

Correction N ♦ E ♦ W ♦ S

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Officers find many benefits, few drawbacks in 12-hour shifts

SPRUCE PINE—When Avery-Mitchell and Albemarle Correctional Institutions opened, the correctional officers signed up to work 12-hour shifts instead of the traditional eight-hour workday. Since that time, nearly 30 facilities operate on 12-hour shifts or are in the process of converting. Department studies and employee surveys show that the 12-hour schedule results in advantages for both the employees and the individual facilities.

“We did a series of comparisons between the 12-hour shift and the eight-hour shifts in areas such as vacation and

sick leave usage, overtime costs, attrition and even job satisfaction,” says Tammy Penny, social research associate in the Office of Human Services Testing and Research (HSTR). “In all of the areas we reviewed, the 12-hour shift beat the eight-hour shift hands down.”

Employees on the 12-hour shift know their schedules as much as a year in advance. A typical employee on a 12-hour shift works 14 days out of a 28-day cycle, versus 20 days out of a 28-day cycle for an eight-hour employee. A 12-hour shift schedule provides the

(12-Hour Shifts, cont. on page 2)



Correctional officers **Aaron Peterson** and **Brenda Metcalf** both find many benefits to the 12-hour shift schedule.

hour shift works 14 days out of a 28-day cycle, versus 20 days out of a 28-day cycle for an eight-hour employee. A 12-hour shift schedule provides the

NCCIW runner on the road to victory

RALEIGH—Sarah Llaguno’s 90-pound, 5-foot-3 inch frame belies her powers on the marathon course. Sarah began running at age 15 and ran her first race in 1983 while in prep school. At West Point, she ran on the cross-country team and started running marathons.

“I started with shorter 5K races and eventually got into marathons,” said Llaguno. “After a while, I decided I liked the longer distances.”

Llaguno has run the Marine Corps Marathon several times, a Los Angeles Marathon and the Raleigh Road Race, placing third in the Women’s Open Division. That qualified her for the 2001 Boston Marathon, which she ran in 3 hours and 15 minutes. In December, she was the second woman to cross the finish line in Raleigh’s marathon, with a time of 2 hours, 51 minutes.

Llaguno trains in the early mornings before she heads to work at North Carolina Correctional Institution for Women, where she is a case analyst in the diagnostic center. Most days she puts in 12 miles before work. On her off days, there’s usually one longer run of about 20 miles and a recovery day when she takes it easy — only six to nine miles.

Llaguno’s goal for 2002 is to win

(Runner, cont. on page 12)



Sarah Llaguno

Ola Caldwell named Employee of the Year

RALEIGH—On Dec. 12, Secretary Theodis Beck named Ola Caldwell as the Department of Correction’s Employee of the Year.

Caldwell, an administrative secretary at Foothills Correctional Institution in Morganton, is active in many programs inside the prison and in her community. At work, she participates in volunteer appreciation activities, raises money for Special Olympics and



Secretary **Theodis Beck** recognized **Ola Caldwell** as the 2001 Employee of the Year on Dec. 12.

member of the Red Cross board of
(Caldwell, cont. on page 12)

(12-Hour Shifts, cont. from page 1)

employee with a three-day weekend every other weekend and allots one day off per 28-day cycle. That translates into an extra 91 days off per year for 12-hour shift employees.

"It gives you more time to do things," says Brenda Metcalf, a correctional officer at Mountain View. "I spend more time with my son."

The HSTR study found that facilities on a 12-hour shift schedule have lower vacancy rates, lower attrition rates, fewer vacation and sick days used and fewer overtime expenditures. In addition, because retention is higher, the Department conserves resources by having to hire and train fewer new employees. Most important, the HSTR study showed that employees on the 12-hour shifts are more satisfied with their shifts and more satisfied with their jobs overall.

Rodney Pittman, a correctional officer at Mountain View Correctional Institution, is a case in point. He worked the eight-hour shift when he started at Marion Correctional Institution in 1996, then began working the 12-hour shift after moving to Avery-Mitchell and then Mountain View.

"It took a couple of weeks of getting adjusted, getting your body regulated, but with the time off, you couldn't beat it," said Pittman. "You're off every other weekend. You can take a holiday and a comp day and be off seven days straight."

Pittman, who does landscaping during his time off, is engaged to a correctional sergeant at Avery Mitchell who also works the 12-hour shift schedule. The two work opposite schedules, so at least one person is always home to watch his

fiancee's two children. Although they must coordinate compensation days in order to spend time together, Pittman appreciates the additional time off the 12-hour shift provides. Although he wishes he had more opportunities for overtime pay, he acknowledges that the schedule gives him more time to pursue his second job as a landscaper.



The 12-hour shift gives Rodney Pittman extra time to pursue a second job as a landscaper.

Lt. Marvin Stamey, an officer at Mountain View and a 28-year veteran of the Department, echoes Pittman's sentiments. The 12-hour shift gives him the flexibility to work two days per week at a second job. "I wouldn't be able to do [the second job] without it," he said. "The way the hours are set up, it makes it a whole lot easier."

Other employees on 12-hour shifts noted few disadvantages to their schedules. Aaron Peterson, a 1998 graduate of Western Carolina University, agrees that the schedule makes it easier to have secondary

employment, but finds it difficult to take additional college classes. Peterson, who is also a Naval reservist, is part of a military unit that allows him to complete his military duty on a flexible schedule.

