



North Carolina State Bureau of Investigation

SBI Update – Agency Challenges & Major Issues Facing Law Enforcement in NC

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The Unique Role of SBI in North Carolina

- Source of specialized expertise to support local law enforcement agencies and prosecutors dealing with unusual or highly complex criminal matters
- Independent and respected investigative resource for sensitive matters involving alleged public corruption, law enforcement use of force, in-custody deaths, or matters that intersect with multiple local law enforcement jurisdictions
- Critical partner for combatting organized crime and drug cartels infiltrating North Carolina communities
- A rapid statewide response capability to apprehend dangerous fugitives and locate critical missing persons
- An advocate for local and statewide law enforcement needs to state-level policy makers and the General Assembly





Investigative Areas and Programs

- 8 Field Districts which specialize in Homicides, Officer Involved Shootings, Use of Force, Deaths in Custody, Organized Retail Theft, Sex offenses
- Drug Investigations including diversion and clandestine labs
- Cold Case
- Human Trafficking
- Behavioral Threat Assessment Unit (BeTA)
- Fusion Center (ISAAC)
- Arson
- Crime Scene
- Environmental Crimes
- Training
- Computer Crimes
- Polygraph
- Financial Crimes
- Special Investigations, Public Corruption, & Accreditation
- Criminal Apprehension Team
- Air Wing
- Drones
- K9
- Bomb Squad
- Special Response Team
- Crisis Negotiators Team

