

November/December 2005

Correction News

North Carolina Department of Correction / www.doc.state.nc.us / (919) 716-3700

Ceremony cites DOC's employee award nominees



Secretary **Theodis Beck** recognized the four recipients of the State Employees Awards for Excellence and all 38 nominees from the Department of Correction in a ceremony Dec. 7 at the OSDT complex in Apex.

"No other state agency had as many honored employees this year," the secretary said. "I believe that is a testament to the dedication and motivation of the

people who work for this department. Our employees show dedication, commitment and courage every day, and we don't say thank you nearly enough. But today, we will try."

Each nominee received a framed certificate from the secretary, after the person who nominated them detailed their accomplishments.

The nominees who received the

2005 State Employees Awards for Excellence were **Rodney Burton**, correctional officer, Marion Correctional Institution; **Perry Franklin**, unit manager, Marion Correctional Institution; **Suzanne Johnson**, nurse supervisor, Morrison Correctional Institution; and **Barbara Orr**, chief probation/parole officer, District 20.

The other nominees were:

See *EMPLOYEES*, page 7

Managers Meeting focuses on employees

Insight, innovation and improvements by, of and for employees were the highlights of the 2005 Managers Meeting in Raleigh, where about 300 leaders from all areas of the department gathered Dec. 14-15 to look at where North Carolina correction can and should go.

Secretary **Theodis Beck** gave a state-of-the-department report that not only reviewed significant accomplishments from the past year but also re-focused attention on the core element of the department's past and future success – its employees. He pointed out that Correction's vision statement calls for "growth and development for employees."

"Our objective – our charge – must be that we will leave this agency and its work force better prepared and trained than when we assumed our roles," Beck told the managers. "As leaders of this agency,



Nicole Sullivan, left, research and planning manager, and Sherry Pilkington, senior special assistant to the secretary, led a presentation on the Training Project at the Managers Meeting.

it is incumbent upon us to develop and maintain a qualified, well-trained work force, not only for the betterment of the agency, but for the long-term welfare of the employee."

Keynote speaker on Dec. 14 was George Keiser, Community Corrections/Prison Division chief for the National Institute of Corrections (NIC). Keiser said employee retention and offender re-entry preparation are critical issues.

See *MANAGERS*, page 5

New position classifications on the way

The Office of State Personnel is implementing a new classification system called Career Banding.

This new system encourages career development and groups similar work into occupational categories, or job families, using generic titles. This system will focus on the development of competencies which are the knowledge, skills and behaviours needed to perform a job. Salary ranges are based on labor market rates.

The first job family to be implemented in the Department of Correction will be Information Technology, which will include all computer related classifications.

Future priority implementation schedules for the department have not yet been determined. More information will be provided as it becomes available.



Spotlight

Judicial District 21

"A lot of good things are going on here," Manager **Chris Oxendine** said about District 21 of the Division of Community Corrections.

District 21 covers Winston-Salem and the remainder of Forsyth County. A total of 101 officers and other staff are assigned to the district, supervising nearly 4,650 offenders.

The District's Chief Probation/Parole Officers and their units are:

James Goff, 521XA; **Douglas Wood**, 521XB; **Sherri Cook**, 521XC; **Ted East**, 521XD; **Brian Gates**, 521XF; **Jay Waller**, 521XG; and **Dennis Blackerby**, 521XH.

The district staff is involved in an Offender Management Contacts (OMC) pilot project, a local domestic violence initiative, the local Drug Treatment Court Program and the Community Threat Initiative.

With OMC, the initial post-judgment contact with an offender is made during the intake process by the judicial unit. The OMC program began in June, to ensure that all offenders placed on supervised probation are thoroughly interviewed, advised of the conditions on their judgment, develop a case plan, and

schedule appointments with agencies to meet the requirements and needs of the offender. This process has significantly increased offenders' understanding of probation and has reduced the number of offenders avoiding probation processing in court.

The Community Threat Program in Forsyth County began in August. The program seeks to identify offenders placed on probation that are associated with gangs. Intensive Case Officer **Jonathan Wilson**, is the designated contact person for community threat group activities and ensures awareness of the program among court officials and local law enforcement agencies.

Domestic Violence Project

District 21 is involved in a new, innovative domestic violence project, which will create a "one-stop shop" for victims needing assistance. It also targets specific offenders with histories of domestic violence. The program, "Safe on Seven," is funded by a grant obtained through the district attorney's office. District 21 has dedicated two probation/parole officer positions to work with this program and the identified offenders.

District 21 received a new probation/parole officer II position that is dedicated solely to the Drug Court sanctions. The officer is involved in the selection, staffing and supervision of all drug court offenders.

Day Reporting Center

One of the busiest areas in the Special Operations Unit is the Day Reporting Center (DRC). Among its services are classes to help offenders avoid a return to criminal activity, including Cognitive Behavioral Intervention (CBI). The DRC Officers help facilitate and provide security for the classes, which are



From left, **Cassandra Dean**, office assistant IV; **Chris Oxendine**, judicial district manager; **Jane Bumgardner**, assistant judicial district manager.

held at night.