Mountain View Superintendent David Mitchell estimates that 95 percent of the employees like the 12-hour shifts better than the 8-hour shifts. He finds few disadvantages to the schedule, noting the increased staff morale and a higher retention of employees. One of the few drawbacks he acknowledges is the lack of overlap between schedules.

Because employees on a 12-hour shift have special concerns, the Personnel Office works closely with facilities considering a conversion to the 12-hour shift. Staff members provide surveys to gauge employee interest and concerns; they then use those surveys to help

managers educate employees about the potential benefits and disadvantages of the shift. Employees on the 12-hour shift visit the facilities to talk about their experiences and answer questions.

"Child care issues, attending school and secondary employment sometimes present challenges," says George Hedrick, a personnel analyst who works with facilities considering the 12-hour shift. "But most of those situations work out over time and usually there are enough of the eight-hour shifts available to accommodate people who can't make the adjustment."

In addition, the facilities take special precautions to ensure that security is not compromised by the longer hours. For example, officers on 12-hour shifts may rotate posts every four hours. "You can't camp somebody out in a tower and expect them to be alert for 12 hours," says Hedrick.

Management sees the 12-hour shift as a way to boost morale for employees in the midst of budget cuts that hamper other efforts to provide positive rewards. Conversion, however, remains a decision that will be made by each individual facility in the best interests of the facility and its employees.

"If employees favor 12-hour shifts, we expect the turnover rate for correctional officers to decline, work schedules to be more predictable and for staff to have more time with their families or working secondary employment," says Boyd Bennett, director of the Division of Prisons. "Studies have shown that most opposition to the 12-hour shift disappears once employees become adjusted to the new schedule. Although it's up to the individual facilities to decide whether they want to convert or not, I encourage all employees to be open-minded to the possibility. After the initial adjustment period, most employees seem to prefer the 12-hour shifts and don't want to go back to the eight-hour shifts."

2001 Finalists for Employee of the Year



Division of Community Corrections

Sherri Cook.....District 22, Davie County
 Robin Elliott..... District 29, Rutherford County
 Randy Hussey..... District 19B, Moore County
 Glenn Mills..... Division 1, Greenville
 Jack Morrison..... District 22, Iredell County
 Katrina Porter.....District 7, Edgecombe County
 Denise Smith..... District 20A, Richmond County
 Allen Stallings..... District 7, Wilson County

Division of Prisons

William Anderson.....Craggy CC, Asheville
 Johnnie Carswell.....Foothills CI, Morganton
 James Clare, D.D.S..... Dental Services, Raleigh
 Harry Davis.....Morrison YI, Hoffman
 Wayne Grant.....Pamlico CI, Bayboro

Division of Prisons, cont.

Treena Greene.....Craven CI, Vanceboro
 Mark Honhart.....Franklin CC, Bunn
 Elvin Hundley.....Avery-Mitchell CI, Spruce Pine
 Larry Hupp.....Dan River PWF, Yanceyville
 Owen Jones.....Avery-Mitchell CI, Spruce Pine
 Robert McAfee..... Buncombe CC, Asheville
 Terry Owens.....Marion CI, Marion
 Judy Wise.....Marion CI, Marion
 Donna Biddix.....Marion CI, Marion
 Frank Porczy.....Pender CI, Burgaw
 Timothy Scott Rice.....Craggy CC, Asheville
 Lena Sudduth.....Foothills CI, Morganton
 Teresa Thomas.....Caswell CC, Yanceyville
 Virgil Varrone.....Marion CI, Marion
 Sandra YoungN. Piedmont CCW, Lexington



PERSONNEL CORNER

EEO Posters

The EEO/Title VII Office is distributing the DOC "Unlawful Workplace Harassment Policy" poster throughout the Department. All offices and facilities are required to post the policy in a conspicuous location. If you do not see an EEO poster in your area, please call Telisha Watkins (919) 716-3787.

BCBS Dental

The BCBS Dental Plan through the DOC Insurance Committee has a new name--Dental Blue. Dental plan coverage through Doug Sutton Insurance Services remains the same.

Drugs and Dollar Signs

DOC recently mailed the Preferred Drug List to employees, with dollar signs (\$\$\$) listed beside each drug. The dollar signs were not supposed to be on the sheet, so please disregard the symbols.

DOC Insurance Committee Changes

The DOC Insurance Committee consists of volunteers that represent DOC in the selection of the best products for DOC employees and monitor the services that DOC employees receive. These volunteers, appointed by the Secretary of Correction, serve a two-year term. If you have questions or concerns, contact your committee members:

James R. Fullwood, Chairperson Chief,
 2nd Judicial Division

Patricia Chavis
 South Central Region Office

Janice Fonville-Stokes
 DCC, JD8A

Bobbie Cox
 Marion Correctional Institution

Annie Harvey
 NCCIW

Wayne Kinney
 DCC, JD21

Gloria Tarkenton
 Division of Purchasing

Wayne Marshburn
 DCC, JD12

Wayne True
 DOP Administration

News

BRIEFS

Pasquotank administrator accepts national appointment

CHICAGO—Ernest R. Sutton, administrator of Pasquotank Correctional Institution, has been



Ernest Sutton joins the AHA Committee on Governance.

appointed to the Committee on Governance for the American Hospital Association. The 28-member committee guides the association's hospital trustee programs and

provides direction for policy development. It also plays a major healthcare advocacy role with the nation's political leadership and governmental agencies and organizations. Sutton also serves as chair of the board of commissioners of the Albemarle Hospital Authority.



