

NC Jail Administrators' Association

E-News – August 2024



Message From the President

I hope this newsletter finds all of you well. The 4th of July has come and gone, and we are certainly in the “dog days of summer”. Since our last newsletter we had our jail symposium. If you were not able to attend, you missed some outstanding training and presenters! As always, we encourage you to make any comments or suggestions on how we can make it better. A list of sponsors is included in this newsletter.

We are only a few weeks out from our 2024 Conference- September 23-26. Please mark your calendars and get your reservations made. We are very excited about the slate of presenters this year; everyone should leave with more than you came with. As always, our intent is to provide training that is beneficial in your everyday job. Please check out our list of speakers included in the newsletter. A registration form is also included.

Thanks to all of you for the incredible job you do every day. Stay safe and take care of each other and I hope to see you at the conference.

Frederick Hayes, President NCJAA

Sheriff Richard Frye Scholarship – Deadline September 1, 2024

If you know of NCJAA members who have children, or if they are attending college themselves, now is the time to start sending your resumes and short essays about them to be considered for the Sheriff Richard Frye Scholarship.

The 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.

It is a great honor for someone to be awarded this scholarship.

If you would like more information about the scholarship, or need an application, please click [here](#). Deadline—September 1, 2024. Please be sure to review both the scholarship application and the scholarship information letter.

NCJAA 2024 Annual Conference

September 23-26, 2024 / Embassy Suites, Greensboro NC

336-668-4535

Reservation Deadline: September 5, 2024 | Hotel Rate: Begin at \$124/Night

To make your reservations online please click [here](#).

For an agenda and registration, please see page 5 of this newsletter.

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Detention Officer Bailey Brown was awarded Detention Division Employee of the month for Caldwell County Detention Center. Brown pictured with Detention Division Captain Bailey.

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Protect Yourself from Identity Theft

It seems like every day we hear about a new scheme or another company exposed by a data breach. While this news can be unsettling, the best thing you can do right now is protect yourself and your personal information.

It's important to act quickly to make it harder for scammers to use your compromised data to steal your money or credit. Also, remember that if your data is leaked in a security breach, North Carolina law requires the compromised company or agency responsible for your information to report it to you and our office.

Following our tips below can help you prevent identity theft:

- **Check your credit reports regularly.** You can request – free of charge – your credit report from each of the three nationwide consumer credit reporting companies (Equifax, Experian and TransUnion) every 12 months. So order a report from one credit bureau every 4 months at <https://www.annualcreditreport.com>. This is a great way to monitor your credit for free.
- **Monitor your credit.** Credit monitoring services are another way to track your credit report. The services will usually alert you whenever a change is made, such as a new account or a large purchase. Most services will notify you within 24 hours of any change to your credit report. There is usually a fee associated with credit monitoring services, but some breach notices you may receive come with an offer of free credit monitoring.
- **Place a free security freeze on your credit report.** Before you even receive a data breach notice, go ahead and freeze your credit. Identity thieves will not be able to open a new credit account in your name while the freeze is in place. You can place a credit freeze by contacting each of the three major credit bureaus:
 - Equifax | <https://www.equifax.com/personal/credit-report-services/credit-freeze/> | +1 (888) 766-0008
 - Experian | <https://www.experian.com/freeze/center.html> | +1 (888) 397-3742
 - TransUnion | <https://www.transunion.com/credit-freeze> | +1 (800) 680-7289
- **Keep an eye out.** Hang on to unusual mail and digital notices from unknown lenders or businesses. Take note when local agencies and news services bring attention to new data breaches in your area.
- **Report any potential identity theft to your local law enforcement agency.** Oftentimes, law enforcement will not issue you a police report for your stolen private information until an identity thief actually uses your data. If you suspect that your information is being used by an identity thief, contact local law enforcement immediately.

From the NCDOJ website.

NCJAA Directory

Please review the information for your county and let us know of changes. Send updated information to elaine@execman.net

[NCJAA Detention Facility Resource Directory](#)

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Thank you to our 2024 Jail Symposium Sponsors!

