

NORTH CAROLINA
DEPARTMENT OF PUBLIC SAFETY

LEADERSHIP DIRECTORY 2020

OUR VISION

To provide premier public
safety services
for all North Carolinians



OVERVIEW

The state's largest government agency, the North Carolina Department of Public Safety is comprised of approximately 26,000 employees, along with about 11,000 North Carolina National Guard soldiers and airmen. Through effective law enforcement, corrections, juvenile justice programs, emergency response and recovery and homeland security preparedness, DPS employees help to ensure North Carolina is a safe place to live, work and visit.

OFFICE OF THE SECRETARY

The secretary of the Department of Public Safety serves as the sole representative on the governor's cabinet for the state's law enforcement, corrections and emergency management responsibilities. The DPS secretary also oversees the state's homeland security coordination as the homeland security advisor.

ADMINISTRATION

The Administration Division is charged with operational oversight. This division provides a variety of core support functions for the department's numerous interrelated services. These core support services include Information Technology, Budget and Analysis, Controller's Office, as well as Purchasing and Logistics. The Governor's Crime Commission, Victim Services and Government Affairs Office also fall under Administration.

ADULT CORRECTION AND JUVENILE JUSTICE

The Division of Adult Correction and Juvenile Justice is tasked with the care, custody and supervision of all adults and juveniles sentenced after conviction for violating state laws.

For adults, sentences range from probation served in the community to active prison sentences in one of the state's prison facilities. After prison, there is a period of post-release

supervision to help offenders more successfully transition back to the community. For those who commit technical violations of probation, there is Confinement in Response to Violation.



For juveniles, the focus is on strengthening families, promoting delinquency prevention, supporting core social institutions, intervening immediately and effectively when delinquent behavior occurs and identifying and controlling the small group of serious, violent and chronic juvenile offenders in the local communities. Juvenile dispositions can include supervision by a juvenile court counselor in the community, short-term commitment at a

residential facility or longer-term commitment in a youth development center for serious and/or violent or chronic offenders. Delinquent, non-adjudicated and at-risk juveniles may all receive services from programs in their communities.

ALCOHOL LAW ENFORCEMENT

The Alcohol Law Enforcement division is the lead enforcement agency for the state's alcoholic beverage control, lottery and tobacco laws. As such, the 109 ALE special agents target problem ABC-licensed and illegal establishments that serve as havens for violence, drugs, gang activity, organized crime, money laundering and other criminal activity. Their mission is to enforce state laws related to alcohol sales and purchases, gambling, tobacco, controlled substances and nuisance abatement, as well as other criminal and regulatory matters in the interest of health and public safety.



COMMUNICATIONS OFFICE

The Communications Office ensures the people of North Carolina are informed and knowledgeable about programs, events and conditions affecting their safety and well-being. Staff works to provide timely and accurate information to news media and to share essential life safety and property protection information during disasters. Members of the Communications Office respond to media inquiries, write speeches and news releases, produce educational materials and post information on various social media platforms.

EMERGENCY MANAGEMENT

North Carolina Emergency Management works to enhance the state's resiliency by actively collaborating, communicating and coordinating to prevent, mitigate, respond and recover from disasters. The agency deploys state resources when needed, and coordinates with neighboring states and the federal government to augment staffing and resources, as appropriate. NCEM also administers state and federal grants, manages multi-agency response to disasters, oversees all hazards and threat risk management, coordinates regional hazard mitigation plans, facilitates trainings and exercises, and manages assets such as the regional hazmat response and search-and-rescue teams. In addition, the agency develops and maintains flood maps for each county in North Carolina and maintains the official survey database for the state. Both tools support mapping, boundary determination, infrastructure development and floodplain mapping that are critical to future safe development. NCEM also manages the state's Homeland Security program.



HUMAN RESOURCES

The Human Resource Office provides professional guidance, advice and support to sections in a variety of functions such as staffing, job classification, training and development, employee relations and benefits administration to make the employment experience enriching and rewarding.

NORTH CAROLINA NATIONAL GUARD

The North Carolina National Guard is an all-volunteer force of about 11,000 soldiers and airmen who serve in both federal and state capacities.

The Guard is first a federal reserve of the U.S. Army and U.S. Air Force that, when called upon by the United States president, provides units that are manned, trained, equipped and available on short notice for national defense missions. Because the Guard maintains the same high training standards as the Army and the Air Force, it can mesh seamlessly with its active-duty counterparts during emergencies both at home and abroad.



