

Correction N ♦ E ♦ W ♦ S

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Pamlico Plays Role In Military Exercise

By Keith Acree

BAYBORO— For two days in March, Pamlico Correctional Institution found itself behind enemy lines, while fighter jets roared overhead, tanks and missiles stood guard outside the prison and Navy SEALs lurked in the nearby woods.

It was all a part of a joint training exercise involving U.S. Navy and NATO forces. The grounds outside Pamlico were one of many locations across coastal North Carolina utilized



A camouflaged tank being used in a NATO exercise sits outside Pamlico Correctional Institution.

during the weeklong exercise.

To people driving down the road past the prison, things certainly looked strange. Two Soviet-made T-72 tanks, a truck-mounted Scud missile and two SAM-6 surface-to-air missile launchers were visible peeking from the trees. A large antenna and mobile radar site were erected in the field in front of the prison.

The tanks and missiles weren't real; they were full-scale fiberglass models called targets, equipped with propane heaters to simulate the exhaust heat generated by the engines on the real thing. The targets were the 'mice' in an elaborate military cat-and-mouse game designed to exercise the reconnaissance capabilities of the

(*Pamlico* Continued on page 7)



Hostage Negotiation Team members take part in a mock hostage situation.

It's Practice, Practice For Hostage Negotiation Team

By Pamela Walker

YANCEYVILLE- Once a month the members of the Hostage Negotiation Team (H.N.T.) get together to practice for an event they hope will never happen, a hostage situation involving staff or inmates.

"We've been fortunate that since the creation of the team, we have never been called on," said Oscar Adkins, contracted instructor for the H.N.T. The team was organized in 1998. "We've had some close calls and you just can't take that chance of not being prepared."

A prison training coordinator who is currently a secondary negotiator on the team echoes the importance of being prepared. "We have a lot of folks in our custody who have nothing to lose," said the negotiator. "They may be serving such long terms that they will never get out no matter what they do."

There are five H.N.T.'s, one for each Division of Prisons region, with four people on each team. Their goal is to be ready to diffuse a hostage situation involving staff or inmates in a peaceful manner. The members are assigned to be a team leader, primary negotiator,

(*Hostage* Continued on page 8)

Probation Officer Hits The Streets

By Keith Acree

HIGH POINT - For Intensive Probation/Parole Officer Robert Martin, his days on the job are never the same. He's one of 363 intensive officers who collectively supervise about 8,500 high-risk offenders living in communities across the state.

On a recent Tuesday afternoon, Martin starts his day in his office with a visit from Anthony, a probationer facing six years supervision for an assault conviction - he knocked a man's eye out in a bar fight. Martin admits it's the first office visit he's had in more than a month, he usually meets his probationers at their homes or work places.

Martin talks with Anthony about his job, his girlfriend, and his restitution

payments. He also gives Anthony the number of a local family service counselor who can talk with him about some problems at home. Martin makes notes on everything they discuss and administers a drug test before Anthony leaves. "I'll see you sometime tomorrow," he says.

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Robert Martin, intensive probation/parole officer, talks with an offender.

Smiley Trades Prison Management For Town Management

By Keith Acree

HENDERSON - Friends, family and colleagues gathered Feb. 21 to say thank you and goodbye to Ted Smiley, superintendent of Warren Correctional Institution, who retired at the end of February with 30 years of service.

Smiley started his career with the Department in 1970 as a correctional officer at Franklin Correctional Center. Through the years he held many positions at Franklin, Granville, Vance and Warren, but one of his greatest accomplishments was the opening of the new Warren Correctional Institution in 1997, and the closing of five smaller minimum security units. "Ted's work there was a model for the way we closed other field units around the state," said prisons Director Boyd Bennett.

Several people praised Smiley for his professional and caring manner in handling the personnel issues associated with closing the five prisons. Many of those prison employees were relocated to the new Warren, and as a tribute Smiley named the five new dormitories at Warren for the five closed prisons. "Ted is a consummate professional who really cares about his staff and his family," said Jennie Lancaster, Central Region director for the Division of Prisons.

But retirement for Smiley doesn't hold too much rest and relaxation; he's taking on a new challenge as town manager of Warrenton. "Ted has been a great servant to the people of Warren County, the State of North Carolina and the Department of Correction," said former

region director Robert Parrott. "I know he will serve the town of Warrenton well."

Smiley's two daughters, both

probation/parole officers, are carrying on dad's tradition in corrections. Tonya Sconyers works as an intensive case officer in Nash County and Natalie Smiley handles high-risk cases in Stokes County.★



Secretary **Theodis Beck** presents Superintendent **Ted Smiley** with the Order of the Long Leaf Pine.

Hughes Has Big Plans For Retirement

By Pamela Walker

SPRUCE PINE- After nearly 40 years in corrections, Marcus Hughes will be able to hang a sign on the door that says "Gone Fishing." Hughes is retiring from his position as correctional administrator at Avery/Mitchell Correctional Institution.

Co-workers, friends and family paid tribute to Hughes at a retirement luncheon March 13 at Mayland

Community College.

"It has been a pleasure working with Marc throughout my career," said Steve Bailey, prisons Western Region director. "He has always shown a lot of concern for his employees and has strived for fairness in his dealings with them. This same concern for people carried over into his dealings with inmates."

