

**MINUTES**  
**North Carolina Criminal Justice**  
**Education and Training Standards Commission**

**Planning and Standards Committee**  
**May 17, 2007**

The Planning and Standards Committee of the North Carolina Justice Education and Training Standards Commission met in Room 229 of the Department of Correction's Office of Staff Development and Training Center, in Apex, North Carolina on May 17, 2007 at 1:00 p.m.

**Planning and Standards Committee Members Present**

Commissioner Bill Post, Vice-Chairman  
Commissioner Thomas Thornburg  
Commissioner Drewery Beale  
Commissioner Lee Farnsworth  
Commissioner Wrenn Johnson

**Members Absent**

Commissioner Kevin Wallace, Chairman  
Commissioner Robin Pendergraft  
Commissioner Gary Mason

**Visitors**

Dr. Michael Evers, NC Department of Correction  
Ms. Julia Lohman, Sheriff's Training and Standards

**Staff**

Ms. Teresa Marrella, Criminal Justice Standards Division  
Ms. Claudelle Julien, Criminal Justice Standards Division

**I. Call to Order**

Vice-Chairman Bill Post called the meeting to order, welcomed those present and declared a quorum.

**II. Rule-Making Hearing**

Vice-Chairman Post called the hearing to order and stated that the purpose of the Rule-Making hearing was to allow input from those persons interested in commenting on the proposed amendments to the Commission's Administrative Rules which were published in Volume 21, Issue 19 of the North Carolina Register.

Vice-Chairman Post advised that he would read the proposed amendments and, if needed, these amendments would be explained by him or a staff member. He also noted that no written comments or objections were received by the Rule-Making Coordinator. Chairman Wallace then proceeded to read a summary of the amendments.

Vice-Chairman Post stated that the record should reflect that no one other than Planning and Standards Committee members, Standards Division staff, and visitors were present for the hearing.

**MOTION** was presented by Commissioner Lee Farnsworth that the Planning and Standards Committee approve the filing of rules 12 NCAC 09B .0211(d); 12 NCAC 09B .0215(b)(1), (e); 12 NCAC 09B .0218(b); 12 NCAC 09B .0219(b), (e); 12 NCAC 09B .0222(c), (d); 12 NCAC 09B .0221(c); 12 NCAC 09B .0222(c), (d); 12 NCAC 09B .0237(c), (d); 12 NCAC 09B .0238(c); 12 NCAC 09B .0239(d); 12 NCAC 09B .0240(c), (e); 12 NCAC 09B .0310(a)(3); 12 NCAC 09B .0408(a), (d); 12 NCAC 09B .0409(a)(2,4), (b), (c)(2), (d); 12 NCAC 09B .0416(a)(1); 12 NCAC 09C .0308(a), (b)(1) 12 NCAC 09C .0601(2)(4); 12 NCAC 09C .0608; 12 NCAC 09B .0242; 12 NCAC 09B .0243; 12 NCAC 09B .0244; 12 NCAC 09B .0245; **seconded** by Commissioner Thomas Thornburg. **MOTION carried** unanimously.

Vice-Chairman Post closed the public hearing.

### **III. Approval of February 15, 2007 Meeting Minutes**

The minutes from the February 15, 2007 meeting were **approved**. **Motion** was made by Commissioner Tom Thornburg and **seconded** by Commissioner Lee Farnsworth. **Motion carried** unanimously.

### **IV. Approval of February 15, 2007 Rule-Making Hearing Minutes**

The rule-making minutes from the February 15, 2007 meeting were **approved**. **Motion** was made by Commissioner D.N. Beale and **seconded** by Commissioner Farnsworth. **Motion carried** unanimously.

### **V. Recruitment and Retention Survey Instrument and Survey Process**

Ms. Teresa Marrella asked for comments about the 2003 survey instrument. It was decided to make minor wording changes to several questions on the survey. Ms. Marrella stated she would make the changes and send the survey to the committee members.

Commissioner Wren inquired about the possibility of surveying officers who have resigned to find out what their reasons were for leaving their agencies. A discussion ensued concerning employee exit interviews. It was agreed that exit interviews conducted by employers are protected documents and would not be available for review by the committee. Ms. Marrella stated that a second survey could be designed for this purpose and that an anonymous survey might help officers to be more forthcoming about their reasons for leaving.