The Guard is also on call at the governor's request to protect life and property and to preserve peace, order and public safety within the state. As part of its peacetime mission, the Guard provides essential staffing and resources to respond to hurricanes, floods, tornadoes or other emergencies. Guard aviation units help local governments search for missing persons, assist law enforcement personnel with aerial searches for marijuana and fight forest fires. In addition, the Guard participates in local communities with programs that add value to families, employers and neighborhoods.

OFFICE OF RECOVERY AND RESILIENCY

Established in late 2018, the North Carolina Office of Recovery and Resiliency leads the state's efforts to improve long-term resiliency and deliver recovery assistance to communities and households recovering from major disasters such as Hurricanes Matthew and Florence. Their focus is to streamline the recovery process through coordination of multiple state and federal grants and programs, and to work with local communities to improve the administration of federal disaster-related block grants.

PROFESSIONAL STANDARDS, POLICY AND PLANNING

The Professional Standards, Policy and Planning Division's primary role is to ensure that employees comply with applicable departmental policies, adhere to state and federal regulations and work using the highest ethical standards. This division also provides direction, develops and analyzes policies, provides ethics guidance and focuses on creating efficiencies. Additionally, the division oversees: the Office of Special Investigations, Internal Audit, Policy and Strategic Planning as well as the Private Protective Services Board.

SAMARCAND TRAINING FACILITY

Samarcand Training Academy facilitates basic, in-service and advanced training events for law enforcement and corrections personnel using state-of-the-art training equipment. The 430-acre campus in Moore County includes a firearms and tactical training simulator that uses over 250 scenarios to create fully immersive and interactive video/audio/sensory engagements in a 300 degree environment. Originally opened in 1914 as an open-air school for boys, the campus was mostly used as various training schools for youth until repurposed in 2015 as a law enforcement training facility.

STATE CAPITOL POLICE

The primary mission of the North Carolina State Capitol Police is to provide a safe and secure environment for public officials, state employees and visitors within the North Carolina State Government Complex. Sworn State Capitol Police officers also provide security at state-owned properties throughout Wake County.

STATE HIGHWAY PATROL

The North Carolina State Highway Patrol's primary mission is to reduce collisions and make the state's highways as safe as possible. There are more than 1,600 state troopers who patrol 78,000+ miles of state-maintained roadways, more miles than any other state except Texas. In addition to enforcing the state's traffic laws, state troopers also guide traffic during hurricane evacuations, re-route traffic around hazardous chemical spills and stand ready should any act of terrorism occur.

Other State Highway Patrol staff include radio engineers, telecommunicators, aviators and civilian staff, each committed to helping keep the traveling public safe. A Traffic Safety Information officer is located in each of the eight troop locations across the state to promote highway safety and make presentations to schools, civic groups or other interested parties.





Gov. Roy Cooper appointed **Erik A. Hooks** in January 2017 to serve as secretary of the North Carolina Department of Public Safety. As secretary, Hooks oversees a department of about 26,000 sworn law enforcement and civilian employees, along with about 11,000 North Carolina National Guard soldiers and airmen.

A dedicated public servant, Hooks has an extensive law enforcement background. He joined the N.C. State Bureau of Investigation in 1989 as a special agent and has since served in various capacities. Hooks served as a special agent, assistant special agent in charge with the Special Investigations Division, as well as unit commander/manager for Professional Standards. In 2005, Hooks rose to be the SBI assistant director over the professional standards division. He also led the SBI's efforts in threat assessment, inspections and compliance.

Secretary Hooks serves as the state's homeland security advisor and chairs the State Emergency Response Commission. He also is a member of the International Association of Chiefs of Police and N.C. Police Executive's Association. A North Carolina State University graduate, Hooks holds a master's degree in liberal studies with a concentration in Organizational Management and Research. He also is a graduate of the Administrative Officers Graduate Program at NC State and successfully completed the FBI National Executive Institute and the Commandant's National Security Program at the U.S. Army War College.



Pamela Brewington Cashwell serves as the chief deputy secretary of Professional Standards, Policy and Planning and as the secretary's senior policy advisor. In this role, Cashwell oversees the Office of Special Investigations, Internal Audit, the Communications Office, Private Protective Services, Policy and Strategic Planning and PREA.

