

2025 ANNUAL REPORT



Introduction

Message from the Secretary

Over the past 12 months, during my first year as Secretary, I've had the pleasure of meeting many of our employees and seeing and learning about the great work they are doing to serve and protect the people of North Carolina in every county, from the mountains to the coast.

This report shares the work of a team of more than 14,000 dedicated people working to protect public safety for all North Carolinians, reduce recidivism and support each other.

I'm grateful for all we accomplished in 2025. We face some significant challenges in the years ahead with staffing, salary improvement and continued improvements to safety and security of our facilities.

I know we are up to the task and I'm excited to continue this important work with an outstanding team.



Leslie Cooley Dismukes
Secretary



About NCDAC

Reestablished as a stand-alone Cabinet agency on January, 1 2023, the NC Department of Adult Correction is completing its third year as a new cabinet agency, and its first year in Governor Josh Stein's administration.

Our Principles

We are guided by a new four-year strategic plan (2025-2029) with six goals and 24 objectives to achieve tangible results for our agency, our colleagues, and those we serve.

MISSION

Ensure public safety through protection, innovation, and rehabilitation.

VISION

Create a safer North Carolina.

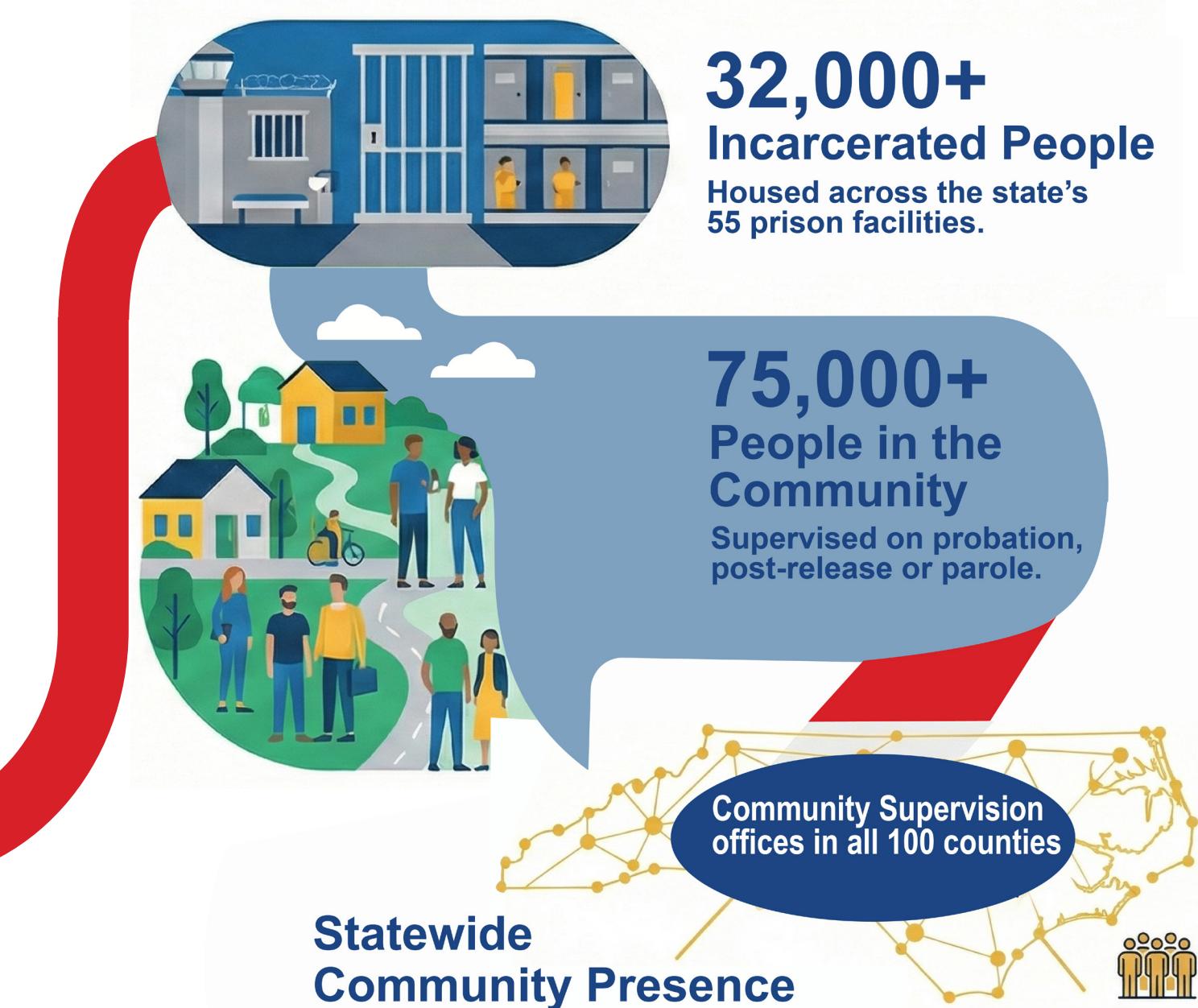
VALUES

Integrity, Transparency, Professionalism

GOALS

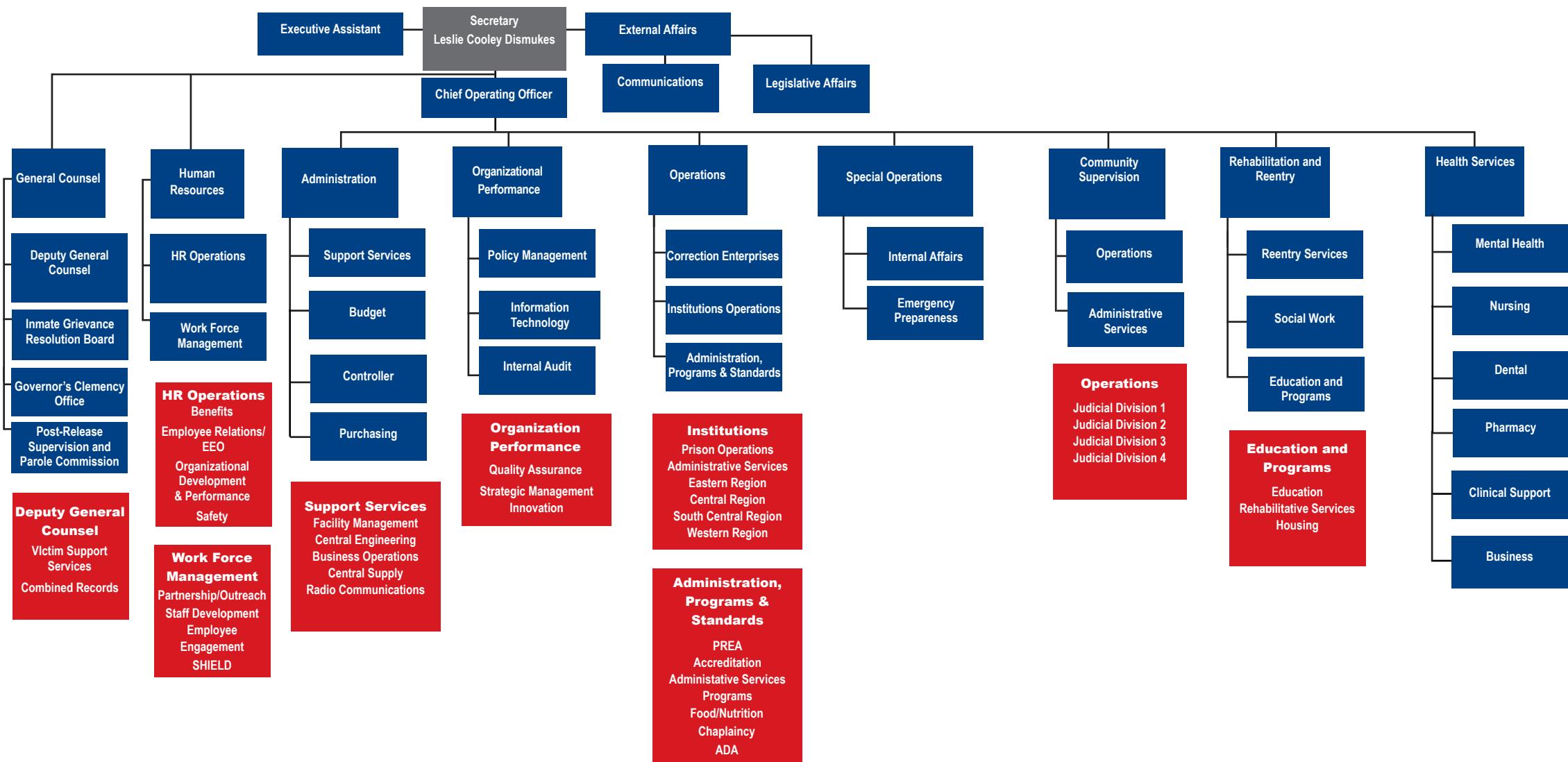
1. Grow our workforce.
2. Support our employees.
3. Strengthen safety and security.
4. Upgrade infrastructure and technology.
5. Modernize and improve our healthcare system.
6. Reduce recidivism.