A native of Avery County, Hughes started his career with the Department in 1961 as an officer at the old Watauga facility. He then left the Department, but returned a short time later as a correctional officer and eventually a sergeant at Caldwell Correctional Center. He left the Department again, but returned as a correctional officer at Watauga. He has also served as a transportation officer at the old Avery unit, a program assistant, a captain, an assistant superintendent and superintendent at Craggy Correctional Center before opening Avery/Mitchell.

"Since his employment in 1961 he has seen a lot of changes in the Division and he has been willing to change his correctional philosophy as the philosophy

of the Department has changed," said Boyd Bennett, Division of Prisons director. "I wish him well in his retirement." Bennett presented Hughes with the Order of the Long Leaf Pine signed by Governor Michael F. Easley.

"I'll miss working some, but not enough to come back," said Hughes. "My wife and I plan to travel to Montana, Wyoming and Idaho where we'll do some trout fishing and camping." Hughes says they have been going out west for close to 30 years and they love it. He also looks forward to playing golf and deer hunting.

Hughes says he's experienced a lot in his career in corrections. The highlight he said, "Had to be opening up a new institution (Avery/Mitchell) and starting from scratch." He added that he was involved in three riots at different facilities. "The worst situation I've been involved in was when some inmates set fire to the old Craggy," said Hughes. He explained how they evacuated more than 50 inmates and had to send several to the hospital. The fire gutted one dorm.★



Correctional Administrator **Marcus Hughes** with **Connie Elkins**, administrative secretary, at his retirement luncheon.

Prisons Administration Promotions

RALEIGH- Several staff have been promoted to new positions in administration in the Division of Prisons. Director Boyd Bennett announced the promotions of Bob Lewis to director of support services, Dr. Paula Smith as director of health services and Gay McMichael as Bennett's executive assistant.

Lewis started his career as a correctional officer in 1974 at Triangle Correctional Center. He has moved through the ranks serving as a

correctional assistant, program supervisor, program director, district manager, area administrator in the Eastern and North Central areas, medium security command manger and most recently South Central region director.

As director of support services, Lewis says he hopes to continue to seek innovative ways to assist staff in the field "in accomplishing their very difficult and

(Prisons Continued on page 8)

Haynes Tapped To Head Warren



Haynes

J Haynes has been promoted to superintendent at Warren Correctional Institution, effective March 1.

In announcing the appointment,

Secretary Theodis Beck praised Haynes' skills as a manager and leader. "J has a proven track record with strong management and supervisory skills. I am confident he will do an outstanding job managing the complex operations at Warren," said Secretary Beck.

For the past 16 months, Haynes has been superintendent at Caswell Correctional Center. Prior to that he served nearly three years as superintendent at Blanch Correctional Institution.

Haynes said he is looking forward to returning home to Warren County, where he grew up and started his correctional career at Warren Correctional Center in 1980. Throughout his tenure with Correction he has steadily worked his way up the ranks, having worked as a correctional officer, bloodhound handler, sergeant and assistant superintendent. "I think leading Warren will present a new set of challenges for me as a superintendent. I

look forward to working with the staff and building upon the many positive things already going on at the facility," Haynes said.

Prior to joining Correction, Haynes served three years with the 82nd Airborne Division in the U.S. Army. He earned an associate degree in criminal justice from Vance-Granville Community College in 1991. He is also a graduate of the Department's Correctional Leadership Development Program. In his spare time, Haynes likes to golf, hunt and spend time with his wife Patsy and their three children.★

Garrett Named Assistant Secretary

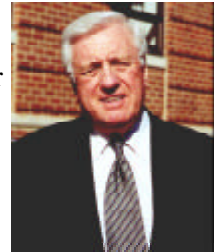
Garland Garrett has been named assistant secretary for legislative affairs.

"Garland Garrett has a wealth of knowledge about the General Assembly and will be an asset to

Correction's efforts in that arena," said Correction Secretary Theodis Beck.

Garrett has served in State Government for nearly a decade, most recently with the Governor's Office where he was a senior adviser for legislative affairs under Governor Hunt from 1998 to 2000. Prior to that he served as secretary and deputy secretary of the Department of Transportation.

A Wilmington native, Garrett said he is excited about his new role with the Department. "I am looking forward to assisting Correction in its relationship with the Legislature and am committed to helping the Department to continue being one of the best in the United States."★



Garrett

Cochrane To Lead Wake

RALEIGH - Eileen Cochrane has been promoted to superintendent at Wake Correctional Center, effective March 1.

In making the appointment, Correction Secretary Theodis Beck praised Cochrane's diverse background in corrections. "Eileen Cochrane began her career as a correctional officer, and has worked with youth, females and males in both custody and program settings. I believe she is well-prepared to assume this leadership position," said Secretary Beck.

Cochrane began her career in 1979 as a correctional officer at the Morrison Youth Center for females. In 1981 she was promoted to a program assistant at the Morrison Youth Center for males

where she remained until 1985 when she became a program supervisor at Sandhills Youth Center. In 1988,

Cochrane first worked in an adult male facility when she became a program director at Orange Correctional Center. In 1993, she was named assistant superintendent for custody at Raleigh Correctional Center for Women. She moved to Wake Correctional in March 1999 when she became assistant



Cochrane

(Cochrane Continued on page 8)

Spotlight On

Gates Correctional Center



Superintendent **Austin Weeks** stands in front of the Gates administrative office building in his Yankees hat, which he always wears. Weeks started his career with the Department 30 years ago as a program assistant at Currituck Correctional Center. He moved his way through the ranks before being named superintendent at Gates last July. He says he may retire this year and hopefully open his own business.