Harnett's best, L-R: Cephus Deas, Ronald West, Curtis Jones and Joseph Davis.

Harnett selects employees of the year

LILLINGTON—Harnett Correctional Institution has chosen four employees to honor as the 2001 Employees of the Year. From custody and operations, correctional officer Cephus Deas won first place, while Curtis Jones, representing the Food Service Division, was the runner-up. From Administration and Programs, Ronald West from maintenance won first place, while Joseph Davis, representing the dental department, was first runner-up. Each of the recipients received gifts and services from various community businesses.

Mitchell County DCC office rebounds after fire

SPRUCE PINE—A Christmas Eve fire destroyed a satellite office for the Division of Community Corrections in Spruce Pine, destroying computers, records and other equipment.

With the help of DCC volunteers, the office reconstructed all files within three days after the fire. The office, which houses three officers, an intensive team and a probation/parole officer II, has relocated to 6523 Hwy. 19E in Spruce Pine; the phone numbers remain the same.



Community corrections officers in Mitchell County have a new home after a Christmas Eve fire destroyed their leased office space.

Brown Creek and Anson change regions

PIEDMONT REGION—Effective Feb. 1, Brown Creek Correctional Institution and Anson Correctional Center were realigned from the South Central Region to the Piedmont Region. James Pierce, director of the Piedmont Region, and his staff will assume administrative managerial responsibility for these facilities. In addition, the 1000-bed facility under construction in Anson County will be aligned under the Piedmont Region.

Halifax County PPOs participate in drug sweep

ROANOKE RAPIDS—Jeff Davis, a surveillance officer, and Rodney Robertson and Hala Burch, intensive case officers, participated in a task force that secured the arrest of 13 people on drug-related charges on Jan. 10. The task force, made up of law enforcement officers throughout Halifax County, included correctional officers from Caledonia Correctional Institution and probation and parole officers from District 6A. The sweep nabbed several offenders on supervised probation and a probation absconder.

Polk Officer saves child from choking

BUTNER—On Jan. 12, Correctional Officer Tennille Eaton's quick thinking prevented a child from choking during the child's visit to Polk Youth Institution. Eaton was on duty in visitation when she saw a 5-year-old child choking on a ring she had swallowed. She quickly assessed the situation and performed the Heimlich Maneuver, successfully dislodging the ring. George Currie, administrator at Polk, commended Eaton for her life-saving action and described her as "an excellent representation of the professionally trained officers we strive to be."

Mountain View honors 100% Club
SPRUCE PINE—Mountain View Correctional Institution inducted 43 employees into its 100% Club for 2001. The Employment Activity Committee cooked a pancake breakfast for the group and presented each employee with an engraved ink pen and a certificate. Employees qualified by having perfect attendance for 2001, excluding pre-authorized sick leave or bereavement time. The 43 employees make up 27 percent of Mountain View's 161 employees.



The Mountain View 100% Club

Bryant is Larkins Award finalist
RALEIGH—Secretary **Theodis Beck** congratulates **Vernon Bryant**, left, judicial district manager for Community Corrections in Dist. 6A, for being named a finalist for the 2002 John R. Larkins Award. 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. At the Dr. Martin Luther King Jr. Day Observance for state employees on Jan. 18, Gov. Michael Easley awarded the 2002 award to Lloyd Inman, director of administrative services for the Department of the Environment and Natural Resources.



From the Archives

The photo in the December/January 2002 edition of *Correction News* was taken at the Randall Building, perhaps in the early 1970s.

Several people weighed in to identify this group of DOC folks. To the best of your collective knowledge and recollection, the group consists of the following folks.

Front Row, L-R: Bill Oakes; Lloyd Parker; Joe Wheeler; Russell Bailey; Donald Street; Henry Crouse; Sandy Tuten; and Bob Crosswhite.

Second Row, L-R: Gene Watkins; C.E.

Sparkman; D.C. Lewis; Larry Meachum; Sidney McIntyre; John Moore; and Unidentified (last name may be Yates).



Back Row, L-R: Bob Fleming; Tommy Edwards; Unidentified; J.E. Osborne; "Red" Meadows; Gary Dixon; and Ron Secrest.

Since we have been unable to verify these identifications, please e-mail us at smr22@doc.state.nc.us if you have corrections or additional information.



Spotlight shines on Criminal Justice Partnership Program

This edition of *Correction News* shines the spotlight on the Criminal Justice Partnership Program (CJPP), established in 1994 as part of the State-County Criminal Justice Partnership Act. Through the CJPP, the Department of Correction provides grants to counties that establish community-based corrections programs offering alternatives to incarceration.

CJPP complements structured sentencing laws by preserving prison and jail space for violent and repeat offenders, while creating less costly punishments in the community for less serious offenders. "The very success of structured sentencing is predicated on the success of the Criminal Justice Partnership Program," says Sam Boyd, CJPP administrator. "If we fail and these people go back to jail, we'll go back to where we were with overcrowded prisons. I think the Legislature understands the value of the Partnership Act."

CJPP has four main goals: to reduce recidivism; to reduce the number of probation revocations; to reduce alcoholism and other drug dependencies among offenders; and to reduce the cost of incarceration for the state and counties. With these goals in mind, 94 counties now

receive funding from CJPP to operate programs that provide community-based alternatives to incarceration. CJPP boasts 34 day reporting centers; 11 work programs or resource centers; 37 satellite substance abuse treatment programs; and 26 pretrial services programs.

