aftercare Network (TAN) which provides training for faith-based organizations in aftercare ministry for ex-inmates. Faith-based organizations then provide needed resources and assistance to ex-inmates once the inmates return to their respective communities. Since TAN began, more than 300 volunteers representing 52 counties take a lead role in the development of programs to promote successful inmate transition to the community upon release.

Educational Services continued to provide a wide range of academic and vocational opportunities to inmates throughout the system in order to enhance the skills and knowledge needed for effective functioning as jobholders and citizens of their



Educational Services provides a wide range of academic and vocational programs for inmates.

communities. Each day, approximately 2,000 inmates attended full-time academic school and another 2,000 attended full-time vocational school. Approximately 2,200 inmates achieved their General Education Development (GED) diplomas last year, representing about 10 percent of the total

GEDs awarded in the state of North Carolina during this period.

JobStart, a program aimed at helping inmates make a successful transition from prison to work, was implemented at five facilities. The essential elements of the JobStart program are being integrated into the overall structure of the DOP so that the benefits will be available to all inmates who enter the system.

Auxiliary Services

The *Population Management* section coordinated the transfers of 67,030 inmates; the admission of 1,436 safekeepers and 21,161 regular inmates; and the successful processing of 12,781 inmates for court appearances.

The *Classification and Operational Support* staff revised the Classification Case Factor System to bring it more in line with the Structured Sentencing Act.

The *Technical Support* staff established nine new video conferencing systems and established a new photo ID system at 20 facilities statewide.

The *Disciplinary Hearing* section processed 77,094 disciplinary cases throughout the state and initiated a new inmate disciplinary auditing system.

The *Diagnostic Services* section monitored the processing of 23,365 cases during the fiscal year. The section also created an Inmate Rule Book written in Spanish and helped establish 15 facilities statewide where inmates with no English skills can learn English as a second language.

Still Making An IMPACT



IMPACT is a residential program that provides physical exercise, hard work and continuing education for young offenders. The mission of IMPACT is to provide work, drug treatment and educational programs that instill self-confidence, discipline and the work ethic.

Intensive Motivational Program of Alternative Correctional Treatment

During FY 2000-2001, IMPACT expanded its program to 14 weeks in order to provide additional treatment and educational programs. In the educational component, the program established a computer lab at both IMPACT facilities to provide advanced training for high school graduates. The program also partners with local community colleges to provide educational classes to inmates. Through cognitive behavioral instruction, trainees learn new ways to solve problems instead of acting out when confronted with them.

With the introduction of drug screening of trainees, IMPACT developed a drug awareness program. Through collaboration with the Division of Alcoholism and Chemical Dependency, IMPACT began a DART-24 program that provided drug

assessment and counseling as part of the overall case management plan for trainees.

Dedicated to establishing good work ethic in trainees, IMPACT put trainees to work in various community projects during FY 2000-2001. IMPACT performed a total of

13,677 hours of community service work for more than 250 local schools, towns and communities. In conjunction with the North Carolina Forest Service, IMPACT trainees sawed timber into firewood,

providing 416 truckloads of firewood to indigent and elderly families.

Performing community work projects benefits the trainees and the local, state and federal agencies that receive the work. The citizens of North Carolina have realized millions of dollars in savings as result of IMPACT's community projects.



Division of **ALCOHOLISM AND CHEMICAL DEPENDENCY PROGRAMS**

Lattie Baker, Assistant Secretary

The Division of Alcoholism and Chemical Dependency Programs provides treatment services to prison inmates, DWI offenders, parolees and probationers. The division's mission is to help offenders overcome addiction to drugs and/or alcohol.

According to national averages, approximately 43 percent of inmates and 26 percent of parolees and probationers are in need of intensive substance abuse treatment services. Despite budget cuts during FY 2000-2001, the Division of Alcoholism and Chemical Dependency Programs (DACDP) continued to provide a range of treatment and recovery services to prison inmates, DWI offenders, parolees and a select number of probationers.

DACDP offers four major types of treatment programs: Drug Alcohol Recovery Treatment (DART-IRT), an intensive, five-week residential program; State Alliance for Recovery and General Education of Chemically Dependent Youth Offenders (SARGE), a long-term, individualized program for youthful offenders; DART-Cherry, a treatment program for DWI offenders; and private residential treatment centers for offenders who require long term intervention, pre-release or

community transition program involvement.

