



NOVEMBER 2018

North Carolina Jail Administrators' Association

President's Message

The first thing I would like to say is thank you to all who participated in our Annual Conference that was held at the end of September. It was a very successful conference, we appreciate all the members, vendors, instructors, and board members who made it happen. There is a lot of time and effort put into providing great training for the conference. As always, we will continue to ask for your help to determine what training topics you would like to see next year.

I am looking forward to serving the association as your president for the up-coming year. I want to build upon what my predecessors have accomplished and try to continue to move the association in a forward direction. To accomplish this, I will need your help for suggestions on what the NCJAA can do to help you. You can feel free to contact me or any other board member with any questions or suggestions. All of our contact numbers can be found on our website at www.ncjaa.org.

Again, thank you for the opportunity to serve as your president.

Major Robert Slater
Forsyth County S O

**AWARDS PRESENTED AT THE 2018 NCJAA CONFERENCE
JAIL ADMINISTRATOR OF THE YEAR,
DETENTION OFFICER OF THE YEAR AND
JAIL INNOVATIONS OF THE YEAR**

SEE PAGE 2 - 3 FOR MORE INFORMATION

**SAVE THE DATES!
JAIL SYMPOSIUM
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NCJAA Jail Administrator of the Year Award



The NCJAA Jail Administrator of the Year Award was presented to Captain Jeffery Brafford of the Stanly County Sheriff's Office.

This award recognizes a jail administrator who has made outstanding contributions to the operation of his Detention Facility and Sheriff's Office, has demonstrated exceptional meritorious service, and has contributed to the betterment of the NC Jail Administrators' Association.

Congratulations, Captain Brafford!

Pictured Left to Right:
Sheriff George Burris, Jeffery Brafford
and Donald Anthony

NCJAA Detention Officer of the Year Award

The NCJAA Detention Officer of the Year Award was presented to Corporal William "Allen Kincaid

This award recognizes a detention officer who has made outstanding contributions to his/her Sheriff's Office or who has demonstrated superior courage and bravery in the performance of his/her assigned duties.

Congratulations, Cpl Kincaid!

Pictured Left to Right:

Greg Huntley, Mrs. Kincaid, William "Allen Kincaid and Donald Anthony



NCJAA Newsletter

If you have news that you would like to be included in the NCJAA newsletter, please email to elaine@execman.net. Next deadline February 1.

Henderson County Jail Administrator Recognized With State Innovations Award

At the 2018 North Carolina Jail Administrators' Association Conference, Captain Neal Urch of the Henderson County Sheriff's Office was recognized for Jail Innovations of the Year. This award recognizes a detention professional who has created a new and innovative program that has significantly improved the facility's operation.

"Captain Neal Urch came to our agency as a proven Jail Administrator with a reputation for thinking out of the box, challenging established but ineffective paradigms, and blending accountability with support and encouragement from his jail team," said Sheriff Charles McDonald. "His blend of leadership accountability with compassion and common sense, has resulted in a much improved and safer jail."

Captain Urch joined the Henderson County Sheriff's Office Detention Facility in April 2017. He brought with him 35 years of law enforcement experience with his most recent position being Jail Administrator of the Spartanburg County Detention Facility in South Carolina.



Pictured Above Left to Right: Captain Neal Urch and Sheriff Charles McDonald

During his tenure in Spartanburg, Urch was very successful in establishing a Behavioral Management Unit and Special Operations Group inside the facility. In addition, he created many community partnerships in developing opportunities for inmates while incarcerated to better themselves as they prepared to be reintegrated back into the community. His efforts were recognized in Spartanburg County and he is applying many of those same successful strategies here in Henderson County.

In only a year and a half, Captain Neal Urch has made great strides and innovations in the Henderson County Jail. The Behavioral Management Unit holds inmates accountable for their actions while ensuring they are treated in a firm, fair and consistent manner. The Special Operations Group created in the facility has equipped personnel with additional training and increases officer and inmate safety within the facility.