The Treatment Accountability for Safer Communities (TASC) program assesses offenders in DRC for appropriate referral to services and treatment. The TASC office is located in the same building with DRC, which is convenient for both staff and the offenders they supervise.

Surveillance officers concentrate on follow-ups for offenders who do not keep their DRC appointments. As a result, the no-show rate has fallen considerably.

The number of offenders assigned to DRC averages 90 to 100 cases. Many offenders find it difficult to comply with the structured DRC program; the officers are always busy addressing these non-compliance issues with offenders and in the courts.

District 21 has two Electronic House Arrest (EHA) officers. One supervises EHA cases only, and the other supervises a combination of EHA, sex offender and DRC cases.

The district has three probation/parole officer positions dedicated to the supervision of sex offenders. These



Among the participants in the 2005 benefit golf tournament for Special Olympics were, from left, **Hal McNeely**, intensive surveillance officer; **Robert Guy**, director, Division of Community Corrections; **Patricia Lassiter**, probation/parole officer II; and **William Schatzman**, Forsyth County sheriff, whose office co-sponsored the event.

Spotlight, from page 2 officers follow the guidelines of the Sex Offender Control Program, balancing treatment and control. The officers conduct various searches while supervising these cases and also plan to seek the assistance of an SBI agent with some of the computer searches.

Community Involvement

District 21 staff members are proud of their involvement in fundraising events that support Special Olympics. **Hal McNeely**, ISO, has coordinated District 21's involvement since 1998. Projects include a Federal Express Plane Pull, co-sponsored with the Guilford County Sheriff's Department, and a golf tournament, co-sponsored with the Forsyth County Sheriff's Department.

District 21 has raised more than \$6,000 for Special Olympics in 2005.



Unit 521XH staff: **Tony McKinnon**, probation/parole officer 2; **Dennis Blackerby**, chief probation/parole officer; **Shawn Smalls**, probation/parole officer 1; and **Bruce Gouge**, intensive case officer.



Micky Shoemaker, intensive surveillance officer; **Julian Shores**, probation/parole officer II; **Christian Kesler**, probation/parole officer II; and **Scott Bauer**, intensive case officer.



Unit 521XA staff: **Lisa McManus**, office assistant III; **Jim Goff**, chief probation/parole officer; **Robin Newell**, intensive case officer; **Summer Whitaker**, probation/parole officer I; and **Carl Glenn**, probation/parole officer I.



521XB staff: **Lori Dunn**, community service coordinator; **Doug Wood**, chief probation/parole officer; **Connie King**, community service coordinator; **Judy Cline**, community service coordinator; and **Sherry Campbell**, office assistant III.



Unit 521XF officers: **Mike Burroughs**, intensive surveillance officer; **Paulette McDaniel**, probation/parole officer II; **Hal McNeely**, intensive surveillance officer; **Sherry Williams**, intensive surveillance officer; **Brian Gates**, chief probation/parole officer; **Tina Feher**, office assistant III; and **Jonathan Wilson**, intensive case officer.



Unit 521XC staff: **Angelene Terry**, probation/parole officer I; **Alida Farmer**, stenographer; **Elizabeth Raber**, probation/parole officer I; **Dominique Vaughn**, probation/parole officer I; **Kwanda Graves**, probation/parole officer II; **Jean Mallard**, probation/parole officer I; and **Sherri Cook**, chief probation/parole officer.



Unit 521XD staff: **Maybelle Steele**, office assistant III; **Shawnice Orange**, probation/parole officer I; **Creola Harris**, probation/parole officer II; **Ted East**, chief probation/parole officer; **Oscar Smith**, probation/parole officer II; and **Nikki Davis**, intensive surveillance officer.



Right photo, from left, **Maurice Hymes**, intensive surveillance officer; **Kevin Caldwell**, probation/parole officer II; **Annette Dezarn**, probation/parole officer II; **Jack Bullard**, intensive surveillance officer; **Joyce Wilson**, office assistant III; **Monica Stewart**, probation/parole officer II.



During a cookout, Correction Enterprises Director **Karen Brown** presents the Employee of the Year plaque to **Carlton Richardson**, a training specialist.

Enterprises recognizes outstanding employees

Correction Enterprises recently recognized six employees for their outstanding accomplishments and contributions to the success of the division.

Each year, employees are recognized in the categories of Outstanding Customer Service, Workplace Improvement, Quality, Safety, and Inmate Improvement and/or Training. The Employee of the Year recipient exhibits qualities in most or all of these categories.

