



MAY 2023

North Carolina Jail Administrators' Association

President's Message

I hope this newsletter finds all of you well. The board would like to thank each and every one of you for making the 2023 jail administrators' symposium a success. We had over 70 administrators and assistant administrators in attendance from all over the state. It was a great time of learning and fellowship. If you were not able to attend, you missed some outstanding training and presenters! Our hope is that this training was beneficial to you in your everyday operations and will help to further our profession. As always, we welcome any suggestions for training topics and any concerns or ideas on how we can make the training better.

We are just a few short months out from our 2023 annual conference and the training committee is working hard to bring you the best training possible. Our intent is to provide training that is most beneficial to what we do. As always, we are working hard to best serve the membership and the profession.

On a personal note, I would like to thank all of you for the incredible job you do every day. Our profession is a thankless one that most people could never do and we do it well. Stay safe, take care of each other and may God bless you all and God bless America.

Respectfully, Captain Daniel King, President
North Carolina Jail Administrators' Association

Save the Dates!! NCJAA 2023 Annual Conference

September 25-28, 2023 / Embassy Suites, Greensboro NC / 336-668-4535
Reservation Deadline: September 11, 2023 | Hotel Rate: \$120/Night
Agenda and registration coming soon.

NCJAA Directory

Please review your information in the NC Detention and Facility Directory and Resource Guide listed on the NCJAA website. If there are any changes/updates, please email these changes to the NCJAA office elaine@execman.net or call the NCJAA office at 919-876-0687. For a copy of the directory please go to ncjaa.org.

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 goodwill among all jail professionals and to promote a positive image to the community and citizens we serve.

Can't Legally Drink Alcohol or Rent a Vehicle, but Eligible to Guard a Jail? Some Carolina Counties Get Creative With Staffing Issues.

Old enough to drive, not old enough to drink, just barely old enough to vote, but for some this is now a prime candidate pool.

Following a nationwide shortage of correctional officers, several counties across the Carolinas are getting creative to properly staff their jails.

This isn't about lowering the bar – this is about lowering the age limit.

In uptown Charlotte, sidewalks see a constant coming and going of faces. Some on their way to work, others to experience the sights and the sounds of the Queen City.

But nestled between skyscrapers and office buildings, is the temporary home to hundreds.

“Everyone makes mistakes and different decisions,” Officer Laronda Alford with the Mecklenburg County Sheriff's Office said.

Decisions that land the average Mecklenburg County Detention Center inmate behind locked doors for about six months.

“Just nervous, seeing 57 eyes looking at me at one time, reading a pod orientation, it's kind of a little overwhelming,” Alford said.

Officer Alford's tan uniform differentiates her from the orange jumpsuits worn by the men and women awaiting trial. For years, her job was providing them with day-to-day care. The majority of the time sitting behind a desk surrounded by 50 cells.

“I've always seen myself in this uniform and just wanted to help,” Alford explained.

But in recent years it's unfortunately been easier to fill cells than uniforms.

In early 2022, the North Carolina Department of Health and Human Resources found the Mecklenburg County Sheriff's Office failed to maintain enough staff to keep its facility safe.

As a temporary fix, the department hired a private security team to fill in the gaps and forced officers to work overtime.

“I do think that there are fewer people that are pursuing law enforcement careers. I think what has happened in our country over the last several years has really done a lot of damage to the law enforcement profession,” Chief Deputy of Operations Tony Underwood with the Union County Sheriff's Office said.

Most recent findings show a 45 percent increase in retirement among correctional officers. Twenty percent more are also walking away from the job early, while fewer, are entering the industry.

“We constantly have openings,” Underwood said.

Sheriff's offices across North Carolina are now competing for a smaller pool of candidates to fill positions deemed mandatory by the state. In Union County, Chief Tony Underwood said they are having to get creative.

Can't Legally Drink Alcohol or Rent a Vehicle, but Eligible to Guard a Jail? Some Carolina Counties Get Creative With Staffing Issues, Cont.

"We saw an opportunity to take advantage of the law that requires a detention officer or corrections officer to be 20 years of age. They can begin working as a probationary employee versus a sworn law enforcement officer must be 21 to be sworn," Underwood said.

Armed officers, unable to drink alcohol or rent a vehicle, are now eligible in Union County to guard a jail. York County is taking it a step even further, by lowering the age to 19.

"They can go and serve in the military at age 18. They can serve their country. I think under proper guidance with the right amount of training...I certainly think they are capable of doing that."