GATESVILLE- In the very rural northeastern county of Gates sits Gates Correctional Center. Twenty-nine people currently work at the 96-bed facility, which was first opened in 1939.

“We have some of the best employees in the state,” said Superintendent Austin Weeks. “We have a very smooth operation because the employees want to be here and they do a good job.”

The employees are concerned about the proposed closing of the facility. Governor Michael F.

Easley released his state budget recommendations March 12 including the closing of three GPAC facilities, one of which is Gates. The recommendations are subject to approval by the General Assembly.

Meantime, it is business as usual at Gates where they have one community work crew and four road squads.

One project Weeks is very proud of is the facility’s garden. They grow beans, corn, squash, cucumbers, tomatoes, onions and collards. “We save more than \$20,000 a year market value growing our own vegetables,” said Weeks.



As assistant superintendent at Gates, **Melvin Horton** says you get to do a little bit of everything, which is the way he likes it. “At this facility staff have to learn how to be versatile because you’re going to get hands-on experience with everything,” said Horton. He came to Gates as assistant superintendent in February. Horton has been with the Department 20 years serving as a correctional officer, sergeant, lieutenant and assistant unit manager. He helped open two facilities, Pasquotank Correctional Institution and Tyrrell Prison Work Farm.



As administrative assistant, **Angela Stroud**, left, conducts secretarial duties for both Supt. Austin Weeks and Asst. Supt. Melvin Horton. She also oversees personnel issues and the canteen. In her spare time she enjoys “mud bogging.” **Sheri Harris**, right, is the accounting clerk. She’s responsible for paying the unit’s bills, the canteen report and requisitions. Her hobbies include entertaining her grandchildren and being involved in her church.



Sgt. **James Everette**, sitting, says he once told a superintendent that he and Sgt. **Carl Coston**, right, were the best two sergeants in the East and he says the superintendent did not disagree. Everette has been with the Department 26 years and Coston 25 years. Officer **Robert L. Gregory**, left, has been with the Department 24 years. The three all work first shift.



From left, Sgt. **Greg Futrell**, Correctional Officer **Aubrey Harrell** and Correctional Officer **David Williams** are gearing up to start second shift. Their duties include sorting incoming mail, checking on inmates coming in from work assignments and checking in transfers. Harrell is a newlywed who got married in March.



Officers **Bryan Johnson**, left, and **Irineo Punsalan**, right, are food service assistants. They supervise inmates who prepare meals and keep the kitchen clean. They are also in charge of the facility's bountiful garden.



Nurse **Juanita Colson** looks over an inmate's chart. Colson has a big job because she is the only nurse assigned to Gates.



Correctional Officer **Tyrone Carter** is about to gather his community work crew and head to work. He says the community and local government agencies love them because they have saved the county a lot of money and they do good work. When he's not working, Carter says he enjoys fishing.



Donald Graham, left, is program supervisor and **Letisha McPherson**, right, is a program assistant. They oversee all programs at the facility, assign inmates to jobs, conduct volunteer interviews and home leave investigations.



Sgt. **Robert Lytle**, standing, gives instructions on conducting CPR to **John Smith**, food service supervisor.



Correctional Officer **Virginia Cosner**, back left; Sgt. **Alfred Matthews Jr.**, back right; and Correctional Officer **Charles Pierce** take a written adult CPR test.



Barbara Dunn takes time out from her duties as a program assistant for a lesson in CPR.

New BRIEFS

Division III Staff Build House For Habitat

LEXINGTON- Probation/parole officers and other staff from Division III have strapped on their tool belts and are helping build a house for Habitat for Humanity. The construction project got underway Feb. 15.

"Everyone that has been involved has really enjoyed it," said Sherri Cook, probation/parole officer. "When you work with probationers you don't always get to see the end result of your hard work, but we're getting to see progress on the house first-hand."

More than 180 volunteers from the division have signed up to help and will use their community service leave to work on the project that is expected to be complete some time this spring. The house is being built for a mother and her two children.



Staff from Division III help raise the roof of a house being built for Habitat for Humanity.

Substance Abuse Worker's Poetry Published

GOLDSBORO- You can find a poem written by Glenda McKeever, substance abuse worker at DART Cherry, on Poetry.com, in a book soon to be published and on a compact disc and a cassette tape soon to be released.

McKeever says she first entered her poem titled "Tears" in a poetry contest sponsored by Montel Williams. She soon received a letter from Poetry.com stating they would be publishing the poem.

"I was real excited when I found

out," said McKeever. "I just wanted to share a message with those women I have worked with who are trying to recover from chemical addiction."

A Wilmington native, McKeever now calls Goldsboro home. She joined the Department in February. Before that she worked at the Wayside Fellowship Home for chemically addicted women in recovery in Goldsboro.

Carteret CWP Officer Receives Recognition

NEWPORT- Correctional Officer A.Q. Barlow received special thanks from the town of River Bend Feb. 8 for a project that had been completed by Barlow's Community Work crew. Mayor Jim Finley and Town Councilman John Kirkland presented Barlow a plaque and cards of appreciation.