The 2005 winners are:

- Outstanding Customer Service – **Tass Jansen**, Correction Enterprises supervisor II, Woodworking Plant.
- Workplace Improvement – **Charles Wright**, maintenance mechanic IV, Broughton Laundry.
- Quality – **Jeffrey Murray**, Correction Enterprises supervisor II, Sign Plant.
- Safety – **Melvin Fowler**, Safety Inspector, Sign Plant.
- Inmate Improvement and/or Training – **Richard “Nic” Nicholson**, Correction Enterprises supervisor II, Metal Products Plant.
- Employee of the Year – **Carlton Richardson**, training specialist, Enterprise Administration.

New controller comes from state budget office

RALEIGH – **Byron Harris**, a veteran analyst from the Office of State Budget and Management, is the new director of the financial operations of the Department of Correction.

Harris began his 27th year as a state employee when he became Correction controller on Dec. 1. Previously, he was in the state budget office for 13 years, most recently as senior budget analyst for justice and public safety programs. Harris also worked nearly 14 years in the State Auditor's office.

He succeeds Paul Gross, who retired in August.

In announcing the appointment, Correction Secretary **Theodis Beck** said Harris has other exceptional qualifications in addition to his vast experience.

“We are very happy to have Byron in Correction,” Beck said. “He already knows and has a positive working

relationship many of the key people in our department and in others. Also, he has demonstrated very desirable management skills, especially in staff development and communications.”

Harris said his initial plan is to deepen his knowledge about the department.

“As I go along, if I see that there might be a better way to do something, we’ll take a look at it,” he said.

Harris, a native of the Justice community in Franklin County, is a 1977 accounting graduate from Duke. He and his wife, Peggie, have a daughter. The family is active in Bible Study Fellowship, and Harris has been a PTA leader and an election official. He also enjoys golf.



Byron Harris



James Hardy

James Hardy named to lead Nash CI

NASHVILLE – **James Hardy**, a 27-year corrections veteran, has been promoted to correctional administrator at Nash Correctional Institution.

Hardy has served as the assistant superintendent for custody and operations at Nash CI for the past 10 years. He began his corrections career in 1977 as an officer at Caledonia Prison Farm in Halifax County. He has also worked at Odom Correctional Institution.

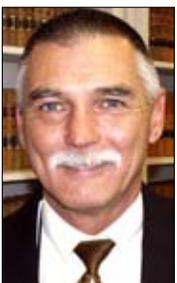
Hardy says he’ll continue working to maintain a safe community environment around the prison facility by ensuring that his staff is thoroughly and properly

trained.

He is a native of Roanoke Rapids and a graduate of Elizabeth City State University and Northwest High School in Littleton. He has also graduated from the Correctional Leadership Development Program offered by the Department of Correction.

Hardy is an enthusiastic CIAA sports fan and enjoys grilling on his backyard barbecue. He lives in Pitt County.

Nash Correctional Institution is a medium-security prison housing approximately 640 male inmates. Correction Enterprises operates two industries at the prison using inmate labor – a printing plant that prints many state government publications and an optical lab that produces eyeglasses for state inmates and Medicaid recipients.



Ray Griggs

Ray Griggs to manage probation and parole in Judicial District 1

ELIZABETH CITY – **Ray Griggs**, a 22-year veteran probation/parole officer, has been named manager for Judicial District 1.

In his new position Griggs manages 49 employees who supervise more than 2,000 offenders on probation or parole in Camden, Currituck, Chowan, Dare, Gates Pasquotank and Perquimans counties.

Griggs has served as chief probation and parole

officer in Currituck and Camden counties for 15 years. He started working as a probation officer in 1984, and has worked his entire career in Currituck County.

Griggs is a graduate of J.H. Knapp High School in Currituck County. He also holds an associate's degree in political science from Chowan College and a bachelor's degree in English literature from Elizabeth City State University. He lives in Powells Point.

Mike Lamm chosen to lead Pamlico facility

BAYBORO – Mike Lamm has been named superintendent at Pamlico Correctional Institution, a medium custody state prison.

Lamm will be in charge of a correctional institution that houses 575 male inmates and has 215-person staff. Based on his 29 years of service, he believes the department is on the right track for effective correctional management.

“The present departmental transition program has been a long-needed program for preparing inmates’ for re-entry into society,” he said.

Lamm has bachelor’s degree in history from UNC-Chapel Hill, and has studied at NC Central University’s law school.

He started to work as a correctional officer at Central Prison in 1977, advancing through the ranks to become assistant superintendent at Eastern Correctional Institution in 1990. Lamm has also served as assistant superintendent at Columbus Correctional Institution and most recently at Craven Correctional Institution.

He replaces **Robert Hines**, who was named superintendent at Wayne Correctional Center.

Lamm resides in Morehead City, where he loves to fish and, with his wife, collect antiques. He has an adult son.



Mike Lamm

Sorrell Saunders named Sanford superintendent

SANFORD – Sorrell Saunders has been named the new superintendent for Sanford Correctional Center, a minimum custody prison that confines about 300 men and has about 75 employees.

Saunders succeeds **Wayne Talbert**, who was named superintendent at Hyde Correctional Institution in Swan Quarter.