DADCP programs are based on the Minnesota Model of chemical dependency and treatment. The treatment provides offenders with an initial opportunity to engage in treatment and early recovery. Program participants are involved in extensive follow-up after the period of intensive treatment. A specific plan is developed for each inmate's follow-up, including active involvement with Alcoholics Anonymous, Narcotics Anonymous, community re-

sources and personal sponsorship. Treatment programs make extensive use of inmates working in the role of ancillary staff, peer counselors, role models or group leaders.

During the fiscal year, DACDP admitted almost 14,000 offenders for treatment. The average daily

enrollment was 1,449 offenders; 727 in DART-IRT; 93 in SARGE; 340 in private treatment centers; and 289 in DART-Cherry. The division operated a total of 24 residential treatment programs.

The average age of those in treatment was 33 years, with men being admitted at a rate nine times higher than women. The most common offenses for those admitted were breaking and entering, larceny, driving while impaired and drug law violations.

In addition to providing a range of treatment services, DACDP im-

proved operations through regional organization. Regional managers handle operations in four regions across the state: Helen Harriger,

Western Region; Rondal Hogsed, Piedmont Region; Jerry McQueen, Central Region; and Michael Rothwell, Eastern Region. More than 17,000 inmates, probationers and parolees are engaged in a statewide, substance abuse continuum of services managed in each region.

| <i>Average Per Day</i> Treatment Costs | | |
|--|---------------------------|---------|
| | DART-IRT | \$23.53 |
| | DART-Cherry | \$41.41 |
| | Private Treatment Centers | \$61.32 |

Division of **COMMUNITY CORRECTIONS**

Robert Lee Guy, Director



The Division of Community Corrections supervises offenders in the community, either probationers whose active sentences have been suspended, or offenders who have served a prison sentence and are being reintegrated into the community. The division supervises more than 112,000 probationers and more than 3,000 parolees and post-release offenders. Two thousand field officers provide control, supervision and treatment management.

The Division of Community Corrections is responsible for supervising offenders who are on probation, parole or post-release supervision. Its mission to protect public safety has been the cornerstone of a case management strategy designed to hold the offender accountable, ensure compliance with the court's judgment and direct specialized treatment and educational programs.

The division supervises an ever-changing population in need of more specialized and concentrated supervision. Consistent with its mission, the division offers many tools and programs designed to provide structure and guidance through geographic supervision. The division is committed to a community corrections strategy dedicated to quality supervision for safer communities.

Electronic Monitoring Center

The division continued operation of its 24-hour a day, year-round facility dedicated to pro-

viding Electronic House Arrest and Criminal Information monitoring services to both division and outside agency field operations. During FY 2000-2001, the



Electronic monitoring improves supervision of offenders.

center coordinated a massive upgrade of EHA field monitoring equipment, as well as the upgrade of its internal computer monitoring systems. The center also provided training to all division field

locations and 16 outside agencies that also upgraded field equipment and continued their monitoring relationship with the center. The center provides services to outside agencies as a means of reducing the costs associated with an electronic monitoring program.

The Criminal Information Unit reorganized its warrant processing area during the year, providing additional personnel to review warrant requests and improve the efficiency of the warrant process. The unit also upgraded its technology through compliance with new NCIC 2000 application requirements, becoming one of the first agencies in North Carolina to comply. The unit continued to maintain records and services for over 16,000 wanted violators.

Intermediate Sanctions

Approximately 2,400 offenders were sentenced to *electronic house arrest* during FY 2000-2001, combining officer contact

with radio/computer technology to monitor the offender. Offenders are allowed to leave their residence only for treatment, employment or education purposes.

Approximately 2,000 offenders were sentenced to *residential treatment* programs designed to address specific treatment or behavior needs. Offenders must spend a specific period of time living within the facility, usually from 30 days to two years. Most residential programs are operated by the nonprofit sector outside the scope of the division.

Intensive supervision uses a two-officer supervision team concept that requires multiple contacts by both officers to monitor compliance, enhance control and address treatment needs. The judiciary sentenced approximately 16,000 offenders to this sanction during the year, maintaining its distinction as the sanction of choice.