The Mayor had contacted Sgt. Ted Howell about getting some help paving a parking lot with special pavers designed to help with runoff. Howell selected Barlow's crew to tackle the project. The certificate of appreciation stated, "For your project role, for your exemplary leadership skills and for your kind patience, our Town is in debt to you."

Barlow thanked Mayor Finley and Councilman Kirkland for taking time to visit the facility and expressing their appreciation. He told them that he has one goal, one objective and one mission, which is to do the job right and have a satisfied customer.

Graduation Ceremony Held For Leadership Program

APEX - Eighteen of the department's future leaders graduated from the Correctional Leadership Development Program (CLDP) on Feb. 28, equipped with new skills to become better leaders and managers.

This year's class was the third to graduate from CLDP, a program designed to develop the professional skills of the department's current and rising leaders. "Our training has taught us to think outside of the box," said class member Ricky Anderson.



CLDP Class III graduates are: Front row, from left, **Rick Moore**, DOP; **Lafayette Hall**, DOP; **Delilah Warner**, DCC; **Gloria Watts**, MIS; **Lewis Smith**, DOP; and **Jerry McQueen**, DACDP. Second row, from left: **Jerry Kelly**, DOP; **Lynn Sanders**, DOP; **Ron Hogsed**, DACDP; **Ricky Anderson**, DOP; **Susan White**, DOP; **Crystal Leigh**, MIS; and **Robert Lewis**, Correction Enterprises. Third row, from left: **Ricky Byrd**, facilitator; **Dennis Rowland**, DOP; **David Cates**, DOP; **Sycret Evans**, Extradition; **Steve Jacobson**, Correction Enterprises; **Jim Reason**, Correction Enterprises; **Vernon Bryant**, DCC; and **Mike Evers**, facilitator.

The class learned about leadership principles, conflict management and resolution, team building and got a chance to experience areas of the department they wouldn't normally see, like observing execution preparations at Central Prison, or riding with an intensive probation officer.

In his remarks to the graduating class, Secretary Theodis Beck issued this challenge, "Use the skills and training you have acquired to make this department and the world a better place."

NCPPA Holds Winter Workshop

SANFORD- The Division II Chapter of the North Carolina Probation Parole Association conducted a winter workshop Feb. 20.

Durham Police Chief Teresa Chambers, the keynote speaker, challenged the employees of the Division of Community Corrections to demonstrate a "spirit of service" in the performance of their duties. She praised the Durham County probation officers for their cooperation with other area law enforcement agencies and for their contributions to improving the quality of life in their community. She also cited success stories regarding offenders in the STARS initiative (Strategies to Abate and Reduce Senseless Violence). This creative approach to dealing with habitual,

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New Program Treats NCCIW Inmates Holistically

By Pamela Walker

RALEIGH- Before a structured day of treatment, the residents of the Last Alternative Therapeutic Community of Hope (L.A.T.C.H.) get pumped up by singing, dancing and sharing with others their favorite quote, person and color for the day. The goal of the newly created L.A.T.C.H. program at North Carolina Correctional Institution for Women is to treat chemically addicted participants holistically.

"The program is designed to treat not only their disease, but also their criminal behavior," said Program Director Ruth Taylor. "We have identified special clients in need of specific modalities of treatment."

There are currently 34 residents assigned to L.A.T.C.H. for a period of nine to 15 months. The Division of Alcohol and Chemical Dependency Programs has referred them to the program. The residents undergo extensive daily treatment in a residential setting that first focuses on their addiction to drugs and/or alcohol. Housed away from the general population in a therapeutic community atmosphere, the inmates live and work together striving to help each other

reach their individual goals.

Substance Abuse Program Supervisor Patricia Parks-Taylor says the idea is for the women to take responsibility for their actions. "Nobody's ever given them this chance and it is obvious the women we've chosen want to achieve and do better," said Parks-Taylor.

L.A.T.C.H. is a five-phase process in which the phases are interrelated and correspond to the residents' progress. The first phase entails entry, assessment and evaluation and lasts approximately 30 days. Residents are introduced to a strict set of house rules, terminology, and schedules and each is assigned a primary counselor.

The next phase centers on the residents' involvement in the therapeutic community. They have morning meetings, group therapy, one-on-one interactions, confrontations with other residents who they believe are not motivated toward recovery and nurture inexperienced people in the program. Treatment during this phase includes the use of Covington's model of "Helping Women Recover," Cognitive Behavioral Intervention and Alcoholics Anonymous 12 Steps to Recovery. If the women have not already graduated from high school or received a GED, they are



Patricia Parks-Taylor, substance abuse program supervisor, talks with a resident in L.A.T.C.H.

required to take classes to do so.

Each resident is also assigned job functions to help them learn to assume responsibility and good work habits.

"I have to be able to walk what I talk," said inmate Sandra Thompson. While assigned to L.A.T.C.H., Thompson has earned the job of senior coordinator. She supervises the residents' activities and then reports back to the counselors. "Everybody wants my job, but you have to not have any rule violations at all." Other jobs the residents can be assigned include chief expeditor, the person who calls to order and closes meetings; the telephone striver, the person who organizes inmate phone use; and the journalism striver, the editor of the program's newsletter.