Continuing to ensure the safety of the staff and the public is Saunders’ first order of business, he said.

“I also plan to be making a lot of public contact to ensure positive visibility for the facility,” said the Sanford resident.

Saunders spent the first 16 of his 22 years in corrections at Southern Correctional Institution in Troy, where he began as a program assistant I and advanced through the ranks to captain in 1998. In 2000, he was named assistant superintendent at Sanford Correctional Center. Prior to being named superintendent at Sanford, he had been operations manager in the prisons division central office in Raleigh since 2004.

A graduate of NC Central University, Saunders has a bachelor’s degree in public administration. He has also completed the state employees’ certified public manager requirements.

Saunders and his wife, Selina, have a son, Sorrell II. He is a trustee and avid worker in his church.



Sorrell Saunders

Managers, from page 1

He noted that about half of the meeting participants had more than 25 years of service, which meant they will likely be retiring within a few years. Further, those positions will need to attract people properly prepared for leadership.

Keiser said re-entry planning for offenders should focus on the type of person released from prison as well as what is done to prepare inmates for release. Corrections can strive to help offenders avoid making the same mistakes that got them into trouble.

The nationally-known speaker said North Carolina corrections has a good reputation in NIC, and that other members would do well to learn more about some of the department’s newer initiatives.

Health plan update

Dan Soper, NC State Health Plan chief operating officer/deputy executive administrator, provided news about the state health plan.

One item is to make preferred provider organizations (PPOs) an option available to employees within the next

year. Employees will choose whether the current plan (major indemnity) or a PPO better meets their needs. Details will be provided by the health plan office.

Breakout Sessions

Three informational breakout sessions were presented on Dec. 15. The topics were Career-Banding, Mediation and Training Project.

Career-Banding was led by Chris Clemens of the Office of State Personnel. The initiative is being developed to promote career development and proven successful work behaviors, and to emphasize competencies and demonstrated proficiency on the job. One of the effects will be wider pay ranges and career paths.

Led by **Kathy Reitzel**, training instructor II, Personnel, Mediation was described as the “wave of the future” in employee negotiations regarding workplace disputes. Set for training and implementation in Correction in April, the mediation initiative focuses on the use of a third party in seeking mutually agreeable solutions that are both cost-



Community Corrections Assistant District Managers **Lawrence Lindsey** (10) and **Theron Dennis** (14), take notes during one of the break-out sessions at the 2005 Managers Meeting.

and time-effective.

Sherry Pilkington, senior special assistant to the secretary, and **Nicole Sullivan**, research and planning manager, teamed up to present the Training Project. Basically, they said, an extensive examination will be made in 2006 to determine how to improve all aspects Correction personnel training, including the probable development of new training programs and the possible elimination of some current ones.

News Briefs



Military honors employer support

Staff at Rutherford Correctional Center were recently honored by the National Committee for Employer Support of the Guard and Reserve. The recognition goes to patriotic employers who contribute to national security and protecting liberty and freedom by supporting employee participation in America's National Guard and reserve forces. The nomination was made by Sgt. **Craig Dodson**, a member of the U.S. Army Reserve. Rutherford CC has two other reservists on staff: Officer **John Street**, U.S. Army Reserves, who returned from military duty in September; and Officer **Tony McKinney**, National Guard, who returned from military duty on Dec. 1. From left are Sgt. **Scott Vallecillo**, Sgt. Dodson, Assistant Superintendent **Michael Callahan**, Superintendent **Johnny Poteat**, Program Supervisor **Mary Hardin**, Accounting Technician **Shannon Thrift**, Administrative Services Assistant **Carol Carver**, Program Director **Ed Hughes**, Food Service Manager **Wayne Bailey**, and Sgt. **Kevin English**. Other staff members who were honored but are not pictured are Sergeants **Larry Godwin**, **Steve Sprouse**, **James Littlejohn** and **David Collins**.

'Festival of Trees' helps needy with 5th District's assistance
Employees in the Division of Community Corrections 5th Judicial District pooled their creative talents to provide handmade decorations for two Christmas trees for the "Festival of Trees" in Wilmington, an annual event for the benefit of Hospice of Wilmington.

The theme of the tree by the Pender County staff was "A Sew Sew Christmas," consisting of decorations of various sewing items.

The New Hanover staff also prepared a tree honoring Intensive Case Officer **Angela Allard**, who was diagnosed with leukemia earlier this year. Titled "Swinging for Shorty," their tree consisted of items depicting the golf tournament held in September to raise monies to assist Officer Allard with her medical expenses. The festival was held Nov. 26-Dec. 4.