By the Numbers



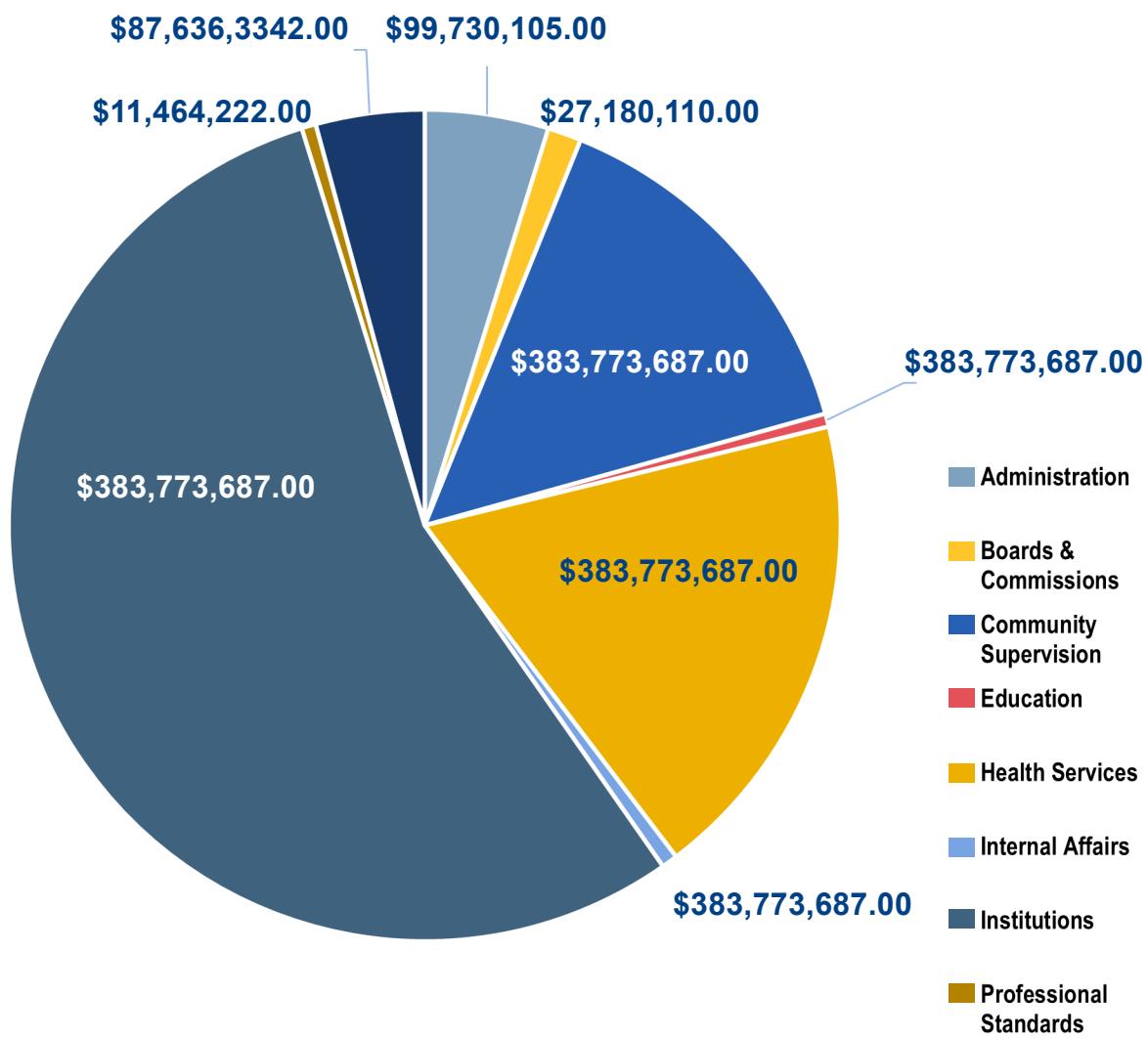
Organization

New organizational changes implemented in October will help senior staff focus on areas of expertise and promote cooperation and communication throughout the agency.