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Southern Health Partners

Election Time and Nominating Procedures

NCJAA is seeking nominations for Officers and Directors for the 2024/2025 year. Successful candidates will be elected by the NCJAA membership during the September conference. Please see below for nomination procedures.

The North Carolina Jail Administrators' Association is seeking nominations for the Board of Directors. Successful candidates will be elected by the NCJAA membership during the September conference. Basic requirements for Board membership include:

1. Dedication to the detention profession and a sincere desire to move the profession to a higher state of professionalism;
2. A willingness and ability to devote time and exert considerable effort to serve the NCJAA membership;
3. Full NCJAA membership (not associate membership) for at least the past two (2) years;
4. A willingness and ability to attend all Board meetings and functions (6-8 annually, some overnight) and to travel at their own (or county's) expense;
5. A hardcopy letter of solid support from your sheriff or jail board.

Nominees will submit the following items:

1. Letter from the candidate indicating that he/she meets the basic requirements for Board membership, stating that he/she will be available to attend Board meetings as scheduled, and requesting that his/her name be placed in nomination. All items **MUST** be received in hardcopy form.
2. A short (less than 250 words) biography of the candidate, including personal information, education, work experience, present duties and responsibilities, and other pertinent information.
3. A hardcopy letter from the Sheriff stating that they fully support the candidate's nomination and that the candidate will be allowed to travel to Board meetings as scheduled.

Nomination packets must be mailed to the following address and postmarked on or before Sept. 1.

Elaine Christian, Executive Director / North Carolina Jail Administrators' Association
PO Box 41368, Raleigh, NC 27629

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NCJAA 2024 Conference Breakout Training – September 23-26 2024

Monday, September 23, 2024

1:00 PM – 4:00 PM Vendor Setup
11:00 AM – 6:00 PM Conference Registration Open
1:00 PM – 3:00 PM Bail Bonding Regulations
Johnny Maynard &
Deputy Commissioner John Cable
3:00 PM – 5:00 PM Multi Gen. Workplace
Stefanie Adams
5:00 PM – 7:00 PM Trade Show Open with Reception

Tuesday, September 24, 2024

8:00 AM – 9:00 AM Vendor Area Open
9:00 AM – 10:00 AM Opening Session & Business Mtg.
10:00 AM – Noon Visit Vendors
Noon – 1:00 PM Lunch in the Vendor Area
1:00 PM – 3:00 PM Discipline Inmates & Staff
Ret. Chief McAdoo
3:00 PM – 5:00 PM Opioid Crisis
Stephen Amos (NIC)

Wednesday, September 25, 2024

8:00 AM – 09:45 AM Inmate Classifications
Major Sheray DeLeon
10:00 AM – Noon Opioid Epidemic Jails
Lindsey Kennedy, PharmD, BCPS
Lunch for everyone
1:00 PM – 3:00 PM Identify Crisis & De-Escalation
Stephanie Funderburk & Starla Jordan
3:15 PM – 4:15 PM Round Table Discussion W/ Directors
6:00 PM Banquet
8:00 PM Entertainment – DJ

Thursday, September 26, 2024

8:00 AM Breakfast (On Your Own)
8:30 AM Closing Session

Dress Code for NCJAA Events/Conferences

Business Casual or Agency Approved Attire

To help you decide whether an item is too trendy or revealing, consider whether your boss would wear it to a conference. If the answer is no, you should probably choose something different to wear yourself. Work appropriate, if you are allowed to wear to your job, then it is appropriate for the conference. For example, avoid wearing any tops that are too tight, low cut, sheer, or cropped, blue jeans with rips or jeans at all. While trendy items, such as platform wedge shoes and cropped flare jeans, might look great for a night out with friends, these items are best left at home when you are packing for a conference.

- ♦ All clothes must project professionalism. Clothes that are too revealing or inappropriate aren't allowed.
- ♦ All clothes must be clean and in good shape. Discernible rips, tears or holes aren't allowed.
- ♦ Employees must avoid clothes with stamps that are offensive or inappropriate.