On any given day, the Union County Detention Center is housing about 220 inmates and no, according to those whose job it is to watch over them, it's not like what you see on TV.

"They will bark at you every now and then, but it's mostly guys in there are professional. They are just trying to do their time and get out."

At age 17, Officer Redmon Parker enlisted with the Marine Corps. A year and a half ago, he traded in his combat uniform for a badge and handcuffs.

"It can be a little bit hard on the body, getting used to schedules flipping and working long days, but it is something that you can get used to and grow in," Parker.

Depending on the county, the detention officer position is seen as entry-level or the first step towards becoming a deputy patrolling the streets. After 18 months in the jail, they can apply for a higher service.

"We could potentially get them in the door working for us at age 20 as a probationary detention officer and then hopefully keep their services long enough to get them into basic law enforcement training at some later date."

While some officers take the patrolling route, Sgt. Dayana Wilson went from manning the Mecklenburg County Jail to recruiting others for the job.

"It is kind of difficult to tell these individuals you are working 12-hour shifts versus being at home making typically the same amount of money, so we were up against a lot of employers," Wilson said.

In the midst of a staffing crisis, the sheriff's office developed a plan to get more people in the door: attending more job fairs, and college campuses, and joining Union and York County in lowering the age criteria from 21 to 20.

"From what I am seeing, we do have a few individuals in our process now that are actually 20 years old, but when we go to these career fairs at these universities, a lot of the younger, your freshmen, your sophomore, your juniors are the ones that are attending these career fairs, your seniors not so much so I think it will ultimately help us at the end."

Detention staff are no longer facing mandatory overtime.

As of last month, the Sheriff's Office had 137 job openings. Fifty-nine were detention officers. And while they hope creative thinking may solve the ongoing crisis, the cells at Mecklenburg County Jail remain full and the job openings continue to pile up.

Taken from the NC Sheriffs' Association Newsletter.

Pitt County Sheriff's Office, Detention Center to be Featured on A&E TV Series

Pitt County Sheriff Paula Dance, the Pitt County Detention Center and other members of the sheriff's office will be showcased on the newest season of A&E's TV series "60 Days In."

The sheriff's office issued a press release from A&E that gives more information on the show and the office's participation. This season centers on the Pitt County Detention Center in Greenville and seven volunteers who stayed within its walls.

The show will air its premiere on June 15 at 9 p.m.

"Apparently, the show had did some research on me and on the detention center," Dance said. "And I would think that with all of the information out there with the programs inside the detention center, must've piqued their interest. They reached out, and I took some time to consider it."

The network started filming last September. Dance said the documentary also shines a light on the detention officers who work around the clock.

"People don't understand that or have a fundamental understanding that these officers, although they're not on the streets with a gun and a badge, they still serve the same purpose in protecting the community," Dance said.

"I would say we deal with disrespect from inmates. But other than that, nothing we can't handle or control. But once again, jail is not the place to be," detention officer Davon Daggs said.

The media release described the show as follows:

"60 Days In" follows seven brave participants as they go undercover in North Carolina's Pitt County Detention Center on a mission to evoke change. After an inmate recently overdosed from drugs and much of her command staff retiring, Sheriff Dance is looking to make sure the new team and protocols they have in place are providing the proper groundwork to keep the jail a safe place for both inmates and staff. Once embedded in the facility, the participants quickly realize that the conditions are too much to bear, forcing Sheriff Dance to take drastic measures to save the program.

Returning for its eighth season, "60 Days In" continues to hold rank as cable's #1 crime and justice series among total viewers and adults 18-49. "60 Days In" provides an unfiltered look at the inner workings of the criminal justice system to help local jails with issues within their facilities. Over the years, the participating jails have seen success with changes such as lowered recidivism rates, facility upgrades, inmate programs and staffing changes.*

Taken from the NC Sheriffs' Association Newsletter.

Union Co. Sheriff Lowers Minimum Age for Detention Officers to 20

The Union County Sheriff's Office announced Monday, April 3, that it's lowering the minimum age requirement to be a detention officer to 20 years old.

Detention officers can attend basic law enforcement training at no cost and that training can help them become deputies.

Award Nominations - Deadline August 1

It is that time of year to nominate deserving members of the NCJAA for recognition of their outstanding contributions to their profession. The awards are as follows:

Detention Officer of the Year

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.