Fiscal/Budget 2024-2025

Spending

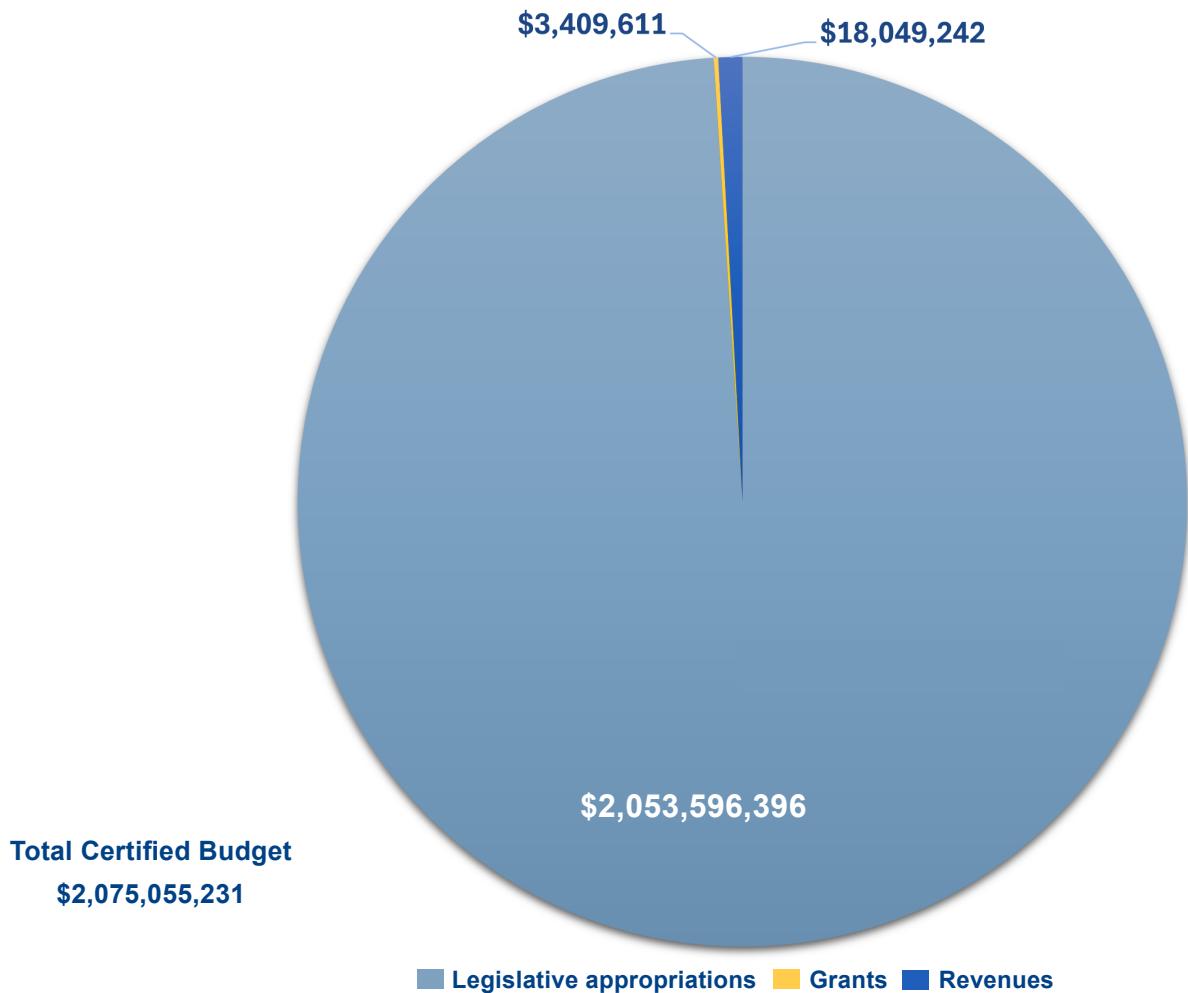


Total Certified Budget: \$2,075,055,231

Revenues: \$21,458,835

Appropriations: \$2,053,596,396

Funding



Grants

NCDAC is currently managing nine active grant projects which have brought a total of \$39,414,800 in federal grant funding. In addition to those totals, NCDAC also closed and completed another eight projects which ended in 2025. As a result of those 17 grant projects, NCDAC has been able to procure \$40,365,594 worth of goods, equipment, supplies and services at a cost of just \$950,794 to the agency.

A \$2.1 million Fair Chance to Advance grant from Job for the Future (JFF) will provide much needed funding and \$1.8 million in technical assistance to expand education, apprenticeships, work release opportunities, and deepen data integration. North Carolina was selected as one of four inaugural states to expand postsecondary education and workforce pathways for people with histories of incarceration.

Growing our Workforce



Workforce vacancies remain one of the most critical issues at NCDAC. Efforts to recruit and retain staff are a top priority. During 2025, the overall staff vacancy rate improved slightly from 24.16% in January to 23.32% in December. Some institutions are facing correctional officer vacancy rates in the 40-50% range or higher. Probation/parole officer vacancies improved from more than 10% to about 8% during the year.

Hiring and Separations

- 2,647 employees joined the agency in 2025, and 2,472 separated from the agency.
- Part-time correctional officer positions were established for those who want to work fewer than 40-hours a week.
- Recreation coordinator positions were hired at several institutions.
- We recruited more than 100 nurses, reduced reliance on travel nurses by 20% for savings of \$18 million
- Our recruiting efforts are also supported by internship programs, a nurse preceptor program and doctoral psychology internships.

Training

- 195 people graduated from probation/parole officer basic training
- 967 of 1,032 students passed the correctional officer basic training final test.
- 1,371 contract healthcare team members completed training.

Retention

- Staff retention continues to be a critical issue and will be a focus area in 2026. Low pay is the most often cited reason by those leaving the agency.
- The Career Progression Program has attracted 2,196 staff with 924 completions. Current tracks include correctional officers, food service officers, case managers, and probation/parole officers, with additional tracks in development. The program is designed to strengthen employee skill set through targeted training and professional development opportunities.
- The Correctional Leaders Association (CLA) recruitment and retention summit will be held in Charlotte in January 2026.

Supporting Employees

Staffing Enhancements

We approved shift premium pay for case managers working correctional officer posts and implemented self-service time entry for correctional officers at Roanoke River CI, Scotland CI, Piedmont CI, Caswell CC, Columbus CI, and Dan River PWF.

Staff Cell Phone Access

While personal cell phones have long been prohibited inside prison facilities, each institution is working to provide cell phone access to staff during their shift, so during breaks they can maintain contact with family and friends during breaks and tend to important personal matters. This is a significant morale and quality of life factor that affects staff retention.

Advanced and Intermediate Certificates

259 NCDAC employees earned Advanced Corrections Certificates from the NC Criminal Justice Training and Standards Commission this year and 308 employees earned their Intermediate Corrections Certificates from the commission. Community supervision staff earned 282 certificates followed by Institutions staff with 234.

Career Development Training Programs

Provided training to NCDAC staff through 14 programs including supervisory and management training, skill development, skill enhancement and staff well-being. Career Development has also created a new Intermediate level training program to prepare staff for promotional opportunities, as well as a new women's leadership training. Both will be fully implemented in 2026.

Computer Based Testing

A comprehensive computer-based testing program has been successfully implemented, with a significant number of examinations conducted across various certified training programs.

Campbell University degree program

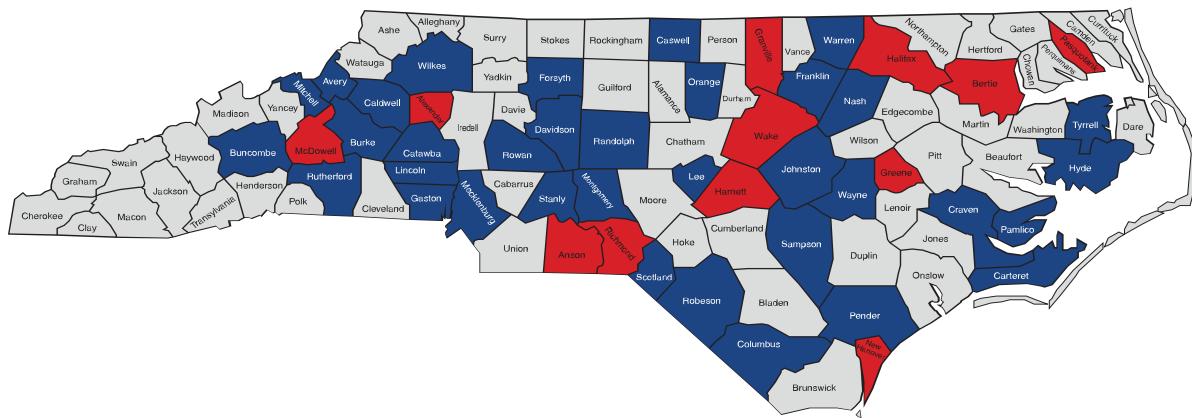
Campbell University is offering all NCDAC employees the opportunity to earn a degree through any of Campbell's 100% online programs at greatly reduced rates.