Approximately 2,000 offenders were sentenced to centers funded by the Criminal Justice Partnership that focus on program/service delivery to offenders. Offenders report to the center on a structured and frequent basis, receiving such services as substance abuse treatment, vocational training, GED instruction and cognitive behavioral interventions. Local government or non-profit agency employees operate the centers, while intermediate officers supervise the offenders and maintain a presence within the facilities.

Programs and Special Initiatives

Offender Management Model: The division and TASC (Treat-

ment Alternative to Street Crime) continued to work together to address multiple aspects of the offender's life. TASC provides a clinical assessment reviewing criminogenic needs and substance abuse of the offender, then matches these needs to the appropriate treatment levels. The division team develops an individualized case plan for the offender, then administers the team to address all areas of need.

Sex Offender Control: The division expanded an initiative that combines electronic house arrest with specialized officers focusing on the "containment approach" to supervise and manage sex offenders within our communities. The containment focuses on offender accountability.

Cognitive Behavioral Interventions: The division expanded its efforts and participation in delivering cognitive-based treatment to offenders. Approximately 117 officers, certified in CBI, serve as group facilitators and provide counsel to offenders. Another 50 Criminal Justice Partnership employees also deliver cognitive programs to offenders, helping offenders understand the impact of their criminal behavior, accept responsibility for their criminal actions and change their thought processes to those of a pro-social productive citizen.

Victim Services: The division worked to address all statutory-mandated victim notifications and to provide additional victim services. Division victim advo-

cates attended training sessions to learn appropriate service delivery methods and gradually became accepted partners within the victim support community. By the close of the year, the advocate's victim caseloads had grown to over 5,400 victims. The advocates also provided assistance in other areas of field operations, providing supervision to a portion of interstate compact and helping with offender admissions.

Drug Treatment Courts: The division entered into a memorandum of understanding with the Administrative Office of the Courts outlining a collaborative effort in the operation of drug courts throughout the state. Division officers work with drug court program managers to facilitate treatment, testing, supervision and other core services. The offender's progress is reported to the drug court judge on a bi-weekly basis, with case plan adjustments made as necessary. By the end of the fiscal year, intermediate officers were working in this initiative in seven districts, with another eight districts in the planning stages.

Domestic Violence Commission Partnership: The division collaborated with the N.C. Domestic Violence Commission to review the division's Domestic Violence Offender Control initiative and improve supervision of domestic abuse offenders. The division also participates as a member of the Abuser Treatment Committee of the Commission, which is actively reviewing best

practices in the abuser treatment area.

Schools Partnership: The division continued to collaborate with schools in all districts during the year, with officers working with designated high schools and a caseload of school age offenders. The officers provide enhanced supervision by maintaining direct relationships with teachers, school resource officers, guidance counselors and administrators. The team concept is utilized, with a focus of keeping the young offender in a mainstream school environment. In many locations, division officers also deliver cognitive behavior interventions to young offenders.

Community Policing: Intermediate officers throughout the state participated in various local community policing initiatives during the year, embracing a comprehensive strategy of information sharing, geographical supervision zoning, team supervision and community involvement.

Federal Violent Crimes Task Forces: The division continued to participate in FBI-led fugitive and violent crimes task forces across the state. Nearly 25 percent of all apprehended fugitives also were wanted by the division.

Automated Case Management: The division obtained grant funding to expand the project, providing officers with real time

access to offender data within the department's mainframe system. The funding permitted the expansion of the automated narrative concept first initiated through the division's collaboration with the JWAN (Justice



PPO Stacey Goodman (left) serves as a school partnership officer. At East Rowan High School, she works closely with Craig Hicks, a sheriff's deputy who serves as the school's resource officer.

Wide Area Network) project. By the end of the fiscal year, the division was developing an application that provides automation of the case assignment process.

Prevention Project: Research indicates that children who have parents with criminal backgrounds are at substantial risk of becoming juvenile delinquents and adult offenders. In collaboration with the Office of Research and Planning and the Governor's Fatherhood Council, the division helped develop supervision strategies to address offenders with children, improve their parenting skills, bring offenders back into parental responsibility and divert their children from making

choices that lead to criminal actions.

Developmental Disabilities: A pilot initiative in District 3A provided coping and life skill services to offenders with cognitive impairments. The initiative helped develop an assessment tool that can be used to identify offenders with cognitive impairments and provided the foundation for a training curriculum to assist officers in the supervision of developmentally disabled offenders.

