



North Carolina Department of Public Safety

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Pat McCrory, Governor

Frank L. Perry, Secretary

MEMORANDUM

TO: Chairs of the Joint Legislative Oversight Committee on Justice and Public Safety

FROM: Frank L. Perry, Secretary

RE: Report on Public Safety Training

DATE: February 1, 2014

Pursuant to Section 16 A.5 of Session Law 2013-360, the Department of Public Safety is required to report on its training facilities and programs in accordance with the schedule that follows:

No later than February 1, 2014, the Department shall submit a report that includes all of the following:

- a. A plan for operating the Samarkand training facility.*
- b. An estimate of the impact of the Samarkand facility on the use of other Department training facilities.*
- c. An estimate of savings that could be achieved by consolidating training activities and facilities at the renovated Samarkand facility.*

Below are the details of that report. If there are any questions regarding this, please contact the Division of Adult Correction and Juvenile Justice Deputy Commissioner Joe Prater at (919) 825-2732.

Session Law 2013-360 appropriated \$10,423,000 in capital funding for the 2013-15 biennium to the Department of Public Safety to “convert the vacant Division of Juvenile Justice Samarkand Youth Development Center into an overnight training facility for the Department of Public Safety.” The details of this report include how the department proposes to utilize this \$10.4M of conversion funds, and how the facility can be utilized as a result of this capital funding, referred to as “Phase 1,” according to the following:

- a. Initially (“Phase 1 lite”); and
- b. Subsequently, to fully utilize and operate the facility referred to as “Phase 1 full implementation.”

MAILING ADDRESS:
4233 Mail Service Center
Raleigh, NC 27699-4233

Telephone: (919) 733-4060
Fax: (919) 733-8002



OFFICE LOCATION:
430 N. Salisbury Street
Suite 2056
Raleigh, NC 27603-5926
www.ncdps.gov

The details of what capacity the site might have to expand beyond Phase 1 is not covered in this report, as that information will be detailed in a prepared ten-year master plan, which is included in the scope of work of the \$10.4M of capital funding (see “Scope of Renovation Work”). That master plan report is expected to be completed approximately six (6) months from the date of this report.

A. Plan for Operating the Facility

The plan contained in this report has been developed through the cooperative assistance of the department’s various sections, including Administration, Adult Correction and Juvenile Justice, Law Enforcement, Central Engineering, and the Office of Staff Development and Training.

Based on the compatibility of the facility, along with the need and volume of training needs within the Division of Adult Correction and Juvenile Justice (which are detailed in this report), the department has focused the use of the Samarkand facility on providing this training academy as a site for the delivery of basic training for Criminal Justice Education and Training Standards Commission-mandated Basic Correctional Officer, Basic Probation Officer, Basic Juvenile Court Counselor and Juvenile Justice Officer courses, four mandated Instructor Programs, and many other Career Development programs for the Division of Adult Correction and Juvenile Justice. It should be noted, however, that while the primary focus on the use of this facility is on training for the Division of Adult Correction and Juvenile Justice, the master planning of the property (also included in the initial appropriation of \$10.4M) incorporates, as much as can be accommodated by the physical (spatial) layout of the property, development which will permit use by other sections within the department, and by other state agencies, which is also elaborated on in this report.

Certified training programs for the Division of Adult Correction and Juvenile Justice, as mandated by the North Carolina Criminal Justice Education and Training Standards Commission and as governed under North Carolina Administrative Code, include the following:

- *Basic Correctional Officer Training* (160 Hours): The basic training course for correctional officers consists of 160 hours of instruction delivered in four consecutive weeks, designed to provide the trainee with the skills and knowledge to perform those tasks essential to function as a correctional officer. Officers receive training in firearms; controls, restraints, and defensive techniques; legal issues for correctional supervision; emergency procedures; Prisons’ operational processes such as classification, search and seizure, health services, and contemporary correctional theory.
- *Basic Probation Officer Training* (216 Hours): The basic training course for probation/parole officers consists of 216 hours of instruction, delivered in five consecutive weeks, designed to provide the trainee with the skills and knowledge to perform those tasks essential to function as a probation/parole officer. Officers receive training in firearms; controls, restraints, and defensive techniques; court processes; case processing and management; arrest, search and seizure; officer/offender relationships; basic life support; employee wellness; professional ethics; personal and professional conduct; and contemporary correctional theory.
- *Basic Juvenile Justice Officer Training* (160 Hours): The basic training course for juvenile

justice officers consists of a minimum of 160 hours of instruction delivered in four consecutive weeks. This course is designed to provide the trainee with the skills and knowledge to perform those tasks essential to function as a juvenile justice officer and includes training in topics such as roles and responsibilities of juvenile justice officers, interpersonal communication skills, counseling skills, behavior management, treatment program operation, restraints and defensive techniques, basic life support and contemporary delinquency theory.