Captain Urch has taken the stance of viewing the detention facility as a 'community' within Henderson County. He has created various partnerships with Blue Ridge Community College, Family Preservation Services, Henderson County Literacy Council and other organizations to provide services and opportunities for inmates to better themselves to be a contributing member of the bigger community.

The awards banquet for the NC Jail Administrators' Association was held on September 26, 2018 in Greensboro, NC. Captain Urch was sick and unable to attend the ceremony; the award was accepted on his behalf by Lieutenant Tim Fuss. During a staff meeting on October 9, 2018, Sheriff Charles McDonald revealed to Urch that he had been nominated by his peers and awarded with this prestigious award.

Captain Urch's proven track record with innovation and leadership make him worthy of this honor and we congratulate him on this statewide recognition.

Submitted by: Sheriff McDonald

Southern Health Partners Donates to the Sheriff Richard Frye Scholarship

The Sheriff Richard Frye Scholarship is named after the late Sheriff Richard Frye of Alamance County. Sheriff Frye was instrumental in establishing the NCJAA, and he remained one of our bigger supporters until his death.

During our conference that was held in September, Southern Health Partners made a \$1,000 donation to the scholarship fund.

Thank you for your generous donation!

Pictured left to right: Greg Huntley, Darrell Griffin, David Castelow, Mike Welch, Robert Slater, Nachia Revels, Durwin Briscoe and Donald Anthony



Richard Frye Scholarship

The Richard Frye Scholarship is offered each year and awarded during the annual conference (usually in September). This year, we did not receive any applications. Please review the criteria and begin thinking now of someone that may qualify for the scholarship. It is not too early to submit the application and it will be held on file in the NCJAA office for consideration by the committee for next year. These are cash scholarships to eligible students who are currently enrolled or who have been accepted into an accredited college or university to study criminal justice-related courses.

ELIGIBILITY REQUIREMENTS

To be eligible for consideration, the student must:

1. Be a member or the immediate family member (son, step-son, daughter, step-daughter or spouse) of a member of the North Carolina Jail Administrators' Association. (Does not include Associate Members.)
2. The student must be enrolled in a Criminal Justice or related course of study in an accredited college, university or technical school.
3. The student must be engaged in or seeking a full-time career in detention, corrections, law enforcement, law or another criminal justice-related field.
4. The student may be required to appear for a personal interview before the Scholarship Committee.

TO APPLY

The student must complete a scholarship application and forward it (along with all required information) to the North Carolina Jail Administrators' Association Scholarship Committee. The packet must be mailed to the following address and postmarked on or before September 1.

Elaine Christian, Executive Director
North Carolina Jail Administrators' Association.
Scholarship Committee
Post Office Box 41368
Raleigh, NC 27629

The NORTH CAROLINA JAIL ADMINISTRATORS' ASSOCIATION will award a cash grant up to \$1,000.00 at the discretion of the scholarship committee. The decision of the Scholarship Committee is final.

Medical Fees for Jail Inmates

Constitutionally and statutorily, the sheriff is responsible for the well being of the inmates committed to his or her custody in the jail. “It is but just,” the supreme court once said, “that the public be required to care for the prisoner, who cannot, by reason of the deprivation of his liberty, care for himself.” *Spicer v. Williamson*, 191 N.C. 487 (1926). Still, a jail can charge certain fees.

When it comes to emergency medical services for jail inmates, the county is generally responsible for the cost. G.S. 153A-224(b). If an inmate has third-party insurance, the provider can bill the insurer first, leaving the county liable for whatever costs not covered by the insurance. The county can try to seek recovery from an insured inmate for any non-reimbursed medical services, but no statute specifically authorizes a recovery for the costs of emergency medical care from an uninsured inmate.

For nonemergency medical care, the jail may establish a fee of not more than \$20 per incident. The fee must be established as part of the jail medical plan that every jail must have under G.S. 153A-225—developed in consultation with appropriate local officials, approved by the local health director, and adopted by the board of county commissioners.