Substance Abuse Screening Program: This program currently provides comprehensive drug-screening services to a host of criminal justice agencies. Officers

also have access to on-site handheld screening devices, providing reliable and immediate results, the opportunity to affect a swift response to a positive drug screen and the ability to quickly intervene in the course of an offender's drug use.

During FY 2000-2001, the division implemented statewide interfacing between its drug screening lab databases and OPUS (Offender Population Unified System) and the centralization of six lab databases into one. The electronic storage of drug screen results builds a valid and permanent database that can be easily accessed and follows the offender throughout the criminal justice system.



CORRECTION ENTERPRISES

Jim Godwin, Director



Correction Enterprises provides meaningful training and work experiences to inmates, while offering quality goods and services to tax-supported entities at a savings to the taxpayers. Correction Enterprises supervises more than 2,000 inmates in a wide variety of industries.

Correction Enterprises' mission is to provide meaningful training and work experiences to inmates while offering quality goods and services to tax-supported entities at a saving to the taxpayers. Many people are surprised to learn that Correction Enterprises receives no support from state budget allocations and that, like a business, it is totally supported through the goods and services it produces and sells.

In FY 2000-2001, Correction Enterprises trained, employed and supervised over 2,000 inmates in a wide variety of industries. Inmates made clothing, furniture, license tags, paint, eyeglasses and highway signs. They worked on farms, washed clothes, canned food products and performed an assortment of other low cost services to state and local governmental agencies and educational institutions. At Correction Enterprises, inmates learn skills and gain

valuable work experience that will assist them in finding meaningful, permanent employment upon release.

FY 2000-2001 marked the opening of Correction Enterprises' Columbus Sewing Plant near



Inmates make uniforms and other items in Columbus' new state-of-the art sewing plant.

Whiteville, a state-of-the-art facility completed at an approximate cost of \$2.2 million. The plant began production in July 2001 after operations from Lincoln Correctional Center and North Carolina Correctional Institution for Women consolidated and relocated to Columbus.

Textiles continued to be one of Enterprises' largest industries during FY 2000-2001. Correction Enterprises furnished many of the garments and linens used in the North Carolina prison system, bringing in \$9 million in revenue. Marketing efforts are focused on developing new customers for textiles in order to continue the growth in this industry.

In FY 2000-2001, Correction Enterprises also completed construction of a new facility at the North Carolina Correctional Institution for Women that houses the Duplicating and License Tag Plants.

The License Tag Plant, which produces a steady revenue stream for Enterprises, brought in \$3 million in revenue during FY 2000-2001. Likewise, the Duplicating Plant provides a regular income using modern, computerized equipment and experienced technician/supervisors to

produce high quality, commercial-grade jobs inexpensively for government agencies and non-profit organizations. The new facility provides increased production capacity for both plants.

Each year, Correction Enterprises returns a portion of its revenues to the Department of Correction to help defray operating costs and reduce the cost of incarceration. In FY 2000-2001, Correction Enterprises transferred \$7,600,000 to the Department of Correction's General Fund. Correction Enterprises also provided the Victim's Compensation Fund a contribution of \$350,000, representing five percent of Enterprises' net profits. Revenue from Correction Enterprises also paid \$2,500,000 in wages to all inmates employed by Correction Enterprises, as well as the inmates assigned to other jobs throughout the prison system.

Correction Enterprises looks forward to another productive and profitable year in 2001-02, as it continues to find ways to improve the efficiency of its operations. Consistent with its mission, Correction Enterprises will continue to provide meaningful work experiences for inmates, quality goods and services to its clients and savings to all the taxpayers of North Carolina. Enterprises' marketing strategy and logo support its dedication to "Not just making it right, but making it better!"

Visit the Correction Enterprises showroom at 2020 Yonkers Road in Raleigh, N.C.

Correction Enterprises Industries

What do inmates do?

-  produce paint and janitorial products
-  manufacture license tags
-  produce metal products such as furniture, shelving, gun racks and custody fixtures
-  manufacture eyeglasses
-  provide printing and duplicating services
-  provide low-cost services to state and local agencies and educational institutions
-  warehouse and distribute Enterprises products across the state
-  provide laundry services
-  process and can vegetables and fruit juices
-  process raw meat materials into a variety of food products
-  manufacture a wide variety of upholstered and wood furniture
-  manufacture uniforms, sheets, towels and other items
-  create highway and project signs



Department of Correction **ADMINISTRATION**

Several administrative support sections handle various administrative and management functions for the four major divisions within the Department of Correction.