This edition of *Correction News* highlights four of those programs: the Davie County Pretrial Release Program and Day Reporting Center; the New Hanover County Pretrial Release Program; the Watauga County Criminal Justice Partnership Program and the Durham County Criminal Justice Resource Center.

"The criminal justice partnership program is an essential part of DCC's community correction strategy," says Robert Lee Guy, director of Community Corrections. "It is imperative that we strive to maintain a balance between control and treatment in the supervision of offenders serving out their sentences in our communities. The collaborative efforts of our officers and these community-based programs is one of the major keys to our success."

(See **Spotlight** on page 6)

Spotlight on Criminal Justice Partnership Program

DURHAM CRIMINAL JUSTICE RESOURCE CENTER

DURHAM—The Durham County Criminal Justice Resource Center provides services for approximately 139 offenders each year, including 55 CJPP participants. The center offers GED and adult basic education, cognitive behavioral therapy, substance abuse treatment, job skills, life skills, employment placement assistance and job retention skills.



L-R: Odessa Gatewood, PPO; Alfred Solomon Jr, PPO; and Jacqueline Jordan, CJPP coordinator for Judicial Division 2.

director of the center. "Our clients would have nowhere else to go."

Two probation/parole officers work on-site at the center: Odessa Gatewood and Alfred Solomon Jr. "We have more hands-on contact here," says Solomon. "We can see if they fall asleep in class; we can knock on the door and ask a teacher how an offender is progressing."

Gatewood and Solomon both emphasize the importance of community and professional relationships to help them help offenders. They make a conscious effort to improve relationships with local agencies, resulting in several joint

operations such as absconder roundups and serving warrants with local law enforcement.

"The common ground is what's best for the client and we work toward that," says Solomon. "We have great communication between case managers, facilitators and administrators." "Our goal is to do the best we can for each parolee or probationer and we try to do it cohesively," adds Gatewood.



L-R: Gudren Parmer, director; Jerome Allen, case manager; Robin Heath, client services coordinator.

"These services that we provide are not available anywhere else in the community," said Gudren Parmer,



Nellie Midgett, substance abuse counselor, conducts a class at the Durham County center.

NEW HANOVER COUNTY PRETRIAL RELEASE PROGRAM

WILMINGTON—Alice Hovis started the New Hanover County Pretrial Release Program seven years ago, while Dottie Thomas came on board in 1997. They work hard to successfully keep pretrial detainees out of the prison system, which makes things a little easier for the probation and parole officers assigned to the offenders. Many offenders are already on probation or receive probation after disposition.

"If you can complete a pretrial release program, it puts you on a path to success because you already have completed a successful period of supervision," says Kim Williford, assistant judicial manager for Community Corrections in New

Hanover and Pender counties. "The sooner you get treatment for an identified problem, the more successful you are likely to be."

Hovis and Thomas, both pretrial release coordinators, are proud of the success of New Hanover's Pretrial Release Program. They estimate that 99 percent of the offenders in their program return to court as required. Of 152 new admissions last year, only one offender failed to show up for court.

The New Hanover program helps offenders overcome issues such as substance abuse, mental health, limited education or lack of vocational skills. "Judges use our program to help people

who shouldn't be in the criminal justice system, but need treatment," says Hovis. "It's a misconception that everyone in prison is a criminal."



L-R: Dottie Thomas and Alice Hovis, pretrial release coordinators, and Kim Williford, assistant judicial district manager.

Spotlight on Criminal Justice Partnership Program

DAVIE COUNTY PRETRIAL AND DAY REPORTING CENTER

MOCKSVILLE—Since June 1, 1995, Davie County's Pretrial Release

mental health and substance abuse; domestic violence counseling; vocational training and GED education.

hasn't had a budget increase in six years, Tripken is proud of what the center accomplishes.



L-R: Jack Tiernan, EHA vocational officer; Dick Garner, intensive officer; Cindi Tripken, director; Samantha Wallace, youth offender specialist; and Brad Anderson, intermediate officer.

"These services don't exist in the community," said Cindi Tripken, director of the program. "Small counties don't have all the resources larger counties have, so we had to create these services."

"We get them [offenders] jobs, try to keep them from committing other crimes," says Tripken. "We work at not only making them accountable citizens and keeping the community safe, but also getting them the treatment they need."

Each year, the center accepts approximately 95

and Day Reporting programs have provided much-needed services for offenders in Davie County. Offenders can receive on-site substance abuse counseling; academic, vocational and life skills training; assessments for

new offenders in pre-trial release programs and 80 offenders in the day reporting centers. Tripken, nicknamed the "Cranky Yankee," is one of only three staff members at the center. Although the center



Cindi Tripken helps an offender at the Davie County program.

WATAUGA COUNTY CRIMINAL JUSTICE PARTNERSHIP PROGRAM

BOONE—The Watauga County Criminal Justice Partnership Program is a satellite substance abuse center that provides intensive outpatient treatment for Watauga County offenders with mental health or substance abuse problems. The program offers Alcoholics Anonymous, Narcotics Anonymous, cognitive behavioral intervention and on-site drug screens.

"The number one need we're filling is to address substance abuse illness and also mental health if the offender needs it," says Mike Vannoy, director of the program. "We offer 24-hour emergency services to help them get the help they need."