Cashwell formerly served as assistant director of the State Ethics Commission. Prior to that, the North Carolina native held numerous legal positions at the N.C. Institute for Constitutional Law, the Civil Rights Division within the U.S. Department of Justice, and with the U.S. Department of Agriculture.

Cashwell holds a Juris Doctor from the University of North Carolina at Chapel Hill School of Law and a bachelor's in economics also from UNC-Chapel Hill. A long-time advocate for American Indian and women's issues, Cashwell serves on the university's Alumni Committee on Racial and Ethnic Diversity, the Women's Leadership Council and was appointed by Gov. Cooper to serve on the N.C. Human Trafficking Commission.



Michael Dail was named Human Resources director in October 2018. He joined NCDPS with more than 20 years of HR experience in state government and the private sector. Dail previously served as the Human Resources assistant director for the N.C. Department of Health and Human Services, where he developed and facilitated projects to address business operations, customer service, continuity of services, process improvements and operational needs of the assigned customer divisions.

Dail began his career as a correctional officer at Greene Correctional Institution and served in several Human Resources positions within the then-Department of Correction, before joining the private sector. He also held several Human Resources managerial positions with the N.C. Department of Transportation.

A graduate of East Carolina University, Dail holds a bachelor's degree in economics.



Jane Ammons Gilchrist serves as the general counsel for NCDPS overseeing the office that provides legal advice and support to each division within the department. Gilchrist also serves on behalf of the secretary on the N.C. Criminal Justice Education and Training Standards Commission and the UNC TV Board of Trustees.

Gilchrist began her 28 years of public service in 1991 as an assistant district attorney in Cumberland County. In 1994, she joined the N.C. Department of Justice and for 17 years provided legal representation and advice in the

Labor and Law Enforcement Liaison sections to include the State Bureau of Investigation, N.C. Criminal Justice Education and Training Standards Commission and the ABC Commission. From 2011 to 2017, Gilchrist served as the general counsel for the N.C. Department of Labor.

She holds an associate's degree from Peace College, as well as a bachelor's degree in journalism and a Juris Doctor from the University of North Carolina at Chapel Hill.



Roger "Chip" Hawley became the chief of State Capitol Police in December 2018 nine months after joining the force as deputy chief. Prior to joining State Capitol Police, Hawley served 32 years with the Wake County Sheriff's Office, where he attained the rank of major.

Hawley attended Campbell University and has received a variety of specialized law enforcement certifications including Law Enforcement Motorcycle Operator and Instructor, specialized knowledge in special events/mass gatherings and law enforcement general instructor. He

also is a graduate of the Administrative Officers Management Program and was recognized as the Wake County Sheriff's Officer of the Year in 2001. Hawley is a native of Coats, N.C.



Casandra Skinner Hoekstra serves as chief deputy secretary for Administration. As such, Hoekstra oversees Human Resources, Budget and Analysis, Controller's Office, Central Engineering, Governor's Crime Commission, Purchasing and Logistics, Information Technology, Victim Services and Legislative Affairs. Hoekstra also serves on the Domestic Violence and Victims Compensation Commissions.

Hoekstra is a trusted advisor with more than 20 years of legal, policy development and government relations experience. Prior to this appointment, she served as the legislative counsel for the N.C. Association of County Commissioners. Hoekstra also has worked with the former Department of Crime Control and Public Safety as chief legal counsel and the N.C. Administrative Office of the Courts as legislative liaison and associate legal counsel. Additionally, she served as the legislative counsel in Gov. Michael Easley's office.

Hoekstra holds a bachelor's degree in psychology from the University of North Carolina at Asheville and a Juris Doctor degree from North Carolina Central University School of Law.



Bryan House was named director of the Alcohol Law Enforcement in December 2019 shortly after ALE was re-established as a division within NCDPS.

A Johnston County native, House became an ALE special agent in 1999 attending the 14th ALE Special Agent Academy and has since served as a task force agent with the FBI's Joint Terrorism Task Force, commander of ALE's special response team, special agent in charge of Professional Standards and senior special agent in charge overseeing ALE Operations.

House holds a bachelor's degree in criminal justice from East Carolina University and attended the Virginia School of Polygraph and the West Point Leadership Program at Methodist University.



Brigadier General (P) M. Todd Hunt assumed his duties as the adjutant general of the North Carolina National Guard in December 2019. As adjutant general, Hunt commands about 11,000 citizen soldiers and airmen of the N.C. Army and Air National Guard, and is the governor's principal advisor on military affairs.

