

Re-Missioning of Select NC Prisons - Overview

April 9, 2018

- As part of its ongoing efforts to appropriately manage the state prison system, Prisons management is making mission changes at several facilities to improve safety and security while also maintaining sufficient capacity for both male and female inmates. Adjusting missions of prison facilities is a standard practice for balancing the prison population with the design and capacity of various facilities and the changing needs of the statewide system.
- Lanesboro Correctional Institution in Anson County, a close custody male facility, will be converted to a female facility for medium and close custody inmates and will be renamed Anson Correctional Institution. This will allow the agency to reduce the number of female offenders at N.C. Correctional Institution for Women in Raleigh, which consistently operates above capacity, causing safety issues and placing additional stress on the facility's infrastructure. The Lanesboro minimum unit will continue to house male inmates at the former Brown Creek unit, which is adjacent to the Lanesboro property.
- In addition, Southern Correctional Institution in Montgomery County and Eastern Correctional Institution in Greene County, which currently house female offenders, will become facilities for male inmates. The Southern minimum unit will continue to house male inmates on property outside the primary facility.
- The minimum custody male units at Lanesboro and Southern will continue to support local communities by providing inmate labor under contractual agreements.
- In order to allow for maintenance and other infrastructure adjustments to be made before transferring female inmates to Lanesboro, the Department will temporarily re-open the former North Piedmont Correctional Center for Women in Davidson County and re-purpose Neuse Correctional Institution in Wayne County from a male facility to temporarily house females.
- The conversion process is intended to take 9 to 12 months to complete. The Department will fund the costs of the conversions from its existing budget and will not be seeking additional resources to support this plan.
- Some staff will remain at their current facilities while others may wish to move to a different facility if they want to continue to work with either male or female inmates. Department leaders will accommodate as many employee requests as possible to continue to work in a facility of their choice. All affected facilities will work to diversify their workforce to ensure there are sufficient numbers of male and female staff to adequately manage the inmate population. Staff will receive gender-specific training in instances where they will be working with inmates whose gender is different than inmates

currently housed at their assigned location. Our goal is to retain every employee who wishes to remain employed without any salary reductions. Human Resources staff will visit the affected facilities to answer questions from employees.

- There are many benefits to these facility conversions. Splitting the large male population from Lanesboro into smaller, more manageable populations promotes improved safety and security within a correctional setting, which is agency leadership's highest priority. Further, while the majority of female inmates to be housed at Lanesboro will be in medium custody, the prison's layout will give management flexibility to house other custody levels, provide programs and plan for potential growth of the female population, including the possibility of adding an intake center. Lanesboro's physical plant also provides ample space for inmate programs as well as medical and mental health services.
- It is anticipated that recruitment for custody, program, medical and mental health staff to work with the females at Lanesboro will be more successful than it has been for adult male offenders. This should improve employee morale and retention.