PAWS popular at State Fair

One of the most popular attractions at the Department of Correction's booth at the 2005 State Fair were dogs being trained in various programs. Seen one day at the booth were two dogs, Bart and Maviro, who are in the PAWS (Pups Assisting With Sight) program at McCain Correctional Hospital. With the dogs are, from left, Program Supervisor **Charles Bryant**, inmate **Perry Woltz** (lead PAWS dog handler), and Program Supervisor **Mary Jones**. Both dogs have graduated from the McCain program and have been returned to the Southeastern Guide Dog School in Georgia to complete the last portion of their Guide Dog training before being given to a needy person. Completely trained, these dogs are worth an estimated \$35,000.

Employees' King Day event set for Jan. 13

The annual State Employees' Martin Luther King, Jr. Day Observance and John R. Larkins Award presentation are scheduled for Friday, Jan. 13, at First Baptist Church of Raleigh, 99 N. Salisbury Street.

Organizers need singers, hosts and hostesses. If interested in singing in the State Employees Choir, please e-mail [Lloyd Inman](mailto:Lloyd.inman@ncmail.net) at Lloyd.inman@ncmail.net.

net. If you are interested in being a host or hostess, please email **Gina Dean** at Gdean@dot.state.nc.us.

The John R. Larkins award is given annually during the State Employees' Martin Luther King Jr. Day Observance program. For more information about this prestigious award, visit the website www.governor.state.nc.us/Office/MLK-day.asp.



Wheels are 'Beautiful'

Keep McDowell Beautiful's Wheels of Love – a bicycle recovery program – was able to provide 225 refurbished bikes to needy children this year through distribution by local charities. The bikes, which had been discarded at the landfill, were refurbished by volunteer inmates at Marion

Correctional Institution's Minimum security unit. The inmates' project was under the direction and coordination of **Perry Franklin**, unit manager, and Sgt. **Linda Paquin**. Above, Keep McDowell Beautiful volunteers tag the completed bicycles for distribution.

Administration

Michael F. Easley
Governor

Theodis Beck
Secretary of Correction

Pamela Walker
Public Affairs Director

Correction News

is an employee newsletter published by the North Carolina Department of Correction's Public Affairs Office. If you have questions, comments or story ideas, please contact **George Dudley** at dgh02@doc.state.nc.us, or 919.716.3713.

High 5s

Employees, from page 1

Denise R. Artis, accounting clerk IV, Alcohol and Chemical Dependency

Shelia Banks, office assistant IV, Pamlico Correctional Institution

Theophilus Guy Barry, lieutenant (retired), Caswell Correctional Institution

Tracy Batchelor, sergeant, Tillery Correctional Institution

Velton Bennett, food service manager III, McCain Prison Hospital

Steve Brown, sergeant, Central Prison

Marsha C. Bullard, probation/parole officer, District 16B, Unit C

Edward R. Byrd, correctional officer, Harnett Correctional Institution

Joe R. Cobb, sergeant, Durham Correctional Institution

Carl W. Craven, probation/parole officer, District 5

Anthony Danks, Correction Enterprises supervisor I, Sampson Laundry

Steven Edwards, lieutenant, Marion Correctional Institution

Sean Graham, probation/parole officer, District 16B, Unit E

John M. Habuda, captain, Polk Correctional Institution

Ricky Hale, surveillance officer, District 7, Unit A

Barbara W. Hinson, nurse supervisor, Southern Correctional Institution

Betty Denise Holland, food service officer, Johnston Correctional Institution

Debbie L. Howard, office assistant IV, District 6B

Connie Jacobs, intensive case officer, District 16B, Unit E

Rebecca M. Jarman, probation/parole officer, District 4B, Unit B

Neil S. Jones, sergeant, Central Prison

Richard Kono, surveillance officer, District 16B, Unit E

James Langston, assistant superintendent, custody/operations, Wake Correctional Center

Elizabeth Taylor Mabe, chief probation/parole officer, District 18, Unit A

Althea Maddox, captain, Lumberton Correctional Institution

Terry McLaughlin, captain, Marion Correctional Institution

David Mitchell, superintendent, Mountain View Correctional Institution

Vickie Oman, high risk officer, District 8B, Unit B

Warren Purcell, intensive case officer,

District 16B, Unit E

Lisa Reaves, office assistant, District 16B, Unit E

John F. Sidbury, correctional officer, New Hanover Correctional Institution

Ronnie Siler, correctional officer, Randolph C

Thelma Smith, Correction Enterprises supervisor I, Sampson Laundry

Charles Richard Thomas, correctional officer, Umstead Correctional Center

Patricia True Thompson, office assistant IV, District 6A

N. Wayne True, business officer, Prisons Administration

Sharon Whitford, processing assistant III, Pamlico Correctional Institution

Willie Mae Williams, clerk-stenographer III, District 16A, Unit A



Champion body builder

Correctional Officer **Edward L. Mosley**, Wake Correctional Center, recently won top awards in the Carolina Clash Body Building and Figure Championship, held in Gastonia. Awarded a large sword and a trophy, Mosley won the Light Heavyweight class and the Overall Champion competitions. He also placed second in the Middleweight Class in the Elite Muscle Classic Body Building Championships in Greensboro.

