



North Carolina Department of Public Safety

Adult Correction and Juvenile Justice

Roy Cooper, Governor
Erik A. Hooks, Secretary

Reuben F. Young, Interim Chief Deputy Secretary

April 9, 2018

Dear Colleagues:

Our state's prison system and the dedicated men and women who work in our facilities continue to face challenges as we strive to keep our communities safe and prepare offenders to return home after completing their sentence. As the demographics of our prison population evolves, Prisons management is making mission changes at several of its facilities to improve safety and security while also maintaining sufficient capacity for both male and female inmates.

In the coming months we will convert Lanesboro Correctional Institution in Anson County from a male to female facility. Southern Correctional Institution in Montgomery County and Eastern Correctional Institution in Greene County will be converted from female to male facilities. However, the existing Lanesboro and Southern minimum units will remain male facilities, and will continue to support local communities through inmate labor contracts. In addition, Neuse Correctional Institution in Wayne County, currently a medium custody male facility, will temporarily house females, and the Department will temporarily re-open the former North Piedmont Correctional Center for Women in Davidson County to house females. It will take approximately 9 to 12 months to fully implement the changes. The planning and initial implementation process is already underway.

Some staff will remain at their current facilities while others may wish to move to a new facility. Department leaders will accommodate as many employee requests as possible to continue to work in a facility of their choice. All affected facilities will work to diversify their workforce to ensure there are sufficient numbers of male and female staff to adequately manage the inmate population. Staff will receive gender-specific training in instances where they will be working with inmates whose gender is different than inmates currently housed at their assigned location. A thorough staffing analysis will be conducted to determine if any staffing changes will be required. We do not anticipate that these conversions will require any budget requests for more staffing. However, some shifting and transferring of current positions will be included in the final plan. Our priority will be to manage this conversion in a manner that will allow us to retain every employee who wishes to remain employed without any salary reductions. Human Resources staff are planning on-site visits at the affected facilities to answer employees' questions. In addition, affected employees will have a core team of Human Resources staff identified to answer questions and assist with resolving issues during the transition period.

Prisons management believes there are many benefits to these facility conversions. Splitting the large male population from Lanesboro into smaller, more manageable populations promotes improved safety and security within a correctional setting, which is agency leadership's highest priority.

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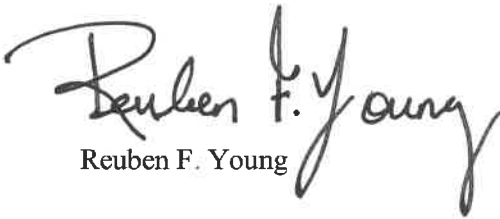
Converting Lanesboro to a female facility will allow the agency to reduce the number of female offenders at N.C. Correctional Institution for Women in Raleigh, which consistently operates above capacity, causing safety issues and placing additional stress on the facility's infrastructure. Further, while the majority of female inmates to be housed at Lanesboro will be in medium custody, the prison's layout will give management flexibility to house other custody levels, provide programs and plan for potential growth of the female population, including the possibility of adding an intake center in the future. Lanesboro is an enclosed facility, which promotes safer movement to medical, programs, visitation and other areas without exposing staff or offenders to harsh weather conditions.

We anticipate that recruitment for custody, program, medical and mental health staff to work with the females at Lanesboro will be more successful than it has been for adult male offenders. This should improve employee morale and retention. In order to promote a new culture and environment, we are changing the name from Lanesboro Correctional Institution to Anson Correctional Institution.

While the conversions of the Lanesboro, Eastern and Southern institutions will be long term, Neuse Correctional and North Piedmont will temporarily house female offenders in order to allow for maintenance and other infrastructure improvements to be made before transferring female inmates to Lanesboro.

Thank you for your continued dedication and professional service to our state and its citizens. I am proud to work alongside you as we strive to enhance public safety and improve safety and security within our facilities.

Sincerely,

A handwritten signature in cursive script that reads "Reuben F. Young". The signature is written in black ink and is positioned above the printed name.

Reuben F. Young