The jail may also charge a fee of not more than \$10 for a 30-day supply or less of a prescription drug. (I read the 30-day limit to refer to the necessary length of the prescription, not a unit of supply set by the jail. The jail could not, for example, say in its medical plan that it will charge \$10 for every single day’s worth of a prescription, on the theory that one day is less than 30. Only if the necessary supply of the drug exceeds 30 days should the jail charge another \$10 fee.) There is no express statutory authorization to charge a fee for over-the-counter medications.

For both the up-to-\$20 nonemergency fee and the up-to-\$10 prescription drug fee, if the jail establishes them as part of its medical plan, it must also establish a procedure for waiving them for indigent inmates. Without the waiver procedure, the jail would risk violating inmates’ constitutional rights of an indigent inmate to the extent that necessary medical care might be delayed for a non-medical reason. *See, e.g., Archer v. Dutcher*, 733 F.2d 14 (2d Cir. 1984).

Jails in North Carolina generally have a waiver provision for the medical fees, but it is not administered the same way in every jail. Historically, some jails interpreted the waiver as more of a deferral, running a negative balance on an inmate’s account when the service or drugs were provided, and then debiting the account if money was added to the account later—perhaps during a future stint of confinement in the jail.

No North Carolina appellate case has ever considered the propriety of that interpretation, but in 2013, the Construction Section of the Division of Health Service Regulation of the N.C. Department of Health and Human Services—the administrative office responsible for inspecting jails—advised in a memo to the jails that the practice “is in direct violation of the statute.” Under that direction, a waiver ought to leave the inmate with no obligation to pay for the care or medication now or at any point in the future.

Submitted by Jamie Markham, UNC School of Government

WHAT’S UP?

Have something interesting going on in your department? New personnel, someone that was promoted, or someone retiring? New equipment at your agency? Someone receive an award? Write it down and send it to us so we can share among other agencies in the state. You may send photos along with your news. It doesn’t take long to jot down a few lines. You can mail items, fax them to 919-878-7413 or e-mail them to elaine@execman.net.

High Pressure, Low Pay: Detention Officers Pay Price For Crowded Jails

By: Jessi Stone

Taxpayers aren't the only ones paying the price for the growing number of incarcerations and overcrowded jails.

The 730,000 people being kept in nearly 3,000 jails across the country will only be well cared for if the estimated 430,000 correctional officers tasked with supervising them are paid and trained well.

However, detention officers work long shifts, are typically paid less than any other law enforcement position and work under some of the most stressful conditions imaginable.

The incarceration rates continue to grow at a rapid rate in rural counties throughout the nation. Based on studies by Vera Institute of Justice, rural jail incarceration rates are surpassing the rates in urban and mid-size cities for the first time in history. The number of people being held in jails pretrial has quadrupled since the 1970s and the cost of jails nationwide has grown four-fold between 1983 and 2011 from \$5.7 billion to \$22.2 billion.

Personnel costs can eat up a majority of a jail's budget, which is why the number of officers on duty has not kept pace with the number of inmates those officers have to supervise.

Overworked and underpaid employees can lead to high turnover and low morale because of the tremendous amount of pressure placed on staff. WNC jails are no exception.

Swain County Sheriff Curtis Cochran said turnover was his biggest challenge in managing the jail. Swain County pays on the lower end of the scale when it comes to its detention officers — the starting salary is \$25,600 a year.

"Our biggest challenge is trying to keep people in the jail simply because of the pay," he said. "We train them and then they leave for a better paying job and I can't blame them. We're just a training facility is all we are."

The county has increased the pay some over the last couple of years, but Cochran said he has another proposal in to the commissioners for another increase for detention officers to get them more in line with pay for patrol deputies.

"They have a harder job than anyone in law enforcement. On patrol you might deal with one or a few people at a time, but in here they deal with 75 inmates with three officers on a shift — that's a 25 to 1 ratio," Cochran added.