Vannoy and one counselor handle approximately 25 offenders on a regular basis, providing them the tools they need

to overcome their addictions or other problems. "You have to believe people can change, but they have to have a desire," says Vannoy. "I try to get that desire going."



Mike Vannoy, center, works closely with Surveillance Officer Johnny Carroll, left, and Intensive Officer Randy Townsend. "These guys have a good understanding of what we're dealing with here," says Vannoy. "It makes all the difference in the world to know I can call an officer and have a meeting with an offender."

At a meeting for offenders, it is not hard to see that Vannoy's program is successful. "It gives a good outlet for the things that you've been through, because the people have been through the same things with you," said one offender.

When asked where he would be without the program, another offender's answer shows the real impact the program can have. "I'd be in jail," he said. "Or dead."

MANAGEMENT IN MOTION

Robert Jones named superintendent at Gates

GATESVILLE—Secretary Theodis Beck has named Robert G. Jones as the new superintendent at Gates Correctional Center, effective Jan. 1.

"Robert Jones has worked his way up through the ranks at prisons in northeastern North Carolina," said Secretary Beck. "He has the ability to represent us well in Gates County, to do good business with the local community and to be a good neighbor."

Jones has served as support services captain at Pasquotank Correctional Institution in Elizabeth City since 1995. He started his career with the Department of Correction in 1981 as a correctional officer at Caledonia Correctional Institution in Tillery. He then spent 14 years at Caledonia, serving as a sergeant, assistant unit manager and unit manager before moving to Pasquotank when it opened in 1995.

"I look forward to this next step in my career," said Jones. "I'm also looking forward to working with the staff in Gates County."

A native of Roanoke Rapids, Jones is a graduate of Roanoke Rapids High School and attended the University of Texas while serving as a military policeman in the U.S. Army. He now resides in Elizabeth City with his wife Tammy and their two children.

Gates Correctional Center is a minimum-security prison in Gatesville currently housing about 90 inmates. Jones replaces Austin Weeks, who retired.



Robert Jones

Betty Bauer newest assistant division chief

KERNERSVILLE—Secretary Theodis Beck has named Betty Bauer assistant chief in Division III, effective Dec. 1.

"Betty Bauer has worked in both rural and urban districts and brings a lot of experience to the position," said Secretary Beck. "She takes a lot of pride in her work and I am confident she will excel in her new position."

Bauer joined the Department in 1979 as a court intake officer in Davidson County. She moved her way through the ranks serving as a probation officer, intensive officer and chief probation/parole officer. She also served as Judicial District manager in districts 21 (Forsyth County) and 22 (Alexander, Davidson, Davie and Iredell counties).

"My goal is to continue to improve the



Betty Bauer

working environment for staff," said Bauer. "We play a major role in the criminal justice system and it's important for the community and the courts to know that."

The Davidson County native says she learned a lot from her father, Paul "Jaybird" McCrary, a former parole officer and former sheriff of Davidson County. "He taught me that it is important to act professional when dealing with offenders," said Bauer.

In 1979, Bauer graduated from Appalachian State University with a degree in political science. She also completed the Department's Correctional Leadership Development Program.

Bauer is married and has two daughters. When she's not working, she enjoys weightlifting, golf and being a spectator for her daughters' sport activities.

Bonnie Jones named Eastern Region Personnel Manager

GREENVILLE—Secretary Theodis Beck has named Bonnie Jones manager of the Eastern Region Personnel Office, effective Jan. 1.

"Bonnie Jones brings extensive experience in personnel issues to the position," said Secretary Beck. "She also has a lot of knowledge about the Department and I have every confidence she will be an effective manager."

Jones has been with the Department nearly 10 years, serving as a personnel assistant and personnel technician. Prior to that she worked in personnel at Cherry Hospital.



Bonnie Jones

A Greene County native, Jones is a graduate of Greene Central High School. She also took business courses at Wayne and Lenoir community colleges.

"It is a big responsibility, but I'm excited," said Jones. "I want to continue to provide the best personnel services we can for the Division of Prisons, Division of Community Corrections and DART in our region."

In her free time, Jones enjoys golfing, reading, shopping and spending time with her family—her husband, three sons, a daughter and three grandchildren.

MANAGEMENT IN MOTION

Terry Bullock takes the helm at Robeson

LUMBERTON—Secretary Theodis Beck has named Terry Bullock as the new superintendent of Robeson Correctional Center, effective Feb. 1. Bullock replaces Ralph Stamey, who retired October 31, 2001.

“Robeson Correctional Center has a strong staff whose members work together as a team,” said Secretary Beck. “Terry Bullock has been a leader of that team for more than 10 years and is the right person to continue to move the facility forward.”

Bullock joined the Department of Correction in 1978. He began his career as a correctional officer at McCain Correctional Center (now Hoke Correctional Institution), where he



Terry Bullock

became a sergeant in 1981 and an assistant unit manager in 1988. In 1992, he was named assistant superintendent at Robeson.

“It’s good to be promoted at a place where I have been for 10 years and where I’ve had a hand in the planning of the operation,” said Bullock. “I’m just happy to be able to stay there as superintendent because DOC has been very, very good to me and I enjoy going to work.”

A native of Robeson County, Bullock lives in Raeford with his wife, Donna, and their two children. In his spare time, he enjoys fishing and playing golf.

Matthew Jones takes charge at Haywood

WAYNESVILLE—Secretary Theodis Beck has named Matthew Jones superintendent at Haywood Correctional Center, effective Feb. 1. He replaces Doug Mitchell, who became the superintendent at Craggy Correctional Center on Dec. 1.