Ms. Marrella discussed the process used to disseminate the 2003 survey. She said the surveys were mailed to law enforcement agencies along with a letter from Chairman John Glenn explaining the purpose of the surveys. The agencies were given a deadline of when to return the surveys by mail to the Criminal Justice Standards Division office. Once the surveys were received in the office, some of the data was scanned into the computer, but the data containing written answers had to be manually entered. Ms. Marrella stated this was a very time-consuming process. She suggested the Committee consider using a web interface called Survey Monkey, which would allow agencies to complete the survey online. The data could then be exported to the appropriate software program with which to conduct the statistical analysis. She also pointed out that Survey Monkey would allow the committee to have more control over the survey because she could monitor the results daily via the internet. Another advantage of conducting the survey over the internet is that the final results could be easily shared with interested parties. Anyone who is given the URL can visit the site and read the survey results, but would not be able to change the data.

The committee agreed that Ms. Marrella should continue investigating the possibility of conducting the survey online.

### **VI. Recommendations for Recruitment and Retention**

The committee reviewed and discussed the list of recommendations for recruitment and retention. Committee members agreed that in order to approach stakeholders, such as the legislature, and city and town managers, with the proposed recommendations, additional information should be gathered concerning current state and nationwide data on recruitment and retention.

The committee stated that sharing the recruitment and retention survey with the legislature and local government officials with an emphasis on the relationships between education, work performance, salary, retention and recruitment.

we don't seem pretty aggressive with our...in the legislature, in the past month we have probably been more aggressive than we've ever been but we have never really gone after the retirement system, we seem to settle for stuff instead of really fighting for stuff and if we're going to make it a profession we have up our standards and keep them that way. To do that we need to up the pay and we're going to have to fight for it, we have to make a decision as a group to fight for it. so we have to up our standards and up our pay and we're going to have fight for it to do it. I think we need the videos, I think we need to do an Army type recruitment but we're going to fight it, I mean a video

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alone isn't going to help us, we need to be before the legislature and we need say 'this our front line defense in every city and every county and we keep hiring thugs.'

Ms. Teresa Marrella stated that in the past she had collect other states data from IALEST, The International Association of Directors of Law Enforcement Standards and Training Post and she advised that she will used the IALEST current data from other states as well as the Sheriff's Association's data.

The committee discussed using the North Carolina Justice Academy website as one of the media campaign to promote recruiting; and also providing career information in the criminal justice community gearing towards high school and college students, similar to Great Britain's website.

The committee discussed promoting professionalism for criminal justice officers by raising the standards.

That is also why this committee have been talking education, reading and writing because it's part of the idea of improving officers was to improve those standards, all that stuff is tied together.

you're competing with the private sector, you got various work conditions around the state, you have differences in benefits, you know some agencies when you retire they give you your insurance some don't. Some are poor insurance policies for smaller towns, some are really good. The public perception across the state is much different for law enforcement officers, from town to town not from one end of the state to the other so it's an overwhelming issue, very complicated and complex.

Sheriff are kind like you all with recruitment and retention issue, which comes first salary or professionalism.

The sheriffs in most counties are strong political leaders in their county. Those legislators listen those sheriffs because they can generate votes. You send a police chief and sheriff to the legislature, the sheriff is going to get the first crack....maybe it's better for the Sheriff's Association because a sheriff is a strong person in a political campaign, they know the people, they are out there and the legislature knows that....

Would it be appropriate if the Executive meeting this afternoon and in my thought is this certainly common ground for every law enforcement agency in North Carolina, I mean everyone is having this problem, I don't know what the mechanism would be to approach the Sheriff's Commission about their involvement in this issue because they are having the exactly the same problem, I mean Mayor Beale is right, they are powerful but I just left that side of the table four months ago and they're having the identically the same problem in recruiting and retention was a big problem for me in a pretty good size sheriff's office so I don't know what the vehicle by which this commission should approach that commission but this really seems like such an important issue and very much a common ground issue that perhaps we should talk to them to see if they are interested in a joint effort.