Employee Foundation

Work is underway to establish an NCDAC Employee Foundation that will have the ability to raise funds to support NCDAC employees in times of crisis or need.

ACA Accreditation

We're on a path to have all NCDAC facilities and locations accredited by 2028, with 44 of our facilities and five central offices already accredited. Eleven facilities completed initial accreditation audits in 2025 and eight completed three-year reaccreditations. Only 10 initial audits remain before becoming a 100% accredited agency.



Fully Accredited

Avery Mitchell Correctional Institution *Orange Correctional Center
 Albemarle Correctional Institution Pamlico Correctional Institution
 Black Mountain ACDP Pender Correctional Institution
 Caldwell Correctional Center Piedmont Correctional Institution
 *Carteret Correctional Center Randolph Correctional Center
 Caswell Correctional Center Robeson CRV
 Catawba Correctional Center Rutherford Correctional Center
 Center for Community Transitions Sanford Correctional Center
 *Columbus Correctional Institution Sampson Correctional Institution
 Craggy Correctional Center Scotland Correctional Institution
 Craven Correctional Institution Southern Correctional Institution
 Dan River Prison Work Farm Tabor Correctional Institution
 DART Center Tyrrell Prison Work Farm
 Davidson Correctional Institution Wake Correctional Center
 Eastern Correctional Institution Warren Correctional Institution
 Franklin Correctional Center Western Correctional Center for Women
 Foothills Correctional Institution Wilkes Correctional Center
 *Forsyth Correctional Center NCDAC Central Office
 Gaston Correctional Center Division of Community Supervision
 Greene Correctional Institution Correction Enterprises
 Hyde Correctional Institution Office of Staff Development and Training
 Johnston Correctional Institution Post-Release Supervision and Parole
 Lincoln Correctional Center Commission
 Lumberton Correctional Institution
 Mountain View Correctional Institution
 Nash Correctional Institution
 Neuse Correctional Institution

Scheduled for 2025 - 2028

Initial ACA Audit is Scheduled for 2026

Anson Correctional Institution
 Harnett Correctional Institution
 Granville Correctional Institution
 Maury Correctional Institution
 Marion Correctional Institution
 Pasquotank Correctional Institution

Initial ACA Audit is Scheduled for 2027

Bertie Correctional Institution

Initial ACA Audit is Scheduled for 2028

Central Prison
 NC Correctional Institution for Women
 Roanoke River Correctional Institution

Awaiting Final Commission Hearing

Alexander Correctional Institution
 Brown Creek Correctional Institution
 New Hanover Correctional Center
 Richmond Correctional Institution

*This facility is fully accredited and is currently undergoing its three-year re-accreditation process.

Strengthening Safety and Security

Contraband Reduction

Contraband is a serious problem, and we're working on these fronts to keep it out of our prisons.

1. Along with the Correctional Leaders Association (CLA), we support proposed Federal Communications Commission (FCC) rules to allow narrowly targeted cell phone jamming within prison walls, without impacting legitimate cell phone use. If approved, these new rules would be a significant milestone in the nationwide battle against contraband cell phones.
2. Piloting two programs to detect and disable contraband carrying drones, including one with the U.S. Drug Enforcement Administration, to determine the technologies that will best help deter drones.
3. Increasing partnerships with federal, state and local law enforcement to intercept contraband and prosecute offenders and staff members involved. NCDAC has zero tolerance for staff who compromise the safety of colleagues and those in our custody by importing contraband.
4. We are reducing use of paper mail systems to eliminate drug contraband. Paper soaked with soluble drugs like fentanyl is a serious threat and is easily transmitted through the mail. All offender mail is now scanned and delivered electronically by TextBehind. We are moving toward similar systems that reduce the amount of paper transferred through legal mail.

Body Cameras

A successful body-worn camera pilot program with Community Supervision and Special Operations and Intelligence showed the value of body cameras within NCDAC. Body cameras are due to be deployed in 2026 for all probation/parole officers, SOIU officers, and prison staff handling high-risk offender transportation.

Property sales

State law allows NCDAC to sell unused real estate and invest the proceeds in facility safety and security. We are working with the Department of Administration to identify unused properties and move forward with sales. Proceeds will be reinvested in fire detection and life safety system improvements at prison facilities.

Fire safety systems

Manual fire watches are in place at many prisons where fire alarm systems are outdated or inoperable. Five prisons received new fire alarm systems in 2025, and work is underway on several other institutions. Millions in funding will be needed for additional fire system replacements.

Managed Access for Contraband Cellphones

Managed access systems for control of contraband cellphones were enabled at Pasquotank and Bertie Correctional Institutions, proving capabilities to locate wireless phones. Benefits include confiscation of unauthorized cellular or network devices through triangulation of signals preventing offenders from conducting business enhancing public and institutional security.