“Matthew Jones is the right person to lead Haywood Correctional Center,” said Secretary Beck. “He has over 20 years of experience in corrections, as well as a long history with Haywood and the local community.”

Jones began his career with the Department in 1980 as a correctional officer at Craggy Correctional Center. After moving to Haywood in 1980, he



Matthew Jones

began to move up through the ranks. He became a sergeant in 1987 and assistant superintendent in 1992.

“I’m a people person and I enjoy working with the staff at Haywood,” said Jones. “I am excited about the new position and I hope to continue to improve operations at the facility.”

Jones is a 1978 graduate of Pisgah High School in Canton and holds an associate’s degree in law enforcement from Southwestern Community College in Sylva. He has an Advanced Certificate from the North Carolina Criminal Justice Education Standards Commission.

Jones lives in Waynesville with his wife and two children. In his spare time, he enjoys hunting and playing softball.

Edmisten moves up in Internal Audit

LENOIR—Secretary Theodis Beck has named Harriett Edmisten internal audit supervisor for the Western Region.

“Harriett Edmisten brings years of experience with the Department to the position,” said Secretary Beck. “Her knowledge about corrections’ operations and administrative expertise make her the ideal person for the job.”

Edmisten has been with the Department for 13 years working as an auditor and administrative services coordinator in the Division of Prisons. She also has clerical experience in the private sector.

“I am looking forward to the challenge and working with the audit team in the Western Region,” said Edmisten.

In her new position, she will supervise two auditors who conduct audits for all sections and offices in the Department. The auditors make evaluations to ensure efficiency and cost-effectiveness.

Edmisten attended high school in Blacksburg, S.C. and took business and accounting courses at Appalachian State University and Wilkes Community College. She holds an associate’s degree in business from Caldwell Community College and Technical Institute.

Edmisten, who lives in Hickory with her husband Jerry, has three daughters and four grandsons. When she’s not working, she enjoys gardening and camping at the beach.



Harriett Edmisten

Movin' On Up

NAME	NEW TITLE	LOCATION
Wade Adams	Manager V	Meat Processing
William Adams	Corr Sergeant	Nash CI
Donald Alexander	Corr Sergeant	Foothills CI
Angelo Alston	Lead Corr Officer	Randolph CC
Ray Anderson II	Corr Sergeant	Foothills CI
Sherry Archibald	Corr Sergeant	NCCIW
Bernadette Atencio	Fingerprint ID	DOP-Admin
Jimmy Atkins	Corr Classif Coor	DOP-Admin
Kimberly Baker	Corr Programs Asst II	RCCW
Christopher Batten	Corr Programs Dir I	Johnston CI
Barbara Belas	Asst Supt	Foothills CI
Angelene Bengé	Corr Programs Dir I	Catawba CC
Gary Bennett	Corr Sergeant	Caledonia CI
Geneva Berry	Nurse Supv II	Eastern CI
Dennis Boling	Corr Sergeant	Union CC
Amos Boone	Corr Sergeant	Tillery CC
Gerald Branker	Assoc Warden	Central Prison
Richard Bristol	Maint Mechanic IV	Foothills CI
Gary Buchanan	Asst Supt	Blue Ridge CC
Joe Cagle	Corr Sergeant	Harnett CI
Colon Cagle III	Corr Sergeant	Southern CI
Doris Carmichael	Corr Sergeant	NCCIW
Bernice Carrington	Corr Sergeant	Polk YI
Mark Carver	Asst Supt	Orange CC
Twyla Clark	Inst Classif Coor	Lumberton CI
James Clark	Corr Unit Manager	Foothills CI
James Collins	Prison Indus Supv II	Sign Plant
Cynthia Connelly	Corr Sergeant	Foothills CI
Ronald Corrado Sr.	Corr Captain	McCain CH
Scot Craigie	Appl Analyst Prog Spec	Data Proc
Lynne Cullins	Corr Programs Dir I	DOP-Admin
Ethan Davis III	Lead Corr Officer	Carteret CC
Carol Davis	Corr Programs Supv	Morrison CI
Genethia Debrow	Corr Unit Manager	NCCIW
Gary Dube	Corr Sergeant	Central Prison
Whitney Dyer	Corr Programs Asst II	Durham CC
Teddy East	Chief Prob/Par Officer	DCC, JD21
Dennis Edney	Corr Sergeant	Central Prison
Tameika Faison	Corr Sergeant	North Piedmont CCW
Janice Fonville-Stokes	Prob/Par Officer I	DCC, JD8A
Donald Forrest	Corr Unit Manager	Southern CI
Vincent Gaddy	Corr Programs Dir I	Central Prison
Delane Godwin	Asst Supt	Columbus CI
Larry Godwin	Corr Sergeant	Rutherford CC
Leonard Gosnell	Corr Sergeant	Mountain View CI
Stephen Grindstaff	Corr Programs Supv	Avery-Mitchell CI
Cedell Hammonds Jr.	Electrician II	Hoke CI
Mary Hardin	Corr Programs Asst II	Rutherford CC
Swannie Harris	Personnel Tech I	DOC-Raleigh Region
Erica Hawkins	Prob/Par Officer II	DCC, JD6A
Shelton Heath	Plumber II	Eastern CI
Roxanne Hill	Prob/Par Off Trainee	DCC, JD7
Heidi Hollifield	Corr Programs Asst II	Mountain View CI
Kelly Horner	Prob/Par Officer II	DCC, JD3B
Victoria Howard	Nurse Supv I	NCCIW
Tracy Howell	Prob/Par Off Trainee	DCC, JD29
Timothy Hudspeth	Corr Sergeant	Foothills CI
Horace Jackson	Corr Sergeant	Central Prison
Shemell James	Corr Officer	NCCIW
Michael Jenkins	Corr Lieutenant	Central Prison
Danielle Jenkins	Corr Lieutenant	Central Prison
Danny Johnson	Corr Lieutenant	Greene CC
Claude Johnson	Lead Corr Officer	Sampson CI
John Johnston Jr.	Sub Abuse Counselor	Alcohol/Chem Depen
Teresa Jones	Corr Programs Supv	Sandhills Youth Center
Bonnie Jones	Personnel Tech III	DOC-Eastern Region
Owen Jones	Corr Food Serv Mgr III	Southern CI