Corrections, probation they have the same issue too so if we sort of need then your talking about a huge, how big is the umbrella is going to be? So you would like to approach the executive committee and say that we're this is an issue, we got figure out a way to address and one of the ideas that is sort of an early developmental stages some sort of linkage between varies groups to come up with maybe some funding that some common ground to try to address these issues. You think I would be able to say that again? Does that sound....I think the Executive Committee is a good place for that because there is a good representation for that.

Number 7 statewide recruiting website.

The Justice Academy has come a long way, their website, I think our thought then was to get some information and this is 3 or 4 years ago the web has come a long way since we discussed this, I think our thought Teresa, Tom to have a website to address law enforcement. If I was a high school kid and I wanted to know what it's like to be cop, it kind of like the 'Go Army' website and the Navy website, I could go on there and get information about what I needed to do to become a law enforcement officer and what all that job was about, I think the one from Great Britain even had some kind of testing procedure on there that you could go through to see if you had the mindset to be a law enforcement officer; but now we can get the Justice Academy or somebody like that to do this much more easily than it would have been 4 or 5 years ago.

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Yeah, they had interviews from officers at different levels and different types of organizations who described what the job was like, it was a good site

Get that information out to high schools and colleges, kids are being interested in being a cop, they can go to this NC COP whatever you want to call it website it will tell you about the requirements to become an officer, etc...

And the idea is a website to the advantages to every agency in law enforcement....

When you look at how the Army recruits and their Army stuff what is really the benefit. Salary is like 20K a year for recruiting in the Army, but the benefit is going in the Army you can retire at 20 years you can retire at 38 and have medical insurance for the rest of your life and all those benefits we lose a lot of young guys to military because the benefits the military offers

Talked to Sheriff Stone in Picket County earlier this week South Carolina they stated a initiative in the wake of Virginia Tech shooting to work with state funded institution in the state of South Carolina to grant uniform law enforcement officers free tuition to sit in class in uniform. So if they come in uniform attend a state funded school then their tuition only is current and the thought there when they approach the legislature about that sit is going to be empty anyway and then of course there be done a list of folks that would accepted for the class they have to wait on empty seats but their tuition is free and the other thing they are looking at is the foundation to fund he already does it for Picket County has 170K in the bank and they use the interest to fund tuition for law enforcement officers in Picket County and of course Clemson is in Picket County that is why he started this initiative but apparently is being well received.

I think if we don't push this issue other people are going to push police unions we're already seeing that it's starting trickle in and if the city and the state don't start to recognize their own upfront we going to have unions and then all of a sudden our salaries are going to go sky high anyway, so we're much better to do it now.

Our hiring practices, I'm not sure if we're not just disqualifying folks because of our hiring practices I think that is an element we all need to look at. It's a mistake in hiring to disqualify a person who would be a good police officer, we're too focused on hiring the ones you're talking about that maybe disqualifying some parts of our process that people who could work for us and be great employees we don't talk about that issue so that might help some.....so have a couple of things here to take to the executive committee here. So does everyone think we're done with the recommendations.

**VII. Other Business**

Ms. Marrella provided several handouts on law enforcement and sheriff's salaries, along with information about benefits for municipal law enforcement. She stated that the League of Municipalities conducts an annual survey of salaries and a bi-annual survey of benefits. Ms. Marrella pointed out that the municipal salary data was collected in a different format last year than it was in 2003, which will make it difficult to compare with the data gathered in 2003. In 2003 the salary data was divided into entry-level, mid-range, and top-range. The 2006 data only contains average salaries for law enforcement for each municipality. The data for sheriffs does still divide the salary into three ranges.

The benefits data provides excellent information

**VIII. Date of Next Meeting**

Vice-Chairman Post stated that the next scheduled meeting would be on August 23, 2007, at 1:00 pm in room 229 of the Department of Correction's Office of Staff Development and Training in Apex.

**IX. Motion to Adjourn**

**Motion** to adjourn was made by Commissioner Drewery Beale and **seconded** by Commissioner Farnsworth. **Motion carried** unanimously.

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