Hunt received his commission in 1987 through the Reserve Officer Training Program at East Carolina University. His previous assignments include two mobilizations in support of Operation Enduring Freedom as detachment commander, then executive officer of the 1st Battalion, 130th Aviation Regiment. Most recently, Hunt has served as the Land Component Commander of the N.C. National Guard since September 2017 and the Deputy Commanding General of the Army National Guard-U.S. Army Aviation Center of Excellence in Fort Rucker, Ala.

Hunt received a bachelor's degree in geology from ECU and master's of strategic studies from the U.S. Army War College.



Rick Jordan was named director of the Samarcand Training Academy in 2014. Before joining Public Safety, Jordan worked as a sworn police officer in Aberdeen and Hickory, then as a special agent with the Navy Criminal Investigative Service. He then spent more than two decades working as a special agent with the U.S Department of Justice Bureau of Alcohol, Tobacco, Firearms and Explosives during which time he served as national program manager where he oversaw the delivery of their in-service training program and implemented the agency's Firearms Instructor Training Program.

Jordan holds a bachelor's degree in criminal justice from Gardner Webb University and a master's degree in human resources training and development from Seton Hall University.



Gregory A. Lusk was named senior advisor to the secretary in December 2019. As such, he advises the secretary on national homeland security efforts and responsibilities and provides operational and policy guidance for state and national security events. Lusk also spearheads the development of leadership and succession planning programs that ensure the department effectively meets current and future leadership and diversity needs.

Previously, Lusk served in the N.C. National Guard for 40 years, including the last nine as adjutant general in which he commanded about 11,000 citizen soldiers and airmen and was the governor's principal advisor on military affairs.

Lusk received a bachelor's degree in civil engineering from North Carolina State University and master's degree from the U.S. Army War College. During his tenure with the Guard, he earned numerous medals and awards including: North Carolina Distinguished Service Medal, Legion of Merit, Bronze Star Medal, National Defense Service Medal and Global War on Terrorism Expeditionary and Service medals.



Gov. Cooper appointed **Col. Glenn M. McNeill, Jr.** as commander of the State Highway Patrol in February 2017. A military veteran, McNeill began his service as a state trooper in 1994. During his law enforcement career he has served in various positions, including the Special Operations Section, as the troop commander and, upon his promotion to major in 2014, as director of training. With oversight of the State Highway Patrol Training Academy, McNeill was responsible for all aspects of training from basic law enforcement to telecommunicator schools, in-service training, and

specialized training courses such as firearms, defensive tactics, driver's training, radar and training for civilian support personnel, as well as supervisors.

A native of Reidsville, McNeill holds an associate's degree from Durham Technical Community College, a bachelor's degree from Mount Olive College, and graduate certificate from the University of Virginia. He is also a graduate of the Administrative Officers Management Program and the National Academy at the Federal Bureau of Investigation, in Quantico, Va. McNeill is a member of the International Association of Chiefs of Police and the N.C. Police Executives Association.



Tim Moose was appointed as chief deputy secretary of Adult Correction and Juvenile Justice in June 2019. In this role, Moose oversees the agencies and personnel responsible for the care, custody and supervision of all adults and juveniles sentenced after conviction for violations of North Carolina law.

A career corrections professional with 35 years of experience, Moose served seven years as deputy secretary overseeing several sections including Community Corrections, Special Operations and Intelligence, Reentry Programs and Services, Staff Development and Training, Combined Records and

Critical Incidence Responses Administration. In this capacity, he also has worked with the Post Release-Parole Commission on policy and offender supervision as well as with Prisons on joint operational issues.

Moose is a graduate of North Carolina State University with degrees in criminal justice and political science and the National Institute of Corrections Probation Executives Program. He also serves on the N.C. Sentencing and Policy Advisory Commission.



Mike Sprayberry was appointed director of Emergency Management in 2013 and now also serves as director of the Office of Recovery and Resiliency. As such, he manages the state's preparation for, response to, recovery from and mitigation of natural and man-made disasters. He also serves as the state's deputy homeland security advisor and a member of the State Emergency Response Commission.

Sprayberry began his emergency management career in 2005 as the deputy director and logistics chief and later assumed the duties of the deputy director and operations chief. During his tenure with NCEM, he also has served as president of the National Emergency Management Association and as a member of the FEMA National Advisory Council. Prior to joining state government, he served in the U.S. Marine Corps and the N.C. Army National Guard.