Specialty Mental Health Probation Expansion

SMHP completed its expansion into all 100 counties in 2025, with at least one trained specialty mental health probation/parole officer and one SMHP chief PPO per county. There are 1,490 people on community supervision identified for a mental health caseload.

Detainer Release Officer

A new Detainer Release Officer position strengthens the Division of Community Supervision's ability to manage post-release offenders transitioning to federal, out-of-state, or immigration custody. Centralized oversight ensures accurate tracking, timely case assignment, and consistent compliance with supervision policies. The position also serves as a vital liaison between field staff and immigration authorities, maintaining active communication and a detailed log of Immigration inquiries.

Security Risk Group Officers

Filled 33 new security risk group lieutenant positions to monitor and investigate gang activity at medium and close custody facilities and we are creating 24 SRG sergeant positions at minimum custody facilities.

New prison disciplinary policy

Implemented a new offender disciplinary policy designed to enhance due process for offenders while clearly defining sanctions to address violence against staff and other offenders. This initiative also aims to reduce the use of restrictive housing and streamline the disciplinary investigation process, ensuring timely and effective enforcement of sanctions.

Gang Prevention and Intervention Task Force



With the signing of Executive Order 21 in August 2025, Governor Josh Stein established the North Carolina Gang Prevention and Intervention Task Force. Secretary Dismukes and Siarra Scott, director of the NC Office of Violence Prevention, were named co-chairs.

The task force includes law enforcement officers, education leaders, legal representatives, mental health and substance use organizations, and people who have successfully left gangs. Its members work to reduce the presence and impact of gang activity in North Carolina, including keeping young people out of gangs.

The task force is organized into three subcommittees: Prevention, Intervention, and Intelligence and Interagency Coordination. NCDAC staff are included in all three groups and provide staffing for two of the subcommittees.

Upgrading Technology and Infrastructure

Artificial Intelligence Tools

We are exploring artificial intelligence (AI) tools to monitor threats in real time using prison camera systems, drone footage, and body cam footage. This AI technology has the potential to improve the safety and effectiveness of our work inside institutions and in the field. Many employees are testing Microsoft CoPilot to bring efficiency to administrative tasks.

Correctional Officer Tablets

At Marion CI and Tabor CI, we are piloting correctional officer tablets with access to NCDAC email, intranet, and digital forms. The goal is to streamline and modernize correctional officer duties by replacing paperwork and antiquated systems with fast and efficient digital access.

Air Conditioning Project

83% of beds in prison housing areas are air conditioned and we're on track to reach 100% in 2027. When air conditioning installation began in 2022, 63% of beds were air conditioned. The Division of Engineering, Construction and Maintenance (DECM) has been using a combination of offender labor through the Construction Apprenticeship Program and private contractors to complete this work. In many locations improvements to lighting, life safety and electrical systems are being completed alongside the air-conditioning work, improving facility safety, comfort and energy efficiency.

Utility efficiency savings

Numerous projects to increase efficiency and reduce utility costs are showing benefits:

- \$1.1 million in savings from exterior LED lighting retrofits.
- \$2 million in savings from interior LED lighting retrofits.
- \$2.7 million in annual utility savings from performance contract to increase efficiency at six large close-custody prisons. Performance contract approved to begin at Central Prison.
- 98% of all interior and exterior lighting fixtures have been retrofitted or replaced with LEDs.



Solar energy systems

A 500-kilowatt solar energy farm is now operational at Tabor Correctional Institution, one of several major energy improvement efforts aimed at achieving ambitious Energy Use Index reduction goals. A grant for \$500,000 was received to install a 125-kilowatt solar array at Alexander CI and solar electric vehicle charging stations are in use at several institutions and office locations.

Improved Case Management Tools

Probation/parole officers are benefiting from improved case management tools. Once body cameras are deployed in 2026 they will move to a system that uses AI technology to help transcribe body camera recordings into narrative summaries of offender contacts.

Improving our Healthcare System



The Division of Health Services continues to engage partners and specialty providers to provide more services inside NCDAC facilities and through telehealth, greatly reducing the number of trips required to community health care locations and freeing up custody staff resources.

Opioid Use Disorder Treatment

We expanded reentry medication treatment for opioid use disorder (MOUD) from four institutions to 26, including all female facilities and both CRV centers, with 1,100 individuals initiated on MOUD. We piloted and expanded prison-based Recovery Road Program, which provides mental health support for the treatment of addiction, and grew it to 500 seats. We also expanded community partnerships with NC-FIT (Formerly Incarcerated Transition) to 65 counties to improve continuity of care upon release for individuals undergoing MOUD treatment in the community.

Outpatient Treatment Units (OTU)

Increased OTU treatment capacity by 73% (from 144 to 248 beds) providing targeted behavioral health services for patients needing more intensive treatment than typical outpatient services or the stabilizing impact of a structured treatment unit. Offenders housed in OTU units receive routine group therapy along with their regular individual therapy sessions and have additional monitoring and support through the unit operations.

Rechargeable CPAPs

Implemented rechargeable CPAPs at several locations, eliminating the need for bedside electrical outlets and bottom bunks for CPAP users. If expanded, rechargeable CPAPs will significantly increase housing options for offenders and provide increased flexibility for population management.