Central Engineering Division

William N. Stovall, PE, Director

The Central Engineering Division culminated the design and contract award for the construction of three 1000-cell high-security prisons to be built in Alexander, Anson and Scotland Counties using a first-of-its-kind project delivery methodology. This methodology reduces project costs by using the economy-of-scale principle of a single contractor and employs private development and construction financing to satisfy a build-to-suit, lease-purchase arrangement, availing these three prisons in approximately half the time required under conventional public building processes.

The *Inmate Construction Program* (ICP), managed by Central Engineering, continues to undertake increasingly complex projects. In FY 2000-2001, ICP completed high-bay equipment shelters at Caledonia Farm and a new 208-bed dormitory at the North Carolina Correctional Institution for Women. This dormitory was built at a savings of

\$2.5 million compared to private-sector construction market value. ICP also began construction of a \$21 million expansion at Warren Correctional Institution that will add 168 high security cells, program support space, administrative space and maintenance space. This project represents the most aggressive



Central Engineering supervises inmates in the Inmate Construction Program. The inmates shown here helped construct a new dormitory at NCCIW at a savings of \$2.5 million.



undertaking of construction by inmates since the building of the original Central Prison at the turn of the 20th Century.

In November 2000, ICP attracted national attention when a contingent from the Nevada Department of Correction traveled to North Carolina to study ways to emulate this program. Nevada's trip

was made possible by a grant from the National Institute of Corrections, which characterized North Carolina's inmate construction program as one of the best, if not the best, in the nation.

Central Engineering provided a range of project management services, including ongoing construction administration for a new reception/diagnostic center, death row housing building and design development of a 120-bed maximum-security hospital, all part of Central Prison's planned construction. This hospital project is unique in that it merges the divergent models of modern health care delivery with best management practices for maximum-security operations.

Central Engineering also provides project management services to Correction Enterprises. During the fiscal year, it supervised the completion of construction of the new license tag and duplicating plants at the North Carolina Correctional Institution for

Women. It also began design development of new facilities that will accommodate janitorial products production.

Engineering instituted “end-of-project” surveys to gauge customer satisfaction with the quality of work, communication and cooperation received throughout a project. The office also realigned its organizational structure to provide more “in-house” services, self-performing design work on over 100 projects having an aggregate market value of over \$20 million.

Division of Departmental Purchasing and Services

Larry A. Rhodes, Director

Purchasing

By increasing scrutiny of all purchases, Departmental Purchasing and Services reduced the number of purchase orders issued by more than 20 percent compared with FY 1999-2000.

In addition, the Office of State Controller, the Office of Information Technology Systems and State Purchase and Contract have joined forces with Accenture, a computer consulting firm, to bring E-Procurement to North Carolina. E-Procurement is an electronic method of procurement that uses the Internet to locate and purchase goods and services. During FY 2000-01, staff members began training in the use of E-Procurement in order to purchase goods more efficiently and cheaply.

Contracting private businesses and individuals to support departmental needs that cannot be handled by staff members remains an important function of the purchasing staff. Medical care costs for the inmate population through private sector doctors, hospitals, and other medical providers has greatly accelerated. During FY 2000-01, the contracting staff worked diligently with the Division of Prison Health Services to

provide a health care program for the inmate population while keeping costs at a minimum.

With more than 19,000 employees, the Department of Correction simply doesn't have enough state-owned property to accommodate everyone. The Real Property Section worked with private landlords throughout the state to provide those needed spaces without disruption throughout FY 2000-2001.

Central Supply Warehouse

During FY 2000-2001, the Central Supply Warehouse shipped more than \$30 million of its inventory to locations across the state. Drivers logged almost one-half million miles delivering dry goods, office supplies, inmate and employee clothing, grocery items and other products. In addition, Central Supply Warehouse started the bidding process in order to obtain a lease on a new warehouse facility. The Web site provides directions and an on-line tour of the new facility.