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U.S. naval fleet. The 'friendly forces' were coordinated from aboard the aircraft carrier *U.S.S. Enterprise*, underway with her battle group about 300 miles off the Carolina coast.

The 'enemy forces' were civilian contractors who moved the targets around eastern North Carolina, attempting to elude the 'friendly.' "We move from day to day, we run and hide," said Paul Needham, an electronic warfare specialist from Patuxent River Naval Air Station in Maryland. "It's fun to be the bad guys, it's all part of the game."

Needham operated the radar outside the prison and also transmitted 'enemy' radio signals, potential intelligence to be

intercepted by the fleet. "When I see the jets coming over, I'll turn on the radar and 'light them up' to simulate a hostile action from an enemy missile site," he said. "They'll have to react to that. We try to make it as real as possible."

From offshore, the fleet was conducting its reconnaissance on three levels, trying to locate the targets and determine the strength and position of the 'enemy' forces. Satellites in orbit passed hundreds of miles overhead using infrared cameras to penetrate the heavy cloud cover and detect the heat given off by objects below. In the air, Harrier jets made frequent passes over the prison, circling and taking photographs. Navy SEALs parachuted into the nearby countryside and moved through the

woods to conduct close-up surveillance on the ground.

"The commanders told us we wouldn't even know the SEALs were there," said Pamlico Superintendent Steve Muller. "But they wanted to know about it if we did spot one of them."

Since the entire operation took place outside the prison's perimeter fences, it was business as usual for Pamlico's inmates and staff.

"It's unique for the State of North Carolina and the Department of Correction to take part in something like this with the Defense Department," said Muller. "But we're glad to help in any way we can."★

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challenging responsibilities." Born in St. Pauls, Lewis obtained a bachelor of arts degree in sociology from St. Augustine's College.

As director of health services, Smith is responsible for management and clinical oversight of health care services for incarcerated inmates statewide. She joined the Department as a contract physician in 1998. She was named deputy medical director in March 1999. Smith has extensive



Smith

experience in clinical supervision of physicians, nurse practitioners and physician assistants in a public health setting. She received her doctor of medicine from the University of

North Carolina Chapel Hill. She lives in Cary with her husband. Smith enjoys traveling in her spare time.

McMichael says she is a "hoosier," having been born and raised in Evansville, Ind. where she attended Ball State University. She joined the Department in 1994 in the health services section of the Division of Prisons. Two years later McMichael was promoted to administrative secretary in the Geographic Command. She left briefly to work at the Attorney General's Office as a program assistant, but returned in June 2000 as an assistant to Jane Garvey in the department's legal affairs section. McMichael lives in Clayton with her husband Ed, who is



McMichael

superintendent at Neuse Correctional Institution. She enjoys gardening, interior decorating, antiques and traveling. ★

(Cochrane Continued from page 3)

superintendent for programs.

"I feel that I'm ready for this new challenge," said Cochrane. "The staff at Wake is top-notch. I feel fortunate to be chosen to lead this facility."

Cochrane, who grew up in the Washington, D.C. area, attended Atlantic Christian College in Wilson for two years and received her bachelor's degree in corrections in 1978 from East Carolina University. She is also a graduate of the Public Manager's Program and was a founding member of Women in Corrections. Cochrane lives in Cary and in her spare time enjoys tennis, hiking and working with her church. ★

(Hostage Continued from page 1)

secondary negotiator or chronographer. Each member is cross-trained in every position.

The team leader is the supervisor of the team. The team leader reports to the scene commander, which is typically a superintendent or administrator, tries to resolve any emergencies and is responsible for all the equipment and team members.

The primary negotiator is the point of contact between the hostage taker(s) and the team. "You have to have a lot of confidence," said the primary negotiator.

The secondary negotiator continually monitors the primary negotiator and everything the negotiators say as well as everything the hostage taker(s) says. This person takes a lot of notes on the situation and offers suggestions to the primary negotiator.

The fourth position, the chronographer, keeps a record of the entire negotiation process. This person writes everything that is said by team members and the hostage taker(s) on a

board for the entire team to see.

"Every member and every position is important," said Charles Stewart, chief of security for the Division of Prisons. "We want each person to be able to do their job, or another person's job and be able to set up equipment in the dark."

Stewart says the last hostage situation in the Division of Prisons was at Central Prison in 1982. He says the state has had two close calls in the last three years, but quick thinking by prison staff prevented a serious situation. Stewart says staff trained in crisis intervention is the key and that is why the training for the H.N.T.'s is made as real as possible.

The teams do a lot of role playing during their monthly training. One team will act as hostage takers and hostages in a scenario that incorporates all kinds of actors. Another team will practice their negotiating skills on the first team and vice-versa.

For instance, during a recent training exercise, one of the H.N.T.'s was told two inmates had escaped from a road squad. The escapees had apparently carjacked a vehicle and had taken its two occupants hostage. They were all in the

abandoned Blanch Youth Institution in Yanceyville. Even though this was not a real situation, the H.N.T. acted as if it was and went into action, setting up communication equipment at Blanch and having a phone delivered to the room where the escapees had holed themselves up. The team then successfully negotiated with the escapees and after a short time convinced them to let the hostages go and give themselves up.