- *Basic Juvenile Court Counselor Training (162 Hours):* The basic training course for juvenile court counselors and chief court counselors consists of 162 delivered in four consecutive weeks. This course is designed to provide the trainee with the skills and knowledge to perform those tasks essential to function as a juvenile court counselor and a chief court counselor and includes training in topics such as juvenile law, roles and responsibilities of juvenile court counselors, interpersonal communication skills, report writing, counseling skills, risk and needs assessments, restraints and defensive techniques, and transportation procedures.
- *General Instructor Training (80 Hours):* The instructor training course required for general instructor certification consists of 80 hours of instruction delivered in two consecutive weeks. Each instructor training course is intended to provide the trainee with the skills and knowledge to perform the function of a criminal justice instructor. In addition to staff from the Division of Adult Correction and Juvenile, these classes have been provided by the Office of Staff Development and Training to others within the department, including staff from the State Highway Patrol, Emergency Management, and Governor's Crime Commission.
- *Firearms Instructor Training (80 Hours):* The instructor training course requirement for corrections specialized firearms instructor certification consists of 80 hours of instruction delivered in two consecutive weeks. Each corrections specialized firearms instructor training course provides the trainee with the skills and knowledge to perform the function of a corrections firearms instructor in the "Basic Training–Correctional Officer" course, "Basic Training–Probation/Parole Officer" course, and in-service training courses for correctional and probation officers
- *Controls, Restraints, and Defensive Techniques Instructor Training (80 Hours):* The instructor training course requirement for corrections specialized controls, restraints, and defensive techniques (CRDT) instructor certification consists of 80 hours of instruction delivered in two consecutive weeks. Each CRDT instructor training course provides the trainee with the skills and knowledge to perform the function of a CRDT instructor in the "Basic Training–Correctional Officer" course, "Basic Training–Probation/Parole Officer" course, and in-service training courses for correctional and probation officers.
- *Restraints, Controls, and Defensive Techniques Instructor Training (70 Hours):* The instructor training course requirement for the Juvenile Justice specialized Restraint, Control and Defense Techniques (RCDT) Instructor certification consists of 70 hours of instruction delivered in two

consecutive weeks. Each specialized RCDT Instructor training course is designed to provide the trainee with the skills and knowledge to perform the function of a criminal justice RCDT Instructor in the "Basic Training for Juvenile Justice Officers" course and the "Basic Training for Juvenile and Chief Court Counselors" courses, as well as in-service training courses for juvenile justice officers, juvenile counselor supervisors, and juvenile chief court counselors.

To provide perspective on the volume of these training programs, during calendar year 2013, the Division of Adult Correction and Juvenile Justice, through its Office of Staff Development and Training, conducted a total of 106 classes (90 of which were basic training classes), resulting in a total of 2,087 students trained. This training was, and continues to be, provided at a variety of locations, including department-owned and leased facilities, community colleges, and other state-owned locations, including the North Carolina Department of Justice's Salemburg and Edneyville training academies.

In addition to the aforementioned basic training, the Division of Adult Correction and Juvenile Justice Office of Staff Development and Training delivers career development courses, which the department is also planning to provide at the Samarkand training facility, as space and time allows. In calendar year 2013, the Office of Staff Development and Training delivered a total of thirteen (13) such classes involving 295 participants.

As a result of this volume of need, as previously mentioned, it is proposed that the Samarkand training facility be designed to meet the training needs of the Division of Adult Correction and Juvenile Justice, primarily. **It should be noted, however, the training needs of the Division of Adult Correction and Juvenile Justice itself exceed the potential capacity of the facility, even at full potential utilization and development of the facility for this purpose.**

Scope of Renovation Work

The Phase 1 construction scope will include renovation of fourteen (14) or more existing buildings to allow the department's Office of Staff Development and Training to house and train at least 89 trainees on the campus for the Monday through Friday classes. The scope will include constructing at least two (2) handgun and shotgun outdoor firing ranges for proficiency training and qualification of the basic training trainees and for annual in-service requalification of current staff. Renovation of the existing buildings will include upgrading their plumbing, electrical, heating and cooling systems to meet the current building code and energy code requirements. Building interiors will be evaluated and reconfigured to the extent permitted by the building code to accommodate the requested classroom needs. These upgrades will also include items like installing data lines for classroom computers and energy efficient lighting. Site improvements will include upgrading the site domestic water and fire protection loop, repairing the sanitary sewer system, if required, and upgrading site lighting for site security and energy efficiency. A facility armory vault will be included to allow OSDT to securely store the weapons and ammunition used for proficiency training and qualification.

As previously mentioned, the designer's responsibilities in Phase 1 will also include preparing a ten-year master plan for the future development of this property for potential use by others.

Operational Phases

Operational phases of this project, as defined in the scope of work above, include the following:

Phase 1 “lite” involves activation of the use of the facility during the first quarter of calendar year 2015. In the first quarter of 2015, it is anticipated that the renovations will have progressed to the point for the Department to obtain a Partial Utilization Beneficial Occupancy of enough buildings to allow the Office of Staff Development and Training to begin conducting commuting basic training classes for the Division of Adult Correction and Juvenile Justice employees, who would commute in and out each day to the Samarkand training facility. These commuting classes will require the utilization of the existing on-site administrative building, auditorium and adjoining classrooms, gymnasium, and facility armory vault room.