After Hours Nurse Triage Program

Program provides nursing consultation and treatment to support facilities with reduced or limited (less than 24-hour) nursing coverage, ensuring that patients receive timely nursing assessments and unnecessary transports are minimized. Completed 6,500 nursing triage consultations, averaging 550 calls per month. These evaluations and nursing interventions prevented 84% of cases from being sent to hospitals.

Tele-health Services

Completed more than 13,000 tele-health appointments across 20 specialty areas avoiding at least 80,000 custody work hours for transport and supervision.

Mobile Mammography

Established mobile (screening) mammography services at Anson CI and conducted 340 mammography studies. Also expanded mobile (screening) mammography services at NCCIW to include diagnostic studies.

Surgical Services (CPHC)

Central Prison Healthcare Complex (CPHC) performed 459 operative procedures, a 48% increase, avoiding community hospital visits and admissions. Operative services at CPHC utilizing UNC specialists have expanded to include gastroenterology procedures (colonoscopy, EGD) and podiatry (foot) surgeries

Specialty Medical Clinic (CPHC)

4,678 medical specialty clinic visits were completed at CPHC to include general surgery, nephrology, urology, optometry, ophthalmology, audiology, orthopedics, podiatry, orthotics and infectious disease.

Physical Therapy Expansion

We expanded in-house physical therapy services by 27% (from 15 to 19 institutions) conducting over 27,500 physical therapy sessions within DAC facilities. We also recruited a full-time physical therapist at NCCIW, reducing reliance on external vendors and further lowering overall expenditures.

Optometry Expansion

Expanded in-house optometry services to 22 institutions. We completed 7,500 eye exams within NCDAC institutions including diabetic dilation exams, glaucoma management, retinal evaluations, and other advanced diagnostics, decreasing reliance on Duke Eye and UNC for specialty imaging.

Endocrinology Specialty Services

Recruited a full-time board-certified endocrinologist to provide care for conditions such as diabetes (affecting 3,800 offenders), thyroid disease, and others. This resulted in a 75% decrease in community endocrinology appointments.

UNC Physicians Network

Coordinated with UNC to establish organized medical specialty clinics targeted by region and specialty, focusing on specialties with the greatest demand, all focused on improving access to care and decreasing backlog. As this is a virtual service augmenting the existing tele-health program in a more targeted way, it will significantly decrease demand on custody staff for transport/ supervision, which also decreases cost.

Reducing Recidivism

Reentry 2030

In October, North Carolina became the first state to launch a dashboard tracking its Reentry 2030 objectives, strategies, and metrics. The dashboard also features testimonials from formerly incarcerated people who have found success through rehabilitation and reentry efforts while they were still incarcerated. In April, First Lady Anna Stein joined the Joint Reentry Council (JRC) and she continues to bring awareness to issues surrounding rehabilitation and reentry.

The state joined the Council of State Governments' Reentry 2030 initiative in 2023 and released its Reentry 2030 strategic plan in August 2024. The JRC and the State Reentry Council Collaborative (SRCC) both meet regularly in support of the plan and meetings are live-streamed for additional access and engagement.



Teaching marketable job skills

Correction Enterprises is providing offenders with job skills through a variety of programs, including these:

- Forty-five offenders from Greene Correctional Institution completed Commercial Driver's License (CDL) certification for post-release professional truck driver employment opportunities.
- Graduated first-in-history class of Braille transcription-certified females from the North Carolina Correctional Institution for Women (NCCIW).
- Launched the third Prison Industries Enhancement Certification Program (PIECP) with partner Spec-Tex to manufacture mattresses at the Piedmont Reupholstery Plant paying offenders \$16/hour.
- Became the first prison industry in the U.S. to adopt a "2-Second Lean" culture change program to empower both full-time employees and offender staff to improve manufacturing and administrative efficiencies.
- Activated three North Carolina Jobs Exploration in Transition (NCJET) sites with five additional sites ready to go-live when iNet access is provided. NCJET allows offenders to research and apply for jobs while still incarcerated.

Programs and Transportation Logistics

We implemented the Programs and Transportation Logistics (PTL) tool which gives case managers real-time access to up-to-date information about available jobs and programs across facilities. It provides a need-based view of programs by aligning available opportunities with each offender's criminogenic risk and needs, helping case managers make more targeted, effective placements that support rehabilitation and reduce recidivism. Five hundred programs and support staff received training on the new PTL tool.

Medicaid Applications

With the assistance of NCDAC social work staff, more than 4,500 Medicaid applications were filed for people about to be released from prison. Having health insurance through Medicaid is a key factor in successful reentry to the community.

Driver's License Clinics

Reentry staff worked with law students from Duke and Campbell University law schools to organize clinics where incarcerated people can obtain a driver's license or state ID prior to release. Having a valid ID removes one large obstacle for people re-entering society.

Medication for Opioid Use Disorder (MOUD)

Twenty six prison institutions are now able to provide medication for opioid use disorder (MOUD) to people releasing to the community. MOUD reduces mortality by 50% during the first few weeks after release, when people are at greatest risk of relapse and fatal overdose.

High School Equivalency Earned

510 offenders earned their HiSet high school equivalency diplomas in 2025.

Local Reentry Councils

There are currently 23 state-funded local reentry councils (LRCs) serving 31 counties. As many as 31 LRCs were at work in 2025, but lack of funding caused some councils to cease operations, while others reduced or redirected services. NCDAC continues to seek funding to support local reentry councils and their critical work in connecting people with resources during and after release from prison.