"We're not only a team, but we're also a family," said the team leader. The teams are made up of prison staff in positions ranging from correctional officer to program supervisor, but their day-to-day titles are set aside when they come together for training. Currently, team members do not get any extra compensation for the assignment, but they hope that'll change when the budget situation improves. They realize their training is important. The team members have gotten to know, respect and trust each other. The H.N.T.'s hope that cohesiveness and their extensive training will pay off should they have to respond to a real hostage situation. ★

(Probation Continued from page 1)

A few minutes later Martin is out the door and on the way to visit another probationer at work. Fareed is serving his probation time for several worthless check convictions. He works at a local trucking terminal, loading furniture shipments onto trailers. Martin catches him during a break, so he doesn't pull him away from his work. He says Fareed is a model probationer who does a good job for his employer, is always home before his curfew and causes no trouble.

A short while later, Martin leaves the truck terminal and heads downtown to the High Point police station for a meeting with the Criminal Investigation Division. High Point's probation/parole officers meet regularly with city police investigators to share information on crimes happening around the city. It's not unusual for probation officers to have a piece of information that helps police crack a case, or for police investigators to be able to help the probation/parole officers locate absconders. Probation officers even carry police radios to communicate with the High Point officers. "It's the most valuable tool I have — even more valuable than what I carry on my side," Martin says, touching the pistol in the holster on his belt.

Martin carries a caseload of about 34 probationers, most of them violent

offenders like Anthony who have been called before High Point's Violent Crimes Task Force. Every other month, some of the city's worst violent crime offenders, many of them probationers, are brought into a meeting at the police station and warned about the tough consequences for violent crime and drug activity in High Point. Fifteen offenders have shown up for tonight's meeting. After listening to the representatives from federal, state and local law agencies, they are introduced to representatives from a host of community agencies with programs that can help them turn their lives around. The program has proven successful at reducing violent crime in High Point and Police Chief Louis Quijas says the probation/parole officers play one of the most important roles.

By 8:15 p.m., Martin is back in the car, ready to start the night's curfew checks. The first stop is at the home of a probationer named Scooby who has just returned from IMPACT boot camp. Martin finds him in the living room watching TV with his mother. He chats with the family for a few minutes and reminds Scooby that he might come by tomorrow with his drug test.

At 8:30 Martin pulls up at the home of Tracy, who's on probation after a cocaine possession offense. He's at home as usual, tending to his pets - a giant python and two smaller snakes in a

large habitat in his living room.

Fifteen minutes later, Martin raps on the door at Leroy's home. Martin says he just picked Leroy up a few weeks earlier, after his parole

from Central Prison. Leroy is making dinner in the kitchen, but stops to talk for a few minutes, before Martin heads back out the door. "It's a good night so far," Martin says as he starts the car again. "Everyone's in before curfew."

A few blocks away at 9:05 Martin checks in on Henry, a convicted auto thief, who is roused from his bed to answer the door. They talk for a few moments before Henry heads back to bed and Martin hits the road again. He checks on Tom at his home, a female offender at the women's shelter and Robert, who missed his curfew but called Martin a few hours earlier to tell him he was having car trouble. Robert is at home now and waves from the balcony as Martin slows down at the curb. "See you tomorrow," he yells from the window.

The night's last stop is at a group home only a few blocks from his office to see Jamie and Bruce. Jamie tells Martin he'll be moving into a new room in the house, and Bruce updates him on his plan to fulfill his community service requirement. It's almost 10 p.m. when Martin pulls back into the parking lot outside his office. It's been a long night, but he'll be back to do it again tomorrow. "Some days you wonder if you're getting through to them," he says. "But I do think what we're doing here in High Point is making a big difference."★



Robert Martin, intensive probation/parole officer conducts a curfew check.

(Briefs Continued from page 6)

violent offenders promotes representation from all local law enforcement agencies, members of the community and the offender's family.

Billie Jo Atkins, NCPPA President, recognized the NCPPA board for its accomplishments during the year and announced the establishment of a \$5,000 accidental death/line of duty insurance policy for members. Premiums for this benefit will be paid from membership dues. She also reminded everyone of the upcoming annual NCPPA Conference to be held in Charlotte on June 13-15.

Each workshop attendee donated much

needed items to be delivered to the Ronald McDonald House in Durham.★



Jackie Watkins, probation/parole high risk officer in Judicial District 11C, presents an appreciation plaque to Durham Police Chief **Teresa Chambers**.

Personnel Corner



Vacation And Sick Leave Earning Rates Change

The Department of Correction has revised its earning rates for vacation and sick leave, effective March 25.

In 1988, the Department converted from monthly leave cycles to 28 day leave cycles, establishing 13 leave accounting cycles for a calendar year. Because of this conversion, the leave earning rates were adjusted to coincide with the 13 leave

accounting cycles. The manner in which the adjusted leave earning rates were calculated had to be done using a specific formula so as not to skew the agency's financial statements. Because of a revision to the agency's financial statements, the leave earning rates must now be recalculated.