Transportation/Communications

The MIS development staff worked with Transportation/Communications to develop a database that allows all locations to enter vehicle mileage into the computer and transfer the data electronically. The Transportation/Communications Shop then uses that data to maximize utilization of the approximately 4,500 vehicles assigned to the Department. With budget restraints limiting the ability to replace vehicles, the database enhances proper distribution and maintenance of the current vehicles.

Mail Services

During FY 2000-01, the Department of Correction transitioned into full use of the Department of Administration's Mail Services Center, ironing out the glitches caused by the transition.

The Mail Services location within DOC implemented electronic methods of shipments for carrier packages that allow the packages to be tracked via the Internet.

Extradition

Ssycret Evans, Director

Extradition is in the process of implementing the Extradition Tracking System, an automated system that tracks all probation, parole and escape cases from the time the Extradition Section receives the warrant until the offender's return to North Carolina.

Information Resources

Bob Brinson, Director

During FY 2000-2001, Information Resources leveraged the OPUS information system and the critical data it provides by presenting the data to new clients in new ways. OPUS on the Web offers an accessible way to create and catalog reports so that managers can more readily obtain and use the data they need to manage their areas of responsibility. Essentially, it offers a new “view” into the system more geared to supporting key decisions, so the end result is better data more readily available to key Department decision makers.

In addition, Information Resources improved security of the Department's technological infrastructure—the servers, circuits, switches, networks, cabling and computers that staff members use in their daily tasks. During FY 2000-2001, the office installed its first firewalls at critical departmental servers to protect data and programs that run from DOC equipment.

Inmate Grievance Resolution Board

Finesse G. Couch,

Executive Director

During the fiscal year, the Inmate Grievance Resolution Board issued 10,640 disposition orders in response

to inmate grievance appeals to the third and final level of administrative review. No significant lawsuits were filed against the Department that required the board's intervention.

With a full board complement of 5, the board accomplished several important goals. Video conferencing now allows increased communication with field units and provides the ability to conduct interviews without travel requirements. The board also revised agency position descriptions and assisted with the revision of the Board's Organizational Mission Statement and Performance Budgeting and Planning Memo.

In collaboration with the Division of Prisons, the board revised policies regarding obscenity and the disposal of inmates' unclaimed personal property. The Department now provides over-the-counter medication to all inmates without charge, and has eliminated the \$5 fee for money orders.

Internal Audit

Bill Tilley, Director

Internal Audit conducted 59 audits during Fiscal Year 2000-2001, including change of commands, scheduled audits, investigations and function audits of the Division of Prisons, Division of Community Corrections, Correction Enterprises, Division of Alcohol and Chemical Dependency Programs, private facilities and administrative offices. Internal Audit conducted performance and information system audits of the OPUS Offender Time Computation Module; the processing and payment of health care claims; and the Division of Prisons' maintenance yards. Internal Audit also conducted an efficiency review of the Controller's Office and helped the State Auditor's Office verify year-end inventories.

Finally, the office implemented initial reviews of fiscal operations at new facilities. These reviews per-

mit evaluation of internal controls and operating practices at a critical stage. Such early evaluations identify weaknesses so that management can take corrective action to prevent later irregularities. The office also examined its internal auditing processes to assess their effectiveness and identify means by which to better provide management with information to improve the operating efficiency of the Department.

Offender Family Services

Mary Ward, Director

Offender Family Services provides resources, information, referrals, aftercare planning and psychosocial support to families of inmates and offenders who have been released back into the community. OFS develops and provides educational materials regarding policy and procedures and participates in the development and implementation of programs to assist families in dealing with the effects of a relative's incarceration or supervision. In addition, Offender Family Services interacts and establishes alliances with nonprofit organizations, service providers and other government agencies. During FY 2000-2001, OFS received 300-400 calls per month from offender families and an average of 200 e-mails per month from offender families and interested parties. The office developed and distributed a survey to families during visitation days to gather information that will help develop effective programs for offenders and their families. The questionnaire, which is also on the Web site, generates more than 50 responses per month.

Office of Combined Records

Judy Sills, Director

The completion of the State Audit Report of the Offender Time Computation, a subsystem of OPUS, initiated several changes con-

cerning security for the auditing process for offender records. Employees in the Sentencing Auditing Section of Combined Records immediately implemented the security changes. Employees audited 23,299 newly admitted offender records and screened and approved the release of 22,806.

