



Justice and Public Safety Oversight Committee

January 25, 2018



Prison Safety Update

- Enhancing Security Policies and Practices
- Increasing Hiring and Retention
- Improving Training for New and Veteran Employees
- Reducing Contraband in Prison Facilities
- Next Steps

Prison Safety Update

Identifying Best Practices

- ✓ Requested the Governor's Crime Commission (June 2017) to research best practices nationwide in several areas of prison management and provide recommendations to the Secretary.

Prison Safety Update

Identifying Best Practices

- ✓ Requested the National Institute of Corrections (NIC) (October 2017) to conduct an independent and comprehensive review of the safety and security operations at Pasquotank Correctional Institution, as well as all aspects of Correction Enterprises' safety protocols.



Prison Safety Update

Enhancing Security Policies and Practices

Prison Safety Update

Enhancing Security Policies and Practices

COMPLETED:

- ✓ Revised the Offender Disciplinary Policy and Procedures effective January 3, 2018.
- ✓ Fostered partnerships with law enforcement to help encourage charges and prosecutions against both staff and inmates for criminal activity.
- ✓ Improved our Departmental criminal intelligence gathering and utilization.

Prison Safety Update

Enhancing Security Policies and Practices

COMPLETED:

- ✓ Established an inter-agency advisory committee on technology related to prison safety.
- ✓ Purchased batons to fully equip correctional officers in medium custody facilities.

Prison Safety Update

Enhancing Security Policies and Practices

ONGOING/PENDING:

- Ordered safety and security audits of all Correction Enterprises operations.
- Created a Security Accountability Unit within Prisons.
- Directed Emergency Management to work with Prisons to integrate the floor plans of the state's prison facilities into the State Emergency Response Application (SERA).

Prison Safety Update

Enhancing Security Policies and Practices

ONGOING/PENDING:

- Directed staff to complete a comprehensive review and update of all Prisons and Correction Enterprises policies and procedures.
- Requested NIC to review and revalidate inmate classification protocols.
- Ordered a review of the inmate assessment policies utilized to assign offenders to Correction Enterprises and other work operations.

Prison Safety Update

Enhancing Security Policies and Practices

ONGOING/PENDING:

- Ordered stab resistant shirts for the 13,000 certified employees.
- Developed a long-range strategic plan for video camera upgrades.
- Developed a plan to provide personal body alarm technology to all prison employees through radio device upgrades and lanyards.



Prison Safety Update

Increasing Hiring and Retention

Prison Safety Update

Increasing Hiring and Retention

COMPLETED:

- ✓ Increased our recruitment efforts and improved our hiring process, resulting in a 9% increase in correctional officer hires in 2017.
- ✓ Addressed the salary disparity between prison program staff and correctional officers through in-range salary adjustments.
- ✓ Hired a full-time military recruiter--working with the Department of Military and Veterans Affairs and the North Carolina National Guard.

Prison Safety Update

Increasing Hiring and Retention

ONGOING/PENDING:

- Implementing a plan to provide e-mail accounts to the correctional officers who do not have email access.
- Conducting a comprehensive review of the current cumbersome hiring process to provide a more efficient and customer-friendly experience.



Prison Safety Update

Improving Training for New and Veteran Employees

Prison Safety Update

Improving Training for New and Veteran Employees

COMPLETED:

- ✓ Ensured all new employees attend basic training prior to being assigned to a post.
- ✓ Reduced the backlog of officers on the job who had not attended basic training.
- ✓ All officers assigned a post are scheduled to be trained by March 2018.

Prison Safety Update

Improving Training for New and Veteran Employees

COMPLETED:

- ✓ Developed Situational Awareness Training.
- ✓ Jan. 2018- added two hours to BCO
- ✓ Early 2018- 4 hours for various facility staff

Prison Safety Update

Improving Training for New and Veteran Employees

COMPLETED:

- ✓ Met with the Community College System to discuss ways to further collaborate in the delivery of training to new hires and managers.

Prison Safety Update

Improving Training for New and Veteran Employees

ONGOING/PENDING:

- Providing on-the-job training and mentoring for new correctional officers.
 - Implementing a new Field Training Officer (FTO) program.
 - Training for FTOs begins March 1, 2018.



Prison Safety Update

Reducing Contraband in Prison Facilities

Prison Safety Update

Reducing Contraband in Prison Facilities

COMPLETED:

- ✓ Enhanced the Prisons entry/exit policy making it mandatory for persons entering most prisons to undergo a pat/frisk search.
- ✓ Equipped all prison facilities with cellphone detection devices.
- ✓ Requested prison perimeter patrols by the State Highway Patrol.

Prison Safety Update

Reducing Contraband in Prison Facilities

ONGOING/PENDING:

- Contracted with a vendor to install Managed Access System (MAS) equipment in 2018 at two close custody prisons.
- Began the process of planning and installing additional perimeter fencing.



Prison Safety Update

Next Steps

Prison Safety Update

NEXT STEPS:

- Establishing a Prison Reform Advisory Board consisting of experts in the field of corrections.
- Appoint a designated project manager to ensure that all prison reform initiatives are achieved.

Prison Safety Update

NEXT STEPS:

- Improve internal and external communications with respect to prison operations.
- Met with SEANC leadership to foster better communication.
- Develop a marketing strategy and update correctional officer recruitment materials.

Prison Safety Update

NEXT STEPS:

- Conduct a comprehensive review of the current Basic Correctional Officer training program.
- Conduct a comprehensive review of in-service training for supervisors.

Prison Safety Update

NEXT STEPS:

- Complete reviews of Governor's Crime Commission report and the National Institute of Corrections report to further outline a strategic plan for additional immediate needs and items to be implemented over time.

Prison Safety Update

NEXT STEPS:

- Engage the General Assembly to address immediate safety and security equipment needs as well as policy changes.
- Engage the General Assembly to address hiring and retention concerns -- salary, hiring incentives, and other retention needs.



Closing Remarks/Questions