The following table reflects the revised vacation leave earning rates:

<i>Service</i>	<i>Vacation Hours Per 28-day Period</i>	<i>Vacation Hours Per Year</i>	<i>Vacation Days Per Year</i>
Less than 2 yrs	7.23	94	11 ³ / ₄
2 but less than 5 yrs	8.46	110	13 ³ / ₄
5 but less than 10 yrs	10.31	134	16 ³ / ₄
10 but less than 15 yrs	12.15	158	19 ³ / ₄
15 but less than 20 yrs	14.00	182	22 ³ / ₄
20 years or more	15.85	206	25 ³ / ₄

(LATCH Continued from page 7)

The next phase, re-entry, helps prepare residents for seeking gainful employment and reintegration into the community. The three-month phase includes mock interviews, seminars in job seeking and tips on a professional appearance. Inmates are also educated on Gorski's Relapse Prevention (CENAPS) model, which can help them identify relapse triggers.

After residents successfully complete the re-entry phase and

Fore!

Now that I have your attention golfers.. there has been a change in the date of an upcoming golf tournament.

Hyde Correctional Institution's NCCA Northeast Region Spring Golf Tournament has been changed to May 3. The four-person superbowl will be held at Roanoke Country Club in Williamston.

For more information, call Mike or Anke Cahoon at Hyde Correctional Institution at (252) 926-1810.

requirements of the Department regarding custody levels, they enter the pre-release phase. Residents are transferred to Raleigh Correctional Center for Women where they will engage in activities that will help prepare them for release into the community. A counselor known as a continuing care provider (CCP) will begin to explore services available in communities and "wrap" those services around the resident's individual plan of action.

In the post-release phase, CCPs help clients with transportation, vocational rehabilitation, social services, legal aid, medical care, half-way houses, transitional housing and whatever is necessary to help her get established in the community.

A similar 90-day program is also available to inmates at Fountain Correctional Center for Women. Participants at Fountain are also housed in the therapeutic community setting. However, the treatment program is streamlined because the facility typically houses women who have a limited time left on their sentences.★

Hepatitis B Vaccine Offered To State Health Plan Members

Employees, spouses and their children (19 and older) who are members of the State Comprehensive Health Plan now have a chance to get free Hepatitis B vaccinations thanks to efforts made by the Department Wellness Program.

Hepatitis B virus is found mainly in blood and body fluids and in certain situations it is 100 times more contagious than HIV. Hepatitis B attacks the liver and can make people extremely sick. The disease can lead to cirrhosis of the liver or liver cancer. Each year there are up to 150,000 new cases of Hepatitis B and about 4,000 people die in the United States.

Clinics will be set up in locations as designated by the work unit manager. Registered nurses will give the vaccine in a series of injections over a six-month period. People who are hypersensitive to yeast should not receive the vaccine. This is a very small percentage of the population. Contact your wellness coordinator for more information.★

Staff Training Honor Students

Charles Allison	DCC, Dist. 24
Kristin Coulston	DCC, Dist. 18
Jason Graham	DCC, Dist. 20A
Byron Pearson	Foothills CI