Combined Records also relocated three years of discharge files, moving and reorganizing the office to accommodate the files.

Personnel Office

Jeff Becker, Director

During Fiscal Year 2000-2001, the Office of Personnel implemented significant measures designed to improve employee performance and retention and increase the flow of communication. An online New Orientation Program incorporates lesson plans, visuals and a manual. Personnel also implemented 12-hour work schedules and developed training programs for salary administration and PMIS.

The Office put TAP forms and performance standards on-line and automated the trend analysis process to generate TAP reports to all correctional facilities. The TAP reports identify program issues, trends and recommendations for policy compliance.

Personnel also worked with several divisions to improve the operation of the Department of Correction as a whole. Two notable examples include collaborating with the Division of Prisons to develop COMP, the mentoring program for correctional officers, and teaming up with Correction Enterprises to implement a digital process that expedites print orders to clients, thereby reducing cost.

Finally, the division worked with MIS to upgrade the DOC Personnel Web site to meet the highest possible level of accessibility architecture required by the IRMC—10

months ahead of the scheduled deadline. The site now includes operational forms and a benefits calculator that allows employees to calculate the dollar value of their employment benefits. The updated site logged more than 52,000 hits in the first 18 months of operation.

Office of Research and Planning

Sandy Pearce, Director

The Office of Research and Planning provides research, planning and decision support services to the operational and support sections of the Department of Correction. During FY 2000-2001, the office participated in numerous projects that helped the operating divisions make better decisions on policy matters and promoted the cutting edge of correctional planning.

The Office of Research and Planning coordinates the Department's Cognitive Behavioral Intervention (CBI) initiative. The Department has adopted CBI as the rehabilitative model for changing offender behavior. The CBI philosophy states that offenders lack basic thinking skills, and that what they think affects their antisocial behavior. By improving their ability to think, the department can reduce recidivism. During the past year, 70 sites, both prisons and probation units, have implemented Cognitive Behavioral Intervention (CBI) programs.

Staff from the Office worked with the Division of Community Corrections over a nine-month period on the Revocation Task Force. This task force, made up of probation field staff, developed recommendations to structure responses to technical violations and to assure response to every violation. Research and Planning staff organized the meetings, produced data, developed field surveys and catalogued the recommendations for the group's final report. Administrative recommendations

were developed, along with ideas for statutory changes. The Division is working on an implementation plan for the administrative recommendations, those that can be implemented through the internal policy process; ideas requiring legislative action are under review.

During the past fiscal year, the Office conducted a survey of probation officers funded by a grant from the Governor's Crime Commission to improve the knowledge base about the children of probationers. The High-Risk Families grant project has expanded the information stored in OPUS about the families of probationers; it includes useful demographic information and social indicators about these children which will aid the state in developing prevention programs for at-risk children. The survey found that roughly 30 percent of probationers have at least one minor child; this finding, coupled with the fact that many have multiple children, suggests that there are likely over 50,000 children who have a parent on probation. The Department will seek sources for funding programs to improve the parenting skills of probationers based on these findings.

The Office is also working with the Criminal Justice Partnership Program (CJPP) by offering process evaluation research services to local programs. Process evaluation determines whether the program was implemented as intended and whether it is designed and implemented to achieve its proposed outcomes. Process evaluations in Guilford County, Forsyth County, Durham County and the Albemarle regions will form the basis of a "Lessons Learned: Best Practices for CJP Programs" report.

To support the work of the Division of Prisons, the Office is working with an application development

programmer from the College of William and Mary to customize a custody classification population simulation model. For many years, the Office has worked with the Sentencing Commission to produce forecasts of the prison population for legislative purposes, but this model does not project custody populations. The model developed at William and Mary was designed for South Carolina, but its parameters are being adjusted to conform to North Carolina's structured sentencing laws. This new simulator will allow the Department to predict bed needs by custody level.

Safety Division

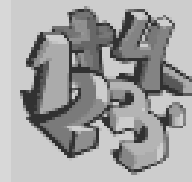
Joe Simpson, Director

During FY 2000-2001, the Safety Division conducted 90 safety inspections, responded to four OSHA complaints and performed 20 industrial hygiene surveys. Each quarter, the division also calibrated 39 TMX 412 Four-Gas Monitors Services at their field locations. Workers installed new hydrogen sulfide sensors in all 39 units: 29 in the eastern half of the state and 10 in the western half.