Jail Administrator of the Year

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

Jail Innovations of the Year

This award recognizes a detention professional in any position who has created a new innovative process, a new program or a new procedure that has contributed to the improvement of the facility's operation, security, safety or custody of inmates.

Deadline for submission of any of these nominations — **August 1, 2023.**

For an awards application please visit the website at www.ncjaa.org or call the NCJAA office at 919-876-0687.

Sheriff Richard Frye Scholarship - Deadline September 1

The Richard Frye Scholarship is offered each year and awarded during the annual conference (usually in September). Please review the criteria and begin thinking now of someone that may qualify for the scholarship. 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, stepson, daughter, stepdaughter 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, 2023.**

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. If you would like more information about the scholarship, or need an application, go to <https://ncjaa.org/richard-frye-scholarship-information/> for further details.

It's Not Too Early! - Nominating 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.

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

Justice Academy Training

Detention Field Training Officer: Edneyville 9/18-22/23 / Salemburg 8/28/23 - 9/1/23
Cleveland Community College 6/26-30/23

First Line Supervision for Detention Supervisor: Edneyville 10/23-27/23 / Salemburg 10/9-13/23
Cleveland Community College 6/6-8/23

Basic Inmate Transport: Salemburg 11/8-9/23 / Edneyville 11/20-21/23

Detention In-Service Instructor Update (On-line): 11/2/23 / 12/4/23

Amanda Stephenson, Instructor/Developer
NC Justice Academy / Office: (910) 926-6060 / Email: arstephenson@ncdoj.gov

Thank you to our 2023 Symposium Sponsors

Guardian RFID
Kimble's Food by Design
Moseley Architects
Oasis Commissary Services
Southern Health Partners

Keefe Group
McDaniel Supply Company
NCIC Inmate Communications
Pay Tel Communications

NCJAA Corporate Partners

Diamond



Kimble's Food by Design
<https://www.kimblesfood.com/>



McDaniel Supply Company
<https://www.mcdanielsupplyco.net/>



IMS Correctional Healthcare
<https://www.ims Correctional.com/>



NCIC
<https://www.ncic.com/>



Oasis Management Systems
<https://www.oasiscommissary.com/>

Platinum



Southern Health Partners
<https://www.southernhealthpartners.com/>



Montgomery Technology Systems
<https://www.montgomerytechnology.com/>



<http://cbhjails.com/>

Gold



Pay Tel Communications
<https://www.paytel.com/>



Keefe Group
<https://www.keefegroup.com/>



Moseley Architects
<https://www.moseleyarchitects.com/>



Guardian RFID
<https://guardianrfid.com/>



Guard1 by Timekeeping Systems
<https://www.guard1.com/>

NCJAA
PO BOX 41368
RALEIGH, NC 27629

FORWARDING SERVICE REQUESTED

2022-2023 Board of Directors

Officers

President: Daniel King
Carteret Co.
daniel.king@carteretcountync.gov

Vice President: Frederick Hayes
Sampson Co.
fhayes@sampsonsheriff.com

Treasurer: David Castelow
Currituck Co.
david.castelow@currituckcountync.gov

Secretary: Bill Flint
Moore Co.
bflint@moorecountync.gov

Executive Director:
Elaine Christian, Raleigh
elaine@execman.net

Directors

Randy King, Pender Co.
randy.king@pendersheriff.com

Richard Adams, Iredell Co.
richard.adams@co.iredell.nc.us

Thomas Bailey, Caldwell Co.
tbailey@caldwellcountync.org

Becky Cauthran, Gaston Co.
bcauthran@gcps.org

Durwin Briscoe, Cleveland Co.
durwin.briscoe@clevelandcountync.gov

Denise Mitchell, Duplin Co.
denise.mitchell@duplincountync.gov

Heath Helms, McDowell Co.
hhelms@mcdowellsheriff.org

Rodney Wiles, Yadkin Co.
rwwiles@yadkincountync.gov

Sheriff Tony Durden,
Caswell Co.
tdurden@caswellcountync.gov

Sheriff J.E. (Buddy) Harwood,
Madison Co.
sheriffharwood@madisoncountync.gov

Eddie Caldwell, N.C. Sheriffs'
Association
ecaldwell@ncsheriffs.net

2023 Annual Conference

Work has already begun on the 2023 Conference. What are some of the course topics you would like see offered? Please email suggestions to elaine@execman.net or call the NCJAA office at 919-876-0687.