Retirements 30 Years or more

Alfred Echard	Caldwell CC
Theodore Smiley	Warren CI
Donald Welch	DCC, Dist. 2

Deaths

Jamine Spencer	Hyde CI
Ronnie Watson	Foothills CI

Movin' On Up

Name	Promoted To	Location	Name	Promoted To	Location
Michael Bailey	Asst Drill Instructor	IMPACT West	Robert Jackson Sr.	Asst Drill Instructor	IMPACT West
Melissa Baity	Prob/Par Officer II	DCC, Dist. 22	Deborah Jacobs	Prob/Par Officer Tr	DCC, Dist. 12
Karen Barefoot	Corr Program Dir I	NCCIW	Jeffery James	Corr Sergeant	Western YI
George Baysden	Corr Program Asst II	Lumberton CI	Orlando Johnson	Corr Sergeant	Guilford CC
Randy Black	Corr Sergeant	Pasquotank CI	Kevin Ketchie	Prob/Par Officer II	DCC, Dist. 17A
William Blowe	Corr Sergeant	Pasquotank CI	Zack Koonce III	Prob/Par Officer II	DCC, Dist. 4A
Melvin Blue	Rehab Therapist	Central Prison	Claressa Leary	Corr Case Analyst	Neuse CI
Jean Boyd	Personnel Asst IV	Central Prison	Nytisha Lee	Corr Program Asst I	NCCIW
Leigh Branch	Corr Behavioral Spec II	Polk YI	Natalka Lock	Personnel Asst IV	Personnel
William Brewer	Prob/Par Officer II	DCC, Dist. 9A	Deborah Long	Transfer Coord III	DOP Admin.
Kenneth Broome	Prob/Par Officer II	DCC, Dist. 21	Jonathan McCargo	Prob/Par Officer II	DCC, Dist. 1
Kenneth Bullock	Corr Lieutenant	Lumberton CI	Bruce McCrary	Corr Lieutenant	Western YI
Patricia Cannon	Corr Sergeant	Charlotte CC	Thomas McCurdy	Corr Sergeant	NCCIW
Rhonda Carter	Prob/Par Surv Officer	DCC, Dist. 5	Lydia Martin	Prob/Par Officer II	DCC, Dist. 25B
Demetrius Clark	Corr Sergeant	Pasquotank CI	Ernie Maynor	Corr Sergeant	Hoke CI
Aaron Clarke	Inst Class Coord	Hyde CI	Sheila Mitchell	Corr Program Dir I	Nash CI
Terri Collins	Accounting Tech I	Nash CI	Bobby Montague	Asst Supt Custody/Op	Polk YI
Michael Cox	Prob/Par Officer Tr	DCC, Dist. 29	Joseph Narron	Prob/Par Officer II	DCC, Dist. 10
Joseph Crisp	Corr Sergeant	Odom CI	Linda Nichols	Corr Sergeant	Marion CI
Betty Deese	Corr Sergeant	Columbus CI	Ricky Neill	Prob/Par Unit Supvr III	DCC, Dist. 13
Edward Dickerson	Prison Indus Supvr IV	Sign Plant	Bruce Norman	Corr Sergeant	Tillery CC
Michael Donovan	Prob/Par Surv Officer	DCC, Dist. 15B	Andrè Peters	Corr Program Supvr	Caledonia CI
Lacreta Douthit	Prob/Par Officer II	DCC, Dist. 21	Audie Peterson Jr.	Corr Sergeant	Mt. View CI
Jeanette Fleming	Accounting Tech II	Fiscal	Daniel Pittman	Corr Food Serv Mgr I	Columbus CI
William Fowlkes III	Accountant I	Fiscal	Trey Pittman	Prob/Par Officer Tr	DCC, Dist. 8A
James Frye	Corr Program Dir I	Morrison YI	Andrew Powell	Corr Program Asst II	Polk YI
Ava Gentry	Nurse Supvr I	McCain CH	Carolyn Pridgen	Accounting Clerk IV	Eastern CI
Lillian Gilliam	Corr Sergeant	Pasquotank CI	Russell Ramsey Jr.	Corr Program Supvr	Albemarle CI
Judy Godwin	Office Asst IV	Polk YI	Stephanie Randall	Corr Program Asst II	Neuse CI
Arnesia Graham	Processing Asst IV	Neuse CI	Ernest Ray	Prob/Par Unit Supvr III	DCC, Dist. 18
Douglas Graham	Prob/Par Officer II	DCC, Dist. 19A	William Raynor	Corr Training Spec I	Johnston CI
Creola Harris	Prob/Par Officer Tr	DCC, Dist. 21	Colbert Respass	Corr Unit Mgr	Pasquotank CI
Ronald Harris	Lead Corr Officer	Southern CI	Lashonda Scott	Corr Program Asst II	Warren CI
Helen Harvey	Corr Sergeant	Odom CI	Joseph Scotton	Corr Sergeant	Southern CI
Joyce Harvey	Corr Sergeant	Hyde CI	William Sharpe Jr.	Corr Asst Unit Mgr	Pasquotank CI
Garry Haug	Lead Corr Officer	Craggy CC	Tina Singleton	Corr Case Analyst	Craven CI
Alice Hawes	Dept Purc Off III	Purchasing	Michael R. Smith	Real Prop Agent I	Purchasing
Maurice Hill Jr.	Telecom. Equip Tech I	East Reg. Maint.	Albert Spivey	Corr Sergeant	Umstead CC
Jasper Howard	Corr Lieutenant	Nash CI	Shannon St. Clair	Rehab Therapist	Central Prison
Claude Howell	Prob/Par Officer II	DCC, Dist. 26	Albert Todd	Corr Sergeant	Marion CI
Carol Huneycutt	Corr Officer	Central Prison	Chad Towery	Corr Lieutenant	Foothills CI
Thomas Huston	Prob/Par Surv Off	DCC, Dist. 1	Tara Williams-Brown	Accounting Clerk V	Fiscal



Tom Sutton, right, receives congratulations on his retirement from his special assistant to the secretary. A reception was held for Sutton, a research and evaluation analyst in the Office of Research and Planning, Feb. 28 at the Yonkers Road complex in Raleigh.

Employee Week Set

The week of May 7-11 has been designated Employee Appreciation Week in State Government. During the week, events at work sites throughout the state typically are held to recognize the contributions of employees throughout the year. "The employees of the Department of Correction are some of the hardest-working, most dedicated people I've ever met and truly are the unsung heroes of the criminal justice system," said Secretary Theodis Beck. "I welcome the opportunity to say thank you for your tireless efforts and for the outstanding job you do each and every day of the year."

Inappropriate Use Of Computers Policy Being Refined

The department's policy on use of state computers and the Internet is under review after it was discovered some employees have been viewing inappropriate web sites.

"I have asked the director of Information Resources to refine, rewrite, and disseminate the Department's policy on 'Inappropriate Use of the State Computer and the Internet' after review and approval by this office," said Secretary Theodis Beck.

Secretary Beck asked for the policy review after learning of inappropriate use of state equipment and resources was being done during duty hours. The state policy states that while in performance of work-related functions, while on the job, or while using publicly owned or publicly provided information processing

resources, public employees are expected to use the Internet responsibly and professionally and shall make no intentional use of these services in an illegal, malicious or obscene manner.

Secretary Beck has asked all supervisors and managers to counsel employees on this matter and report



back through their chain of command to the division director or unit head when this action has been taken. Employees found in violation of the policy should be appropriately sanctioned.

The director of Information Resources is also exploring other possible strategies to help with the policing of inappropriate use of computers and the Internet. They include the use of firewalls and proxy servers to help identify violators and prevent future abuse; purchasing and currently distributing Zenworks, a software application that might also be of some help in preventing future abuse; and investigating the purchase of filtering services offered by the State's Information Technology Services (ITS). However, budget constraints may restrict the speed with which some of these technologies can be implemented. ★



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