Correctional Officers **Ronald L. Brigman Jr.**, **Helen Cain** and **Michael Smith** have completed and graduated from McCain Correctional Hospital's Correctional Future Leaders Program. The program provides in-house leadership development training for non-supervisory staff, helping to prepare them for possible supervisory positions in the future.

Six correctional officers recently graduated with honors from basic training. They were **Stephanie Eldreth**, Maury Correctional Institution; **Juanita Ellis**, Charlotte Correctional Institution; **Cecil Fletcher**, Alexander Correctional Institution; **Jesse Hatton**, Craggy Correctional Institution; **Michael Piercy**, Foothills Correctional Institution; and **Marsha Woody**, Pender Correctional Institution.

Correctional Officer **Rodney Danks**, Sampson Correctional Institution, was recently activated for 30 days of National Guard military duty related to Hurricane Katrina.

Correctional Officer **Jimmy Garner**, Johnston Correctional Institution, recently won election to the Pine Level Board of Commissioners. He is the third generation of his family to serve on the board.

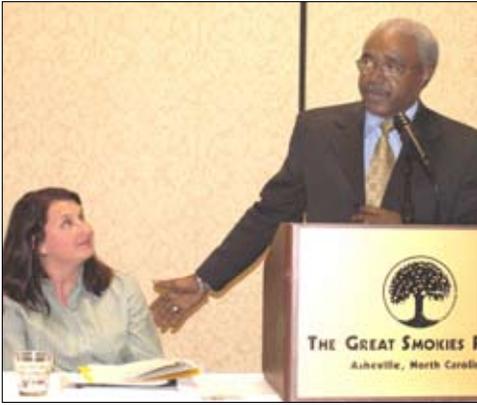
Carol Carver, administrative assistant V at Rutherford Correctional Center, recently demonstrated commendable marksmanship on a hunting trip with her husband, Gary, in Texas. She bagged a World Class Corsican ram with her bow and a Scimitar Horn oryx with her rifle. Carol and Gary, of Olf Fort, are avid hunters and enjoy the outdoors.

The Kenansville Action Group recently recognized Duplin Correctional Center as the Yard Of The Month.



Nash CI employees lift 4 families

Nash Correctional Institution employees' participation in giving to the less fortunate people in their local area during Thanksgiving provided assistance to four families. **Catherine Joyner**, processing assistant III, chaired the mission.



Left, Secretary **Theodis Beck**, extended a conference welcome, noting the association's achievements of the year under the leadership of its past president, **Sherri Cook**, left, chief probation/parole officer, Unit C, District 21, Winston-Salem.



Right, Robert Lang (left) of the US Attorney's office, and **Anthony Ellison**, center, chief probation/parole officer, Unit 505X, District 5, have a post-session discussion with "Gang Training" workshop leader Police Lt. Mark Bridgeman.

Robert Guy, director of the Division of Community Corrections, presented the 2005 Chester Wiggins Award to **Cathy Smith**, administrative officer, Raleigh.



Debbie Brown, left, chief probation/parole officer, Unit 15B, District 16B, Lumberton, and **Linwood Raines**, right, judicial district manager, District 11, Smithfield, go over some of the literature that was distributed by **Doug Robinson**, an NC Justice Academy instructor/coordinator. Robinson led the "Terrorism Indicators" workshop.

NCPPA gets fired up at 2005 conference

Fires of enthusiasm and enlightenment were stoked in members at the NC Probation & Parole Association's 2005 Training Institute Nov. 30-Dec. 2 in Asheville. The theme was "Fire on the Mountain – Blazing a Trail for the Future."

Despite its three-month postponement due to the early fall fuel shortage, the conference had good attendance.

A wide variety of workshops were available. Subjects include youthful corrections, gender-specific substance abuse treatment, terrorism, gangs, victim services, neighborhood safety, domestic violence and motivational training.

One of the workshops was the viewing of a video titled "Sentencing the Victim." It is a documentary about the effort required of a gang-rape victim – **Joanna Katz** – to prevent the parole of her attackers. She appeared in person at the conference.

Another feature was a "Town Meeting," hosted by **Robert Guy**, director of the Division of Community Corrections.

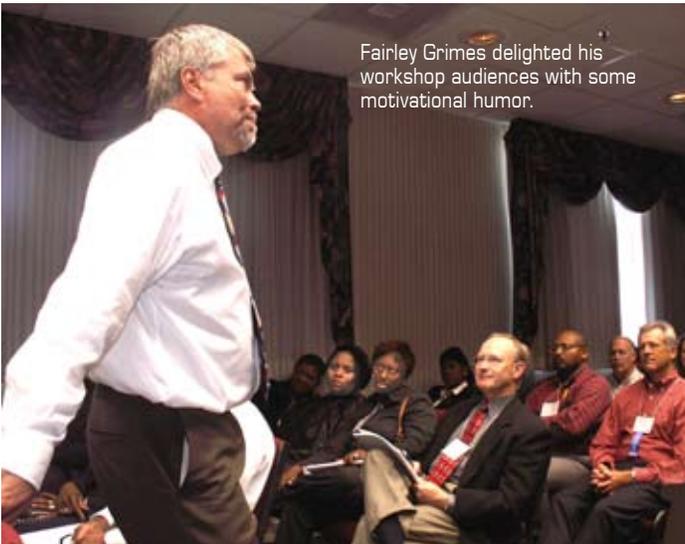
Participants had the opportunity to ask questions about the division, the department, corrections in general and other related subjects.