Embassy Suites, Greensboro, NC - Hotel Reservations – 336-668-4535 - \$124 rate (Deadline – 9-1-24)

Name: _____ Position/Title: _____

Agency: _____ County: _____

Mailing Address: _____

Agency #: _____ Enclosed check in the amount of \$ _____.

**** Note ** - NCJAA now accepts credit cards! If you would like to pay thru paypal using a credit card, please include your email address and an invoice will be forwarded to you.**

Registration: \$75.00 (member) or \$90.00 (nonmember)

Note: Paying the \$90 Nonmember fee DOES NOT make you a member nor give you the privilege to vote. You may become a NCJAA member for only \$25. ALL registration forms and fees must be received prior to conference in order to attend the conference. ***Also, all dues must be paid by 9:00 AM on Tuesday, September 24, 2024 to be able to vote. *** **Refund Policy: Refunds only if the NCJAA office is notified 72 hours prior to the conference or unless death in immediate family.**

TO REGISTER: Send this form and a check for \$75 (members) or \$90 (nonmembers) to:
NCJAA, PO Box 41368, Raleigh, NC 27629 / (919-876-0687) (elaine@execman.net)

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Conference Speaker Bios

Stefanie Adams is a learning and development professional, facilitator, keynote speaker, adjunct university instructor, former elected official, wife, and mother; for those who know her best, she is "Cheerleader Stef", which personifies her personality and leadership style. She has over 20 years experience leading and training in corporate, non-profit, and government settings. In 2024, she adds "author" to the resume, publishing her first book, "CheerLEADERship: Strategies to Build and Support Human-Centric Workplaces for the Future" (fall release through Amplify Publishing). She earned an M.Ed. in Multicultural Education in 2008.

Stefanie has worked as an organizational consultant for Johns Hopkins University School of Education (Baltimore, MD), served as Director of Customized Training for Cape Fear Community College (Wilmington, NC), and more recently, she led the corporate training function for CastleBranch (Wilmington, NC).

In early 2020, Stefanie founded WNY People Development. In her role as Chief Empowerment Officer, she provides leadership training, coaching, and keynote presentations to grow the next generation of leaders. Her main areas of expertise are building high impact teams, first time/front line manager development, women in leadership, and engaging multigenerational workforces with a focus on millennial and Gen Z employees. Her facilitation style is interactive, full of movement, laughter, learning, and occasionally includes pom poms. Since company launch, she has developed and facilitated leadership solutions for clients in various industries including construction, healthcare, higher education, hospitality, human resources, manufacturing, pharmaceuticals, public service, real estate, and nonprofit management. Her professional affiliations include SHRM and the Lower Cape Fear Human Resource Association. She serves on the Board of Directors for the Boys and Girls Clubs of Southeastern NC, and she was nominated as a YWCA Woman of Achievement in 2022 for her service as School Board Chair during the Covid pandemic.

Deputy Commissioner John G. Cable has over 40 years of law and law enforcement and firefighting experience. He started his public service career as a professional Fire Fighter with the High Point Fire Department for four years in the early to mid-1980's before going into law enforcement.

John retired from the Guilford County Sheriff's Office in 2015. His experience includes undercover investigations, specialized investigations, and supervision. He was a member of the Guilford County Sheriff's Office Hostage Negotiation Team for 13 years, Assistant Commander for 2 and Team Commander for 8 of those years.

He was awarded special honors for investigations and heroism by North Carolina Narcotics Officers Association, The International Narcotics Officers Association, Randolph County Sheriff's Office, and The Guilford County Sheriff's Office.

He received the Guilford County Sheriff's Office award of honor for 'Supervision Under Fire'. He assisted in rescuing a fellow supervising officer who had been shot while they were taking fire by an assailant. He was able to get the fallen officer to safety, then directed the scene and negotiated with the suspect to give themselves up after an hour and 45-minute standoff.