Joint Reentry Council

Established in 2024, the Joint Reentry Council meets bi-monthly and coordinates the reentry efforts of cabinet agencies and partners from the government and non-profit sectors. First Lady Anna Stein has chosen reentry as one of her focus areas and was appointed to the council in April 2025 by Secretary Dismukes. The First Lady regularly visits correctional facilities and organizations working in reentry, works to bring attention to the issue and advocates for improved reentry resources.

Chaplaincy Services

NCDAC Chaplaincy Services has become a national leader in chaplaincy training by piloting a prison-based Clinical Pastoral Education (CPE) Internship in partnership with WakeMed. With revised chaplain hiring standards, 19 new NCDAC chaplains are at work, including 12 chaplains at prisons that previously had no chaplain. A new partnership with the United Methodist Church and The Duke Endowment is providing community-funded chaplains at Greene, Gaston, Carteret, and Caswell correctional centers, in addition to securing three new chaplain positions through Arise Collective, Summit Church, and High-Country Ministries. Chaplains also developed a set of resources for the offender tablets on American Indian Traditionalism that was of such excellent quality that Viapath requested permission to make the resource available on offender tablets nationwide.

Protecting Our Environment



Low and No Emission Vehicles

- 32 low emission diesel transport buses and three low emission tractor-trailers for Construction Apprenticeship Program are now deployed. An equal number of aging high-polluting diesel buses were retired and destroyed.
- Electric perimeter patrol vehicles are in use at several institutions.

Sustainable Land Use

- Pollinator gardens were planted at 14 facilities to promote pollinator diversity and raise awareness of native pollinators with staff and offenders.
- A pollinator friendly seeding option was chosen for the Tabor CI solar array field.
- Natural Heritage designations are under review for 46 acres at Southern CI and 97 acres at Dan River Prison Work Farm.
- The Forest Management Educational Program at NCDAC will have its first session at Southern CI in Jan 2026. Forestry management plans are being drafted for Davidson, Granville, Tyrrell, and Craven correctional facilities that will include activities to promote ecological and sustainable forestry goals.



Recycling and Waste Management

- Over \$29,000 in savings were realized through cost-effective use of contracts and vendors for universal waste.
- Procedures and flow charts for recycling and proper disposal of universal waste were distributed to site and regional maintenance staff.
- Solutions were found for hardening latex and oil-based paints so they can be safely disposed.

Employee Recognition



Caswell Award

- Psychological Program Services Coordinator Lee Futrelle received the Caswell Award for 45 years of state service

Governor's Awards for Excellence Nominees

Human Relations

- Crystal Allen, Critical Incident Peer Support Manager, S.H.I.E.L.D.
- George Pettigrew, Senior Deputy Secretary for Rehabilitation and Reentry

Outstanding State Government Service

- Robert VanGorder, Warden, Sampson Correctional Institution
- Kevin Rich, Deputy Budget Director

Public Service

- Charlotte Doran, Probation and Parole Officer (Division I, District 4), Clinton

Safety and Heroism

- Robin Beach, LPN, Sanford Correctional Center
- Mike Slagle, Warden, Mountain View Correctional Institution

Spirit of North Carolina

- Logan T. Butler, Probation and Parole Officer (Division 2, District 13), Shallotte

NCDAC Employee Recognition Award Recipients

Correctional Officer of the Year

- Michael George, Richmond Correctional Institution
- Honorable Mention – James Phillips, Mountain View Correctional Institution

Probation and Parole Officer of the Year

- Kathleen “KiKi” Hampton, District 3 (Carteret County)
- Honorable Mention – Brach Walker, District 17 (Rockingham County)

Rising Star – Recognizes those early in their career who show exceptional growth, initiative, and promise

- Laura Hartley - Probation and Parole Officer, Haywood County
- Kelly Killough Speas - Healthcare Recruiter, Human Resources

Workplace Improvement – Celebrates efforts that improved efficiency, processes, or morale across the workplace

- Kevin Rich, Deputy Budget Director
- Lt. Tymeka Dawson, Maury Correctional Institution

Protection and Security – Honors actions that strengthened safety and security for staff, offenders, and the public

- Sharon Williams, Correction Officer, Sanford Correctional Center
- Capt. Darrick Philemon, Anson Correctional Institution

Beacon of Hope – Recognizes individuals who inspired others through positivity, resilience, and encouragement

- Rebecca Jonas, Program Director, Catawba Correctional Center
- Tiesta Moore, Programs Supervisor, Anson Correctional Institution

Above and Beyond – Celebrates unselfish devotion to duty and consistently going above expectations

- Kenneth Diggs, Warden, Albermarle Correctional Institution
- Office of State Development and Training Group (Western Region), Valdese

Community Engagement – Highlights partnerships or initiatives that positively impacted the community.

- Graham Atkinson, Commissioner, Post Release Supervision and Parole Commission
- Pender Correctional Institution Day Treatment Program

Bravery in Service – Recognizes courage and sound judgment during emergencies that prevented harm or loss

- Alaina Malcolm, Probation and Parole Officer, District 16 (Robeson County)

Team Impact – Celebrates effective collaboration and teamwork that led to shared success

- Nursing Education Team, Comprehensive Health Services, Raleigh
- Community Supervision Internship Curriculum Team

Excellence in Leadership – Honors leaders who guide, inspire, and uphold our department's values

- Dwayne Hull, Warden, Randolph Correctional Institution