NAME	NEW TITLE	LOCATION
Christopher Jones	Corr Sergeant	Caledonia CI
John Juehrs	Corr Sergeant	Central Prison
Monica Keller	Corr Case Analyst	Western YI
Zachary Kendall	Corr Sergeant	Central Prison
Daniel Klein	Maint Mechanic IV	Pasquotank CI
George Knox Jr.	Corr Lieutenant	Central Prison
Herbert Lawson	Corr Sergeant	Forsyth CC
Randy Ledford	Corr Food Service Man	Blue Ridge CC
Linda Lee Burleson	Med Records Asst IV	Foothills CI
Thomas Legrand Jr.	Corr Programs Supv	Brown Creek CI
Darryl Lindecamp	Corr Sergeant	Western YI
Peggy Long	Acct Clerk V	Gates CC
Ralph Lovin	Prob/Par Officer II	DCC, Jud Dist 19B
James Lowery	Lead Corr Officer	Gaston CC
Violet Lucas	Corr Health Asst	NCCIW
Charles Maness	HVAC Mechanic	Southern CI
Elizabeth Mathews	Asst Dir, Nursing Serv	DOP-Admin
Jana Mathis	Prob/Par Officer Trainee	DCC, Jud Dist 25B
Monica May	Corr Sergeant	NCCIW
Denise McCrae	Corr Programs Supv	New Hanover CC
Boris McGregor	Corr Lieutenant	Morrison CI
Jacquelin McMahan	Corr Programs Asst I	Mountain View CI
John McZeak	Corr Lieutenant	Columbus CC
Thomas Meister	Sub Abuse Prog Supv	DART-Haywood
Stephen Mitchell	Accting Tech III	DOC-Fiscal
Nancy Monroe	Prob/Par Officer II	DCC, Jud Dist 16A
Kelvin Moore	Corr Lieutenant	Nash CI
Charles Moore	Corr Sergeant	Southern CI
Will Moore	Corr Lieutenant	Central Prison
Reginald Morrisey	Vehicle Operator I	Chase Laundry
Robert Neely	Corr Lieutenant	Morrison CI
Bruce Newland	Prob/Par Officer II	DCC, Jud Dist 22
Susan Newton	Corr Sergeant	Marion CI
Henry Nordan	Corr Sergeant	Southern CI
Edward Osteen	Asst Supt II	Marion CI
Travis Outlaw	Asst Supt I	Wayne CC
Bobby Parker	Corr Sergeant	Harnett CI
Joe Patterson	Corr Sergeant	Foothills CI
Kevin Peake	Corr Programs Supv	Bladen CC
Matthew Pennell	Corr Programs Sup	Lumberton CI
Linda Pless	Corr Programs Supv	Black Mountain CCW
Sandra Presnell	Corr Officer Trainee	Western YI
Larry Price	Corr Programs Supv	Morrison CI
Denise Radford	Admin Asst I	DOP-Admin
Gudger Ray	Prob/Par Surv Off	DCC, Jud Dist 28
James Ritter	Corr Unit Manager	Southern CI
Fred Robertson	Corr Sergeant	Polk YI
Sheila Robins	Nurse Supvr I	Southern CI
Robert Robinson	Corr Sergeant	Central Prison
Kenneth Rockett	Corr Sergeant	Buncombe CC
Duane Rowland Jr.	Corr Programs Supv	Albemarle CI
Whitney Saunders	Chief Prob/Par Officer	DCC, Jud Dist 8A
Mark Schroyer	Corr Sergeant	Morrison CI
Patricia Sessoms	Corr Sergeant	Central Prison
Paula Simmons	Corr Programs Supv	Fountain CCW
Pamela Simpson	Corr Sergeant	Central Prison
Mavis Skeen	Corr Sergeant	Central Prison
Nancy Smith	Personnel Asst V	DOC-Personnel
Cassandra Smith	Corr Programs Asst II	Pamlico CI
James Stephens	Prob/Par Officer Tr	DCC, Jud Dist 8A
Stanley Stephenson	Inst Classif Coor	Pamlico CI
Teresa Stewart	Rehab Therapist	Hoke CI
Charles Stoddard	Corr Sergeant	NCCIW
Tomeka Sutton	Corr Sergeant	NCCIW
Jesse Swartz	Corr Sergeant	Polk YI
Ronald Tate	Corr Sergeant	Western YI

(Movin' On Up, cont. on page 11)

MANAGEMENT IN MOTION, CONT. FROM PAGE 9

Little will spend retirement outdoors

CONCORD—A love for gardening and the outdoors has prompted Robert Little to retire as assistant chief of Community Corrections' Division III and start his own landscaping business.