He was hired and appointed Deputy Commissioner for the North Carolina Department of Insurance in January 2017 by Commissioner Mike Causey. John assisted in creating the Fraud Control Group. This was done by moving and expanding the Criminal Investigations Division (CID) into this group then create the Bail Bond Regulatory Division (BBRD), and Criminal Legal Services (CLS) in May of 2017.

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The Bail Bond Regulatory Division has more than doubled in size and is responsible for educating, licensing, compliance, and enforcement of anything related to bail bonding in the State of North Carolina. The Criminal Legal Services are 4 in-house Prosecutors that prosecute criminal cases for NCDOI CID.

Deputy Commissioner Cable's focus has been on educating bail bondsman and law enforcement agencies across the state on what bail bondsman legally can and can't do. Working on a tracking system that will make each bail bond written in the state accounted for. Also, he has assisted other states who were attempting to start up an oversight division to regulate their bail bondsman.

He is married for the past 31 years to his wife Carol, with 3 Children, 2 Grandchildren. Is an active member in the Shriners International, Oasis Shriners and local masonic and shrine clubs.

For over 20 years, **Major Sheray DeLeon** has had the opportunity to be a part of a great organization, where dreams of high success, dedication, and leaving a legacy are what she strives for every day. If you are looking for Major DeLeon, you can find her giving a hug to literally ANYONE who is willing to receive one.

Major DeLeon is currently assigned as the Mecklenburg County Sheriff's Office (MCSO) Detention Center Central. Throughout her career, Major DeLeon has had the privilege of supervising several shifts for Detention Center Central, Resident Records and Release, and Classification. She has also served as an investigator for the Office of Professional Compliance, which is MCSO's version of Internal Affairs.

Major DeLeon has received numerous recognitions and appreciation certificates, including Employee of the Month, and Quality Achievement Awards, during her tenure. Major DeLeon's greatest accomplishment was developing the maternity uniform and policy. This development paved the way for all expectant mothers to feel more comfortable in uniform, which is still in policy today.

What started as a career for Major DeLeon quickly became her calling. Major DeLeon credits her spiritual life with giving her the confidence to be the person she is today.

Stephanie Funderburk has an Associate degree in Early Childhood Development from Mitchell Community College and bachelor's degree in psychology from Ashford University. Stephanie has always worked with children in both formal and informal ways. She began her career as a Teacher's Assistant in Iredell County School System, then quickly became an advocate for mental health, substance use and intellectual/developmental disabilities. Stephanie also owned and operated her own dance studio for over 20 years; however, she only dances/choreographs on special occasions. Currently, Stephanie works as a System of Care Community Training Coordinator for Partners Health Management. Stephanie coordinates Crisis Intervention Team Training for law enforcement and other first responders in Burke, Catawba and Iredell County. She is certified in Adult and Youth Mental Health First Aid, QPR Suicide Prevention, Community Resiliency Model (R), Child & Family Team Training Part One, etc. in the rest of Partners 15 counties.

Starla Jordan has an Associate Degree in Business Administration from Rowan Cabarrus Community College and a Bachelor of Science degree in Psychology from the University of North Carolina Charlotte. Starla completed a six-month long internship at Broughton Psychiatric Hospital before accepting a position within Case Management at CMC-Northeast Medical Center in Concord NC. Starla accepted a position as a Clinic Manager of an Outpatient Surgical Clinic seven years later and remained there for five more years. Starla was a licensed foster parent through Cabarrus County for 7 years and currently volunteers as a Guardian Ad Litem. As of 2021, Starla works as a System of Care Community Training Coordinator for Partners Health Management. In that role, Starla coordinates Crisis Intervention Team Training for Law Enforcement and other First Responders in Cabarrus County. She is certified in Youth

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Mental Health First Aid and is a QPR Suicide Prevention trainer. Starla has contributed multiple training presentations currently in use by Partners Health Management for community education.