Guy also presented the 2005 Chester Wiggins Award, which went to **Cathy Smith**, administrative officer, Raleigh. The award recognizes outstanding service and achievement in the community corrections field. Heavily involved with NCPPA from its inception, Smith has served two terms on the executive board as secretary and also has been newsletter editor.



New officers were installed. They are: President **Randy Hussey**, chief probation/parole officer, Unit 519B, District 19B, Carthage; Vice President **Susan Walker**, chief probation/parole officer, Unit A, District 2, Washington; Secretary **Beth Benedetto**, site security administrator/coordinator, District 19C, Salisbury; Treasurer **Glenn Roseman**, probation/parole high risk officer, Unit B, District 27A, Salisbury; and Parliamentarian **Dennis Smith**, probation/parole high risk officer, Unit B, District 27B, Lincolnton.

Gang-rape victim **Joanna Katz**, 2nd from left, was keynote speaker at the NCPPA conference. She also spoke the night before at Guilford College in Greensboro at a presentation sponsored in part by the Department of Correction. Welcoming her to Guilford College were, from left, **Tracy Little**, assistant deputy secretary; **Debbie Allen**, victim education outreach specialist with DOC's Office of Victim Services, and **Kathryn Schmidt**, sociology professor.



Fairley Grimes delighted his workshop audiences with some motivational humor.



A gun care vendor explains one of his products to conference attendees.



In the "Terrorism in Prison" workshop, a Cumberland County Sheriff Department lieutenant shows a now-harmless dynamite letter bomb that was sent to a judge.



Mercedes Miller is animated as she addresses her audience in a workshop.

Conference fulfilling for NCAC members

Workshops were full, fellowship was abundant and exhibits were crowded at the North Carolina Correctional Association's 26th Annual Training Conference in Fayetteville Nov. 16-18. The theme was "Criminal Justice Agencies Making Contributions Toward a Safer North Carolina."

Eleven different workshops were available. Themes included meth mouth, meth labs, humor, role definition, transition, faith-based ethics, personal safety, sexually transmitted diseases, leadership, terrorism and women in corrections. Also, criminal justice forum was conducted.

In addition to meal and break times, participants found opportunities for networking, fellowship and fun during dance music nights and at hospitality rooms.

A wide variety of products and information were displayed by vendors. Examples of the vendors' wares were security fencing, electronic detention and weapon care.

Among NC Department of Correction employees recognized at the conference were Capt. **Valarie Wilcher-Ellis** of Bertie Correctional Institution and **Julia Mitchell**, a program supervisor at Western Youth Institution. Wilcher-Ellis received the 2005 H.G. "Gus" Moeller Award, the Mitchell received the 2005 Women Working in Corrections Recognition Award.



Frederick Hubbard, left, assistant superintendent-custody & operations, and Brad Perritt, unit manager, both at Scotland Correctional Institution, look over the workshop listings.