He holds bachelor's and master's degrees from the University of North Carolina at Charlotte.



As Communications Director, **Pamela Walker** oversees all public affairs, media relations, social media and publications for the department.

Walker has nearly 30 years in communications, media and public relations. She started her state service in 2000 as a public information officer at the former Department of Correction before being promoted to director of Public Affairs. She served as corporate communications director for the North Carolina Education Lottery for four years. She returned to the Department of Correction in 2010 as the department's external affairs director prior to the consolidation that created the Department of Public Safety. Before joining state government, Walker worked for 10 years in broadcasting in a variety of roles that included producer, reporter and back-up anchor.

A Charlotte native, Walker holds a bachelor's degree in speech communication from the University of North Carolina at Wilmington.

ALCOHOLIC BEVERAGE CONTROL COMMISSION

North Carolina is one of 17 control states and a member of the National Alcohol Beverage Control Association. An agency associated with the Department of Public Safety for administrative purposes, the Alcoholic Beverage Control Commission works to provide uniform control over the sale, purchase, transportation, manufacture, consumption and possession of alcoholic beverages in the state.



Zander Guy was appointed as chairman of the North Carolina Alcoholic Beverage Control Commission in March 2017. He has served on the ABC Commission since 2009 and was chair from 2012 to 2013. Guy is the former Surf City mayor and a member of the Cape Fear Community College Board of Trustees. He also served on the N.C. Banking Commission, the Neuse River Council of Governments and the Local Government Advocacy Council

and was mayor and a councilman of Jacksonville. In 2011, he sold his real estate company after 41 years in the business.

A native North Carolinian, Guy attended Campbell University and is a graduate of the Realtors Institute.

STATE BUREAU OF INVESTIGATION

North Carolina's State Bureau of Investigation conducts criminal investigations of allegations in the areas of: narcotics, arson, election laws, environmental crimes, human trafficking, computer crimes against children child sexual abuse in day care centers and crimes involving state property.

The SBI includes more than 250 sworn special agents working in eight district offices to provide expert criminal investigative assistance when requested by police, sheriffs, district attorneys or judges. The Professional Standards division within the bureau conducts the most sensitive investigations involving public corruption and government misconduct.



Bob Schurmeier was appointed director of the North Carolina State Bureau of Investigation in 2016. Schurmeier spent 21 years in leadership roles at the Charlotte-Mecklenburg Police Department including 11 years as deputy chief of police and six months as interim chief of police. Experienced in all four major commands of the department, Schurmeier spent most of his time in the Patrol, Investigations, and Vice and Narcotics divisions. During that time, he was active in the N.C. Police Executives Association and the

N.C. Chapter of the FBI National Academy Associates, briefly serving as president for both associations. After a full career with CMPD, Schurmeier co-founded U.S. ISS Agency LLC—a security and investigative consulting business in Charlotte.

A Charlotte native, Bob Schurmeier holds a bachelor's degree in political science from the University of North Carolina at Chapel Hill. He also is a graduate of the Senior Management Institute for Police, the FBI National Academy and the Secret Service Dignitary Protection School.

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Adult Correction and Juvenile Justice	984-948-7878
Alcoholic Beverage Control	919-779-0700
Alcohol Law Enforcement	919-733-4060
Civil Air Patrol	336-570-6894
Communications Office	919-733-5027
Community Corrections (Probation)	919-716-3100
Emergency Management	919-825-2500
Governor's Crime Commission	919-733-4564
Juvenile Justice	919-733-3388
Human Resources	919-716-3800
N.C. National Guard	919-664-6000
N.C. Office of Recovery and Resiliency	984-833-5350
Office of the Secretary	919-733-2126
Prisons	919-838-4000
Post Release/Parole Commission	919-716-3010
State Bureau of Investigation	919-662-4500
State Capitol Police	919-733-4646
State Highway Patrol	919-733-7952
Victims Services	919-733-7974



OUR MISSION

Safeguard and preserve the lives and property of the people of North Carolina through prevention, protection and preparation with integrity and honor

OUR GOALS

1. Strengthen the department's unity of effort as a consolidated and allied entity.
2. Create a true culture of prevention, protection and preparedness.
3. Create and maintain an environment throughout the department where employees are engaged, accountable and recognized for the contributions they make to enhance public safety in North Carolina.