Lindsey Kennedy is a clinical psychiatric pharmacist at UNC Health and Assistant Clinical Professor for the Department of Psychiatry at the University of North Carolina at Chapel Hill School of Medicine. She earned her Doctor of Pharmacy degree from the University of North Carolina at Chapel Hill School of Pharmacy in 2003 and completed a PGY2 Psychiatric Pharmacy Residency at Audie L Murphy VA in San Antonio, Texas in 2007. Dr. Kennedy has worked in a variety of patient care settings: operating room pharmacy, inpatient neurology, inpatient psychiatry, and community pharmacy. She was Residency Program Director of UNC Health's PGY2 Psychiatric Pharmacy Residency program for 13 years and continues to provide over 20 hours of psychopharmacology lectures per year to the UNC Department of Psychiatry residents and fellows. In 2023, she joined the faculty of the Addiction Medicine program at UNC School of Medicine and is the pharmacist subject matter expert for North Carolina Substance Treatment and Recovery Network (NC STAR Network). In her spare time, she continues to practice independent pharmacy with her father in Henderson, NC.

Johnnie Maynard worked for the Guilford County Sheriff's Office for 32 years where he started out as a Detention Services Officer I and worked his way through the rank structure and successfully retired at the rank of Major over the Court Services Bureau on February 28, 2020, where he oversaw two Detention Facilities (approximately 1000 inmates), two Court Houses and the Transportation Division. He had over 400 Detention Officers, clerical staff and Deputies in his divisions. During his tenure with the Sheriff's office, he served 10 years as the Assistant Commander for the Detention Tactical Team (DTAC), and the Team Commander for 10 years. He was a certified General Instructor and taught multiple classes for 20 years at GTCC for the Detention Officer Certification Courses (DOCC). During his career he completed over 2000 hours of training.

On March 30, 2020, he started a new career with the North Carolina Department of Insurance where he was assigned as a Complaint Analyst for the Bail Bond Regulatory Division (BBRD) in Archdale N.C. His primary job responsibilities as a Complaint Analyst were to investigate complaints that were filed against N.C. Bondsmen. On March 02, 2023, Johnnie Maynard was promoted to his current position of Program Supervisor II. In this new position he's over the Enforcement Division in Archdale and the Licensing Division in the Raleigh Office. He works closely with all his staff daily and with the NCDOI C.I.D. agents.

He is married for the past 39 years to his wife Sabrina, three children and five grandchildren. He's a dedicated Christian and is an active member in his home church, where he serves as the Adult Sunday School Teacher, Church Superintendent and Head Deacon. He's a member of the Mercy Trio Gospel singing group at his church.

Felicia Howard-McAdoo is a thirty year veteran of the Mecklenburg County Sheriff's Office, where she retired as Chief Deputy.

Her experience includes assignments as a deputy sheriff in the Work Release and Restitution Center, assignments as Sergeant and Lieutenant in the jail division, Transition and Facility Development team member, Office of Professional Compliance (Internal Affairs) - Captain/Investigator, Facility Commander - Major Mecklenburg County Jail Central, Facility Commander - Major Mecklenburg County Arrest Processing Center, Court/Field Divisions - Major, Detention Division - Commander, and Chief Deputy.

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She attended the University of Louisville where she received her training as an investigator, the Administrative Officer's Management Program at NC State University and Wingate University where she earned her degree in Human Services.

She is a former Police Activities League Board member, National Association of Black Public Administrators Mentor, Charlotte Mecklenburg Opportunity Task Force Member, Named 2012 Employee of the Year for Mecklenburg County, NAACP Public Service Award Recipient, Doris Cromartie Award Recipient, Order of the Hornet Recipient and Order of the Long Leaf Pine Recipient. Felicia is the founder of F.H. McAdoo Consulting.

2023-2024 Board of Directors

Officers

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Sampson Co.
fhayes@sampsonsheriff.com

Vice President: Denise Mitchell
Duplin Co.
denise.mitchell@duplincountync.gov

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Gaston Co.
becky.cauthran@gmail.com

Secretary: Bill Flint
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bflint@moorecountync.gov

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elaine@execman.net

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Daniel King, Carteret Co.
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Sheriff Tony Durden,
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Sheriff J.E. (Buddy) Harwood,
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Eddie Caldwell, NC Sheriffs' Association
ecaldwell@ncsheriffs.net

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