Retirements / November 2005

John R. Mangum
shipping/receiving supervisor I, Wake County
9.4 years

Sherwood R. McCabe
administrator I, Harnett CI
30.3 years

Employee Death / November 2005

Leonard E. Anderson
correctional, Nash CI
11.75 years

Movin' On Up

Promotions in November 2005

Name	New Position	Location
Gregory H. Adams	building construction supt.	Eastern Region Maint. Yard
Bethany L. Allen	training specialist II	Prisons Administration
Merita A. Bailey	probation/parole off. trainee	Dist. 10, Wake County
Brett D. Bartholomew	parole revocation hearing off.	Administration
Billy J. Bartlett	sergeant	Avery/Mitchell CI
Charles A. Bell	correctional off. trainee	Neuse CI
Daniel C. Britton Jr.	programs supvr.	Gaston CC
Leamon Brown	lead officer	Johnston CI
Daren S. Bruce	asst. unit mgr.	Alexander CI
Daniel T. Bryan	programs supvr.	Bladen CC
Glenn M. Bullock	unit mgr.	Lanesboro CI
Debra L. Calloway	accounting tech. I	Pender CI
Rufus C. Carter III	sergeant	Lanesboro CI
Ida R. Cason	sergeant	Lanesboro CI
Malcolm R. Chitty Jr.	chief probation/parole off.	Dist. 3B, Craven County
Katrina Y. Clyburn	probation/parole off. II	Dist. 26, Mecklenburg County
George K. Cole	sergeant	Buncombe CC
Lathaniel J. Coley	sergeant	Nash CI
Ronald H. Coley	sergeant	Johnston CI
Shelia Connor	processing asst. IV	Maury CI
Lamont Cooper	sergeant	Central Prison
Dave M. Dixon	lieutenant	Dan River PWF
Frederick A. Dixon Sr.	food service mgr. II	Johnston CI
Bernard P. Flaherty	programs supvr.	Guilford CC
Bobby G. Game Jr.	programs director I	Eastern CI
Robert E. Gentry	programs supvr.	Mountain View CI
Danny A. Gonzalez	sergeant	Central Prison
Joyce A. Gregory	medical records asst. IV	Polk CI
John H. Grimes	nurse supvr. I	Odom CI
Gregory J. Hall	sergeant	Western YI
Lois M. Hefley	lead nurse	Polk CI
Cameron F. Heil	maint. mechanic	Polk CI
Daniel A. Henris	probation/parole office III	Dist. 3B, Carteret County
Angela D. Hunter	programs supvr.	Maury CI
Antoine L. Ingram	transfer coord.	Piedmont CI
Artesia L. Isom-Staten	probation/parole off. II	Dist. 26, Mecklenburg County
David R. Jackson	facility maint. mgr. I	Prisons Administration
Roy A. Jarman	probation/parole off. II	Dist. 4B, Onslow County
Alice B. Johnson	personnel asst. IV	Carteret CC
Alvin B. Johnson	sergeant	Charlotte CC
Sarah E. Johnson	asst. unit mgr.	Pasquotank CI
Antonio M. Jones	sergeant	Umstead CC
Mary L. Jones	programs supvr.	McCain Hospital

Name	New Position	Location
Stephen A. Keifer	policy devlpmt. analyst II	Research & Planning
Lela M. King	lieutenant	Fountain CCW
Bennett S. Knower	sergeant	Central Prison
Victoria L. Lawson	programs supvr.	Mountain View CI
Timothy H. Marshall	asst. unit mgr.	Alexander CI
Judith P. McCall	substance abuse program supvr.	DART-Piedmont
William R. McCurry	sergeant	Avery/Mitchell CI
Billie J. McNeill	HVAC mechanic	Piedmont Region Maint. Yard
Charles R. Mebane	sergeant	Bertie CI
Gratia M. Mellows	office asst. V	Prisons Administration
Willie L. Mitchell	sergeant	Central Prison
Bernadette Moore	off. trainee	Maury CI
Lisa A. Morgan	probation/parole off. II	Dist. 29, McDowell County
Brian J. Moseley	sergeant	Warren CI
Ira L. Murphy	food service mgr. II	Central Prison
E Paige E. Nance	probation/parole off. II	Dist. 25A, Burke County
Bobby L. Newman	sergeant	Central Prison
Norman J. Paquin	sergeant	Marion CI
Henry R. Patterson	sergeant	Central Prison
Tina B. Peele	case mgr.	Maury CI
Edward A. Penland	food service mgr. I	Avery/Mitchell CC
Julius P. Phillips	classification coord.	Eastern CI
Richard E. Rhye	substance abuse program supvr. I	RSAT-Morrison
Clarence E. Rogers	purchasing off. III	Enterprise Administration
Anthony L. Russell	electronics tech. II	Piedmont Region Maint. Yard
Richard F. Russell	lieutenant	Albemarle CI
James B. Shelton	probation/parole off. I	Dist. 29, Rutherford County
Ralph B. Sherman	maint. mechanic IV	Piedmont Region Maint. Yard
Vanessa E. Smith	sergeant	Maury CI
William B. Snead	food service mgr. I	Union CI
Travis W. Sparks	sergeant	Mountain View CI
Beverly A. Stubbs	lead nurse	Scotland CI
Pepper M. Teachey	medical records asst. IV	Pender CI
Larry B. Teele	asst. superintendent / programs II	Bertie CI
William P. Visser	probation/parole off. III	Dist. 15B, Orange County
Christopher M. Wallace	facil. maint. supvr. IV	Piedmont Region Maint. Yard
Tiffanie A. Walters	personnel asst. V	Raleigh Regional Office
Glenn R. Weeks	chief probation/parole off.	Dist. 30, Swain County
David B. Windham	chief probation/parole off.	Dist. 26, Mecklenburg County
Yolanda M. Woodhouse	probation/parole off. III	Dist. 15B, Orange County
Wanda G. Woolard	medical records asst. IV	Craven CI
Rickey D. Wyatt	facility maint. supvr. IV	Eastern Region Maint. Yard
Magdi H. Yousef	probation/parole off. II	Dist. 11, Johnston County
Matthew D. Yousey	probation/parole off. II	Dist. 5, New Hanover County



*From the archives:
First firearms instructor training*

Ricky Byrd, who retired as training instructor II in December, found and shared this photo of the first Firearms Instructor School for Correction employees, held in August 1986.