About 100 people wished him well at a luncheon Dec. 3 at Concord Country Club. Sherry Pilkington, Division of Community Corrections assistant director, presented Little with the Order of the Long Leaf Pine.



Robert Little

"I'm very proud on behalf of the Governor of the State of North Carolina to present Mr. Little with the Order of the Long Leaf Pine, for his overall leadership, dedication and hard work," said Pilkington. "His laughter and energetic demeanor will always be remembered and missed by all."

Little's staff members gave him a print in honor of the Carolina Tar Heels. Many Division III judicial district managers paid tribute to Little, describing him as an honest and caring person that truly showed a love for the job.

"I'll miss it like mad and I'll miss the people the most," said Little. "There are

some great people who work for DOC and DCC."

Before joining the Department, Little worked for Jackson Juvenile Training School in Concord. In 1975, he went to work for what is now Community Corrections as a restitution officer. He rose through the ranks holding such positions as a probation officer, intensive officer, assistant branch manager and branch manager. He considers becoming one of the first intensive officers in the state as a highlight of his career.

Little lives in Kannapolis with his wife Katrina. He has two daughters and is looking forward to spending more time with his grandchildren, 19-month-old Bryson and 5-year-old Brianne.

Ralph Stamey hits the road

ROCKINGHAM—After 30 years behind prison gates, Ralph Stamey is on the road again. Since he retired on Oct. 31, Stamey drives buses for tour groups, rides his Harley Davidson motorcycle and keeps busy doing all the things he loves.



Ralph Stamey

"My interests now are my family, golf and part-time driving," said Stamey. "I don't know how I ever had time to

work."

From the very beginning, Stamey opened doors for the Department and the Department opened doors for him. As a young correctional officer, he helped open Western Correctional Center in 1971. After moving up the ranks, he served as a captain when Piedmont Correctional Institution opened. As an assistant superintendent, he helped open Brown Creek and the new Craggy Correctional Center. He served as a superintendent at McDowell and associate warden at Central Prison. From 1994-2001, he served as superintendent of both Scotland and Robeson Correctional Centers.

After so many prison openings, Stamey decided to retire on Oct. 31, the same day that Scotland Correctional Center closed its doors for the last time. He was the last person to walk out and lock the gate.

A native of Drexel, Stamey lives in Rockingham with his wife Carol, who retired as superintendent of Morrison Youth Institution. He says he will miss his friends and colleagues at DOC, but he won't miss prisons.

"I've had a good career. It's been interesting and challenging," he said. "I think we have an excellent administration and I think corrections is in good hands."

Movin' On Up, cont. from page 10

NAME	NEW TITLE	LOCATION
Richard Tompkins	Corr Sergeant	Umstead CC
James Warren	Chief PPO	DCC, Jud Dist 21
Susie Waters	Lead Nurse	Johnston CI
Billie Weaver	Inmate Discip Hrg Off	DOP-Admin
Hilda Westbrook	Payroll Clerk V	DOC-Fiscal
Willa Whittington	Electronics Tech III	West. Reg. Main
Donna Williamson	Inst Classif Coor	Sampson CI
Melanie Woods	Admin Officer II	McCain CH
Donald Wray Jr.	Prob/Par Officer Trainee	DCC, Jud Dist 27B

**Retirements
30 Years or More**

- John M. Craig
- Ronnie C. Durham
- Phillip M. Heavner
- Peggy A. Hunter
- Willous F. Joines
- Gloria F. Norris
- Junious M. Paylor
- John R. Roane

Deaths

- Gene P. Harrell
- Jimmy M. Stocks
- John Stacey Vick
- James Morris Willis

From the Archives: The Past in Pictures



Does anybody recognize this group? E-mail us at smr22@doc.state.nc.us if you have information regarding this photograph or if you have a photo that you would like to see published in *Correction News*. For information about the photo in the December/January issue, see page 5.

UPCOMING EVENTS

April 24--The Office of Citizen Participation will host the 2002 DOP Volunteer of the Year Award at the Brownstone Hotel in Raleigh on April 24. The luncheon, which takes place from 11:00 a.m. - 2:00 p.m., costs \$20. For more information, contact Mae McLendon at (919) 838-4000.

May 23-24--Forsyth Correctional Center has scheduled its 24th Annual Golf Tournament for the Law Enforcement Torch Run for May 23-24. The tournament, which will be held at the Oak Valley Golf Club in Advance, will benefit Special Olympics. A \$190 entry fee includes two days of golf, refreshments and lunch. For more information, contact Ronald Evans or Phillip Atkins at (336) 896-7041.

(Runner, cont. from page 1)



Llaguno enjoys her work as a case analyst at NCCIW.

the first place trophy in the Raleigh Road Race. She also wants to compete for a spot on the U.S. Olympic team, take another shot at the Boston Marathon and run the Umstead 100-mile race in April.

(Caldwell, cont. from page 1)

directors, serves as team captain for the American Cancer Society's Relay for Life and supports the United Way. Caldwell is a recipient of the 2001 Governor's Award for Excellence.

(For a list of the 2001 finalists, see related photo on page 3.)

CORRECTION NEWS

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If you have questions, comments or story ideas, please contact Mildred Spearman at smr22@doc.state.nc.us.

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