Phase 1 “full implementation” is anticipated to be completed during the last quarter of calendar year 2015. At that time, 89 student beds are projected to be available for housing students who live outside of the sixty (60) mile commuting radius and will be required to attend an overnight residential academy, as opposed to a commuting school. Looking beyond Phase 1, future plans involve the potential expansion of the student dormitory capacity to accommodate two-hundred (200) to three-hundred (300) overnight students, depending on what the master plan study reveals. Among other things, this would also require the construction of a new, larger dining facility.

Additionally, Phase 1 full implementation involves the construction of two (2) outdoor firing ranges – fifty-yard ranges to facilitate handgun and shotgun qualification. Future plans include the possibility of the construction of rifle ranges, as funding permits. These ranges are planned to be utilized by Adult Correction, State Highway Patrol, and National Guard, internally, as well as other state and local law enforcement agencies, as the need exists.

One of the efficiencies to be gained by this project, which can be realized in Phase 1 “lite,” is the fact that the initial start-up can be achieved at with no additional funding and that a current lease can be terminated, as noted below.

The cost of the operation of Phase 1 “lite” will be absorbed by the department through the use of existing staff and with current operational budget resources. At the present time, the nearest Office of Staff Development and Training facility that provides the required resources to accommodate basic training to students who are in a commuting status in this region is in Asheboro. This training facility is located in adjoining Randolph County, approximately thirty-four (34) miles to the north. This leased property which currently totals \$103,000 annually, will no longer be required once Phase 1 “lite” is operational. The department intends to “reinvest” and transfer this lease funding into the operating of the Samarkand training facility. The training staff and training equipment, to include office furniture, etc., will be transferred from the discontinued Asheboro site to Samarkand, and would be used to support the initial operational start-up during Phase 1 “lite.” The staffing currently utilized at Asheboro to be transferred to the Samarkand training facility to sustain the Phase 1 “lite” training operations include the following positions: (1) Correction Training Coordinator I, SG 72; (3) Correction Training Instructor II, SG 70; and (1) Processing Assistant IV, SG 59. The Samarkand training facility Director Position is anticipated to be hired within three (3) months of the date of this report in order to be put in place during the final stages of start-up planning. The cost of that new position will be absorbed by the department, as well. During Phase 1 lite, the maintenance needs will be met through the use of existing staff from the regional maintenance yard.

The full implementation of Phase 1, scheduled for the last quarter of calendar year 2015 and which will include the housing of students' on-site, full utilization of the firing ranges, and management of the site, will require funding for additional staffing and other additional operational costs. These funds will be requested in the FY 2015-17 biennium budget.

B. Impact of Facility on Use of Other Department Training Facilities

As the facility is expanded beyond Phase 1, additional positive operational impacts are expected to be realized, the details of which will be further developed as the master planning process progresses. As noted above, other internal DPS entities such as the State Highway Patrol and the National Guard may be able to utilize the facility for portions of their training.

C. Estimate of Cost Savings

At this time, it is difficult to provide a cost savings estimate for utilization of the facility. Anecdotally, Phase 1 full implementation is expected to reduce commuting distances, resulting in lower travel time and costs for users (both students and instructors) of this facility. In fact, this impact will apply to class attendees and instructors, as well as other users of the facility, such as those using the firing ranges. For example the State Highway Patrol estimates that Troops B,C,D, E, F, H and Motor Carrier Units, involving 491 Troopers, can benefit from use of these firing ranges, as they are located within commuting distance of this facility, thus allowing them to complete their mandatory firearm qualification in a more cost efficient manner than is currently available to them.

Additionally, reduced lodging and meal costs will be realized due to the provision of housing and meals on-site for classes at the Samarkand training facility. Currently, there exists a backlog of nearly 100 Division of Adult Correction and Juvenile Justice Staff waiting for overnight bed availability for basic training. The use of this facility will assist to alleviate that backlog, allow for training on a timelier basis, and put fully-trained officers in place sooner.

Finally, the use of an "academy" setting, such as this offered by the Samarkand training facility, allows for more efficient and effective training results. For example, currently, when an employee fails to initially qualify with the required duty weapon, that training deficiency results in the employee's disenrollment from the basic training class, requiring the return of the employee to his/her work location, the rescheduling of remedial firearms training, and the re-enrollment of the student in a future basic training class. This current practice is due to the limited and restricted use of firing ranges; use and control of an "academy-type" on-site firing range operated by the department allows for more ability to work immediately with that student to achieve qualification, reducing the unnecessary delay in the certification timeframe. Likewise, data indicate that state exam test scores in an academy setting are, on average, 4% higher than those for commuting schools.

cc: Kristine Leggett
John Poteat
William Childs
Lisa Fox
General Assembly Legislative Library
Meghan Brown