



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

# Prison Safety and Security Update

October 10, 2018

Presented to NC Prison Reform  
Advisory Board

# Enhancing Security Policies and Practices

- ▶ Enhancing restrictive housing and disciplinary sanctions against offenders who assault staff
  - Modified policies in August 2018
  - Placement in restrictive housing for a minimum of 12 months, upon final review and decision of the Director's Classification Committee
  - Subject to forfeiture of time credits awarded to date, and ineligible to earn time credits on current term of incarceration
  - Suspension of visitation privileges for minimum of 12 months; allowed only non-contact visits when visitation privileges are restored
  - Placement on Interstate Compact Program list for out-of-state housing consideration for minimum of five years

# Enhancing Security Policies and Practices

- ▶ Purchasing radios, batons and pepper spray to fully equip certified staff (correctional officers and case managers) in facilities at all custody levels
- ▶ Piloting personal body alarm “man-down” technology at three facilities – radio use for all staff and lanyards for visitors
- ▶ Deploying whistles to non-certified staff who are not assigned radios
- ▶ Deploying stab resistant vests for 13,000 certified staff
  - 4,000 shirts in use at close security facilities; delivery complete at six underway at four others
- ▶ Installing more cameras to improve surveillance
  - Nearly 900 cameras installed since April 2017. Funding approved for additional 3,000 cameras. Design and deployment planning underway.

# Enhancing Security Policies and Practices

- ▶ Conducting unannounced security assessments by auditors from central office based on new audit standards
- ▶ Reviewing and modifying security policies and procedures
  - Prisons and Correction Enterprises policies reconciled to eliminate discrepancies
  - Tool and key control policies modified and re-issued; piloting web-based tool inventory application at Harnett CI and Nash CI
  - Offender job and program assignment policy modified and re-issued

# Reducing Contraband in Prison Facilities

- ▶ Visiting prisons in other jurisdictions (federal and state) to observe contraband detection strategies
- ▶ Halting delivery of original envelopes to offenders; providing envelope photocopies and approved contents
- ▶ Identifying tailored contraband reduction strategies for facilities based on physical plant and facility mission
  - Recommending specific facilities to add fencing and netting to reduce throw overs, as well sites for body scanners

# Improving Training for New and Veteran Employees

- ▶ Continuing implementation of Field Training Officer Program, with nearly 450 FTOs selected and trained.
  - More than 500 new hires have completed the 120-hour hands-on training program
- ▶ Continuing to schedule new correctional officers in Basic Training during second week on job
  - Adding training classes and sites as needed; agreement with NC Forest Service to sub-lease training facility in Kinston adding additional training capacity

# Increasing Hiring and Retention

- ▶ Modifying hiring process and developing targeted recruitment strategies for facilities with highest vacancy rates
- ▶ Implemented a Prison Employee Recognition Program to honor employees for exemplary service on the job and in the community
- ▶ Meeting with community colleges staff to develop links between recruiters and adult learners completing their high school equivalency
- ▶ Exploring certificate or degree programs with other colleges or universities
- ▶ Promoting corrections as a profession through video and updated recruitment material



# Closing Remarks/Questions

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