Capt. John Buchanan said the Jackson County Detention Center also deals with understaffing issues. While the jail's aver-

age daily population continues to grow, the jail is still operating with 20 detention officers — the same number of officers it had when the jail opened in 2003.

"We maintain about 65 inmates and we hold an average of five detention officers per shift — that's not a good ratio," he said.

Buchanan said the jail hasn't experienced a lot of turnover since he took over as jail administrator in 2015, though some officers do leave for higher paying jobs or to advance their careers. The starting pay for a detention officer in Jackson County is about \$29,000.

Haywood County Detention officers start out at \$13.79 an hour — which is less than \$27,000 a year before taxes. Haywood's jail has 148 beds and 42 employees. Any given shift has six officers on duty.

Macon County Detention Center, a 75-bed facility, has a total of 18 detention officers on staff and three per shift with an average daily inmate population of 98. They also start detention officers out at about \$29,000 a year plus benefits.

Sheriff Robert Holland said it's not a lot of money considering the amount of responsibility these officers have in dealing with the multitude of inmate issues.

"With opioid addiction and the lack of services and the bad choices by individuals — it causes problems with the amount of people (in jail) and staffing," he said. "It's hard on morale. I've got officers working night and day and officers not making a lot of money."

According to the U.S. Bureau of Labor, the national average salary for a detention officer in 2011 was \$43,550. Officers in the lowest 10 percent of the profession earn up to \$27,000 while those in the top 10 make about \$69,000 a year. Unfortunately, the average annual wage for officers in North Carolina is \$29,680.

Larry Amerson, retired sheriff of Calhoun County, Alabama, recently spoke about the challenges detention officers face at the Rural Jail Crisis Conference at John Jay College of Criminal Justice in New York City. While officers have always been tasked with enforcing the laws, Amerson said officers now have an expanded job scope that includes being able to recognize the signs of addiction and mental illness.

They have to be able to recognize certain red flags within the inmate population and follow strict protocols to ensure inmate

High Pressure, Low Pay: Detention Officers Pay Price For Crowded Jails (Cont'd)

and officer safety. A limited number of officers and an overcrowded jail can be a deadly combination. Calhoun County Jail, which reached an all-time high of 643 inmates this year, has dealt with a number of inmate assaults, deaths and attempted escapes in recent years due to overcrowding and high turnover. Whether it's inside the jail or out on patrol, Amerson said his deputies didn't take these tragedies lightly.

"We've lost multiple deputies involved in these incidents — they carry a lot of pain the rests of their lives," he said.

Amerson also said law enforcement officers often need the most help but are the least likely to speak up and ask for it. A

2011 survey conducted by Desert Waters Correctional Outreach found that 14 percent of military veterans reported symptoms of PTSD while 34 percent of correctional officers said they experienced symptoms. These symptoms often go undiagnosed because officers consider it a sign of weakness, which can lead to officers self-medicating with drugs and alcohol.

"I've had deputies commit suicide and I missed the signs. I have to live with that. I think we have to change the laws to change how we do business," Amerson said.

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NCJAA
PO BOX 41368
RALEIGH, NC 27629

FORWARDING SERVICE REQUESTED

MISSION STATEMENT

The mission of the North Carolina Jail Administrators' Association is to encourage and facilitate professionalism through effective and timely training and the exchange of information between jail professionals. Our goal is to foster respect, friendship, and good will among all jail professionals and to promote a positive image to the community and citizens we serve.

Thank You to Our Vendors

If you were able or not able to attend the NCJAA Conference this year, all of the vendors are listed on the NCJAA website. Go to www.ncjaa.org or <https://ncjaa.org/content/uploads/2017/11/NCJAA-2018-Conference-Exhibitors.pdf> for the list of vendors and their contact information.

Website Updates

Please go to www.ncjaa.org and review your information in the Detention Facility Directory and Resource Guide. If there are any changes/updates, please email these changes to the NCJAA office elaine@execman.net.

2019 Annual Conference Dates

Save the Dates for 2019 – annual conference will be held Sept. 23-26