Safety worked with many divisions to ensure the safety of inmates, employees and members of the public. In collaboration with Facility Services, the division coordinated asbestos removal training for Western and Piedmont Regional Maintenance Yards. They also worked with Facility Services and NCSU to set up confined space entry and lockout/tagout training for Pamlico, Mountain View and other maintenance groups. Finally, the division worked with Security and Health Services to establish new procedures for respirator medical evaluation and fit testing of correctional officers.

Department of Correction

BY THE NUMBERS



The statistics presented here represent the status of the North Carolina Department of Correction as of June 30, 2001, the end of the fiscal year.

For more information or additional statistics, visit our Web site at www.doc.state.nc.us.

OFFENDER DEMOGRAPHICS

as of June 30, 2001



| | PRISON | PROBATION | PAROLE |
|------------------|--------|-----------|--------|
| Total Population | 31,899 | 110,156 | 3,826 |
| GENDER | | | |
| Male | 29,879 | 86,331 | 3,557 |
| Female | 2,020 | 23,825 | 269 |
| RACE | | | |
| White | 10,331 | 49,512 | 1,486 |
| Black | 20,041 | 52,714 | 2,172 |
| Indian | 578 | 1,845 | 82 |
| Asian | 85 | 311 | 2 |
| Other | 850 | 5,662 | 81 |
| Unknown | 14 | 112 | 3 |
| AGE | | | |
| under 20 | 1,275 | 10,266 | 33 |
| 20-24 | 5,741 | 22,878 | 410 |
| 25-29 | 5,646 | 18,931 | 735 |
| 30-34 | 5,409 | 16,555 | 751 |
| 35-39 | 5,247 | 15,532 | 645 |
| 40-44 | 3,957 | 12,134 | 540 |
| 45-49 | 2,295 | 7,211 | 329 |
| 50 and over | 2,329 | 6,649 | 383 |

COST PER OFFENDER PER DAY UNDER COMMUNITY

| CORRECTIONS SUPERVISION | |
|--------------------------|---------|
| Regular Probation/Parole | \$1.87 |
| Intensive Probation | \$12.69 |
| Electronic House Arrest | \$7.16 |

COST PER INMATE PER DAY IN NORTH CAROLINA PRISONS

| | |
|-----------------|---------|
| close custody | \$84.21 |
| medium custody | \$67.43 |
| minimum custody | \$54.02 |
| average | \$65.29 |

DEPARTMENTAL BUDGET

FY 2000-2001

Appropriations \$927,971,199
Actual Expenditures \$899,584,323

INMATES IN JOB TRAINING OR EDUCATIONAL PROGRAMS

Academic Education 1,987
Vocational Education 1,579
TOTAL 3,566

EMPLOYEES

Positions Authorized 19,244
Total Employees 17,973

Male 61%
Female 39%
White 60%
Black 36%
Other 3%

WHAT INMATES EARN

Inmates earn three standard incentive wages for work assignments within the Department of Correction: **40 cents, 70 cents and \$1.00 per day.**

Who makes 40 cents per day? Unskilled laborers such as janitors.

Who makes 70 cents per day? Semi-skilled laborers such as groundskeepers, maintenance helpers, recycling workers, all DOT road squads, all community work crews and inmates working pursuant to contracts with towns, cities and counties.

Who makes \$1.00 per day? Skilled laborers with prior experience such as cooks, barbers, canteen operators and peer counselors.

Correction Enterprises, a self-sufficient division of the Department of Correction, pays inmates by the hour at three standard rates: **13 cents per hour, 20 cents per hour and 26 cents per hour.** The plant supervisor also can award incentives for quality and production, so long as the total incentive pay does not exceed **\$3.00 per day.** All Correction Enterprises janitors earn **70 cents per day.**

INMATES
WORKING



PRISON WORK ASSIGNMENTS

| | |
|----------------------|---------------|
| food services | 2,964 |
| unit services | 4,425 |
| work release | 1,217 |
| prison industry | 2,102 |
| prison maintenance | 1,380 |
| road squads | 2,211 |
| construction | 108 |
| state agencies | 410 |
| local agencies | 304 |
| community work crews | 1,376 |
| other jobs | 838 |
| TOTAL | 17,335 |

