



NORTH CAROLINA  
**DEPARTMENT OF PUBLIC SAFETY**  
PREVENT. PROTECT. PREPARE

# Prison Safety and Security Update

February 5, 2019

Presented to NC Prison Reform  
Advisory Board

# Enhancing Security Policies and Practices

- ▶ Nearly complete with deployment of standard safety package (radios, batons and pepper spray) to fully equip certified correctional officers and case managers in facilities at all custody levels
  - Pending receipt of batons for correctional officers in minimum custody
- ▶ Distributed more than 10,000 stab resistant vests for certified staff at all but two facilities; orders pending for remaining facilities
- ▶ Received demonstration of personal body alarm “man-down” technology at one of three pilot facilities
  - Designated project manager for coordination

# Enhancing Security Policies and Practices

- ▶ Installed 1,150 additional cameras since April 2017, including 300 since October 2018
- ▶ Modified policy to restrict depositors to offender accounts
  - Effective Feb. 5, deposits restricted to approved visitors only
- ▶ Installed security firewalls to enhance protections against cyber threats and unauthorized network use

# Enhancing Security Policies and Practices

- ▶ Continuing unannounced security assessments by auditors from central office based on new audit standards
  - Eighteen unannounced assessments completed in 2018; will assess all facilities in 2019
- ▶ Initiating pilot use of tasers for supervisory staff at four close security prisons
  - Training complete and approved staff carrying tasers in three of four facilities
- ▶ Deploying nine portable guard towers to improve safety and security on facility offender recreation yards

# Facility Re-missioning Update

- ▶ Converting Eastern and Southern Correctional Institutions from female to close custody male facilities
  - Some close custody males received at Eastern; anticipate close custody males at Southern by summer 2019
- ▶ Converting Lanesboro Correctional to a female facility and re-naming it Anson Correctional Institution
  - Anticipate transferring females to Anson by summer 2019

# Reducing Contraband in Prison Facilities

- ▶ Utilizing managed access radio frequency technology to detect, intercept, and block use of unauthorized cellphones
  - Six assessments using mobile managed access completed thus far; will conduct 30 total
  - Installing stationary equipment at two locations

# Improving Training for New and Veteran Employees

- ▶ Moved to six weeks of Basic Correctional Officer Training, effective January 2019
- ▶ Updated unit management training curriculum
  - More than 125 employees trained in new curriculum in 2018
  - Training tailored to specific management levels scheduled through June 2019
- ▶ Scheduled leadership development workshop
  - Facilitated by Gary Mohr
  - Focuses on identifying challenging issues and recommending solutions as a team
- ▶ Initiated Back to Basics training concept across
  - Sessions conducted at two facilities
  - Train the Trainer sessions conducted in three regions; scheduled for late February in fourth region

# Increasing Hiring and Retention

- ▶ Returned interview process for correctional officers to facilities
  - All facilities conducting interviews effective Jan. 1, 2019
- ▶ Suspended use of Correctional Officer Physical Abilities Test (COPAT)
  - Effective Jan. 1, 2019
  - Working to implement alternative measure of physical ability to perform job functions
- ▶ Implemented an Employee Recognition Program to honor employees for exemplary service on the job and in the community
  - Statewide recognition set for February 2019



# Communicating with Internal and External Stakeholders

- ▶ Developing digital recruitment strategy
  - Public rollout expected in first quarter 2019
- ▶ Increasing frequency of communication with facility heads and Prisons management
  - Multiple conference calls and videoconferences with facility management and administrative officers
- ▶ Adding a second communications officer to work directly with Prisons
  - Additional staff capacity will allow for opportunities to promote “good news” stories of what’s happening inside facilities
  - More timely posts on social media



# Closing Remarks/Questions

For more information, visit the Prison Reform page  
on the DPS website: [www.ncdps.gov](http://www.ncdps.gov)