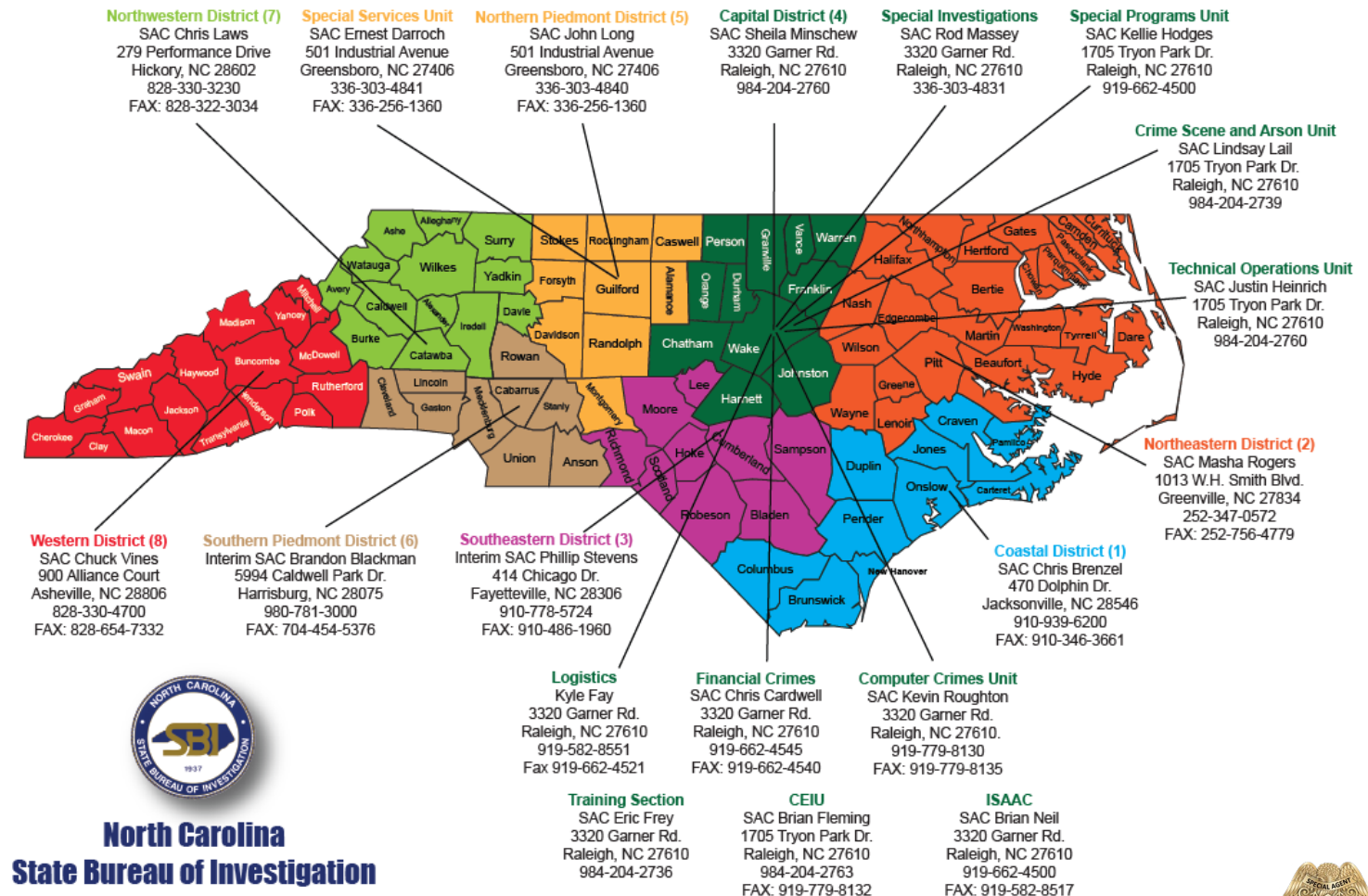




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SBI Staffing & Deployment

- **280** sworn special agents located in 8 geographical regions across North Carolina and at HQ
- **190** civilian staff assigned to:
 - Intelligence Analysis
 - Records Management
 - Criminal Information & Identification
 - Information Technology & Cyber
 - Business Operations & Logistics
 - Human Resources



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Major SBI Challenges: *5-10 Year Outlook*

- Recruitment & Retention of SBI Special Agents Given Intense Competition in Law Enforcement Hiring
- Addressing and Interrupting Systemic Violent Criminal Activity and Criminal Networks Tied to Drug Trafficking, Cartels, and Organized Gangs
- Proactively Mitigating and Rapidly Responding to Active Shooter Incidents and Other Mental Health-Related Threats of Violence
- Maintaining Situational Awareness and Interrupting Potential Domestic Terrorism Threats
- Maintaining the Technological Capacity to Address Computer-Based Threats Including Cyber Crime, Child Pornography, and Illicit Use of Cryptocurrency and the Dark Web





Future Needs and Areas of Concern

- Maintaining competitive pay and benefits to support special agent and civilian staff recruitment and retention
- Establishing an administrative infrastructure to support independent executive agency status
- Increasing investigative capacity to address continuing needs in drugs, violent crimes, and complex criminal investigations
- Continued modernization of SBI technology platforms to address aging IT equipment and Records Management System
- Support for ongoing SBI capital needs including modernizing the SBI HQ complex





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Update on Funding Received Since 2021





Current Operations Appropriations Act of 2021

- 2.5% pay increase in FY21-22 and FY22-23 for state employees
- SBI Equipment: \$2,000,000 NR for SBI equipment, including 3D crime scene mapping, radios, advanced drone technology, tactical gear and operating expenses
- SBI Human Trafficking Enforcement: 8 sworn law enforcement positions to combat human trafficking
- SBI Rapback: \$200,000 NR to participate in FBI's RapBack criminal database information program
- SBI Electronic Concealed Carry Permits: \$250,000 R for implementation of electronic concealed weapon permits
- SBI Headquarters: funding for new HQ and building 12 renovation (\$81.6 million total)





Current Operations Appropriations Act of 2022

- Pay raises: 3.5% raise for most state employees; 4.5% for sworn agents on step pay plan
- SBI Equipment and IT Needs: \$282,000 R and \$1,991,920 NR for equipment and IT needs, including establishing MFA, server cloud migration, Fusion Center connectivity, replacing network servers at end-of-life, and equipment/training costs for 8 human trafficking agents
- Non-Sworn Mental Health Professionals: \$205,000 R for 2 non-sworn mental health professionals to assist with increasing number of case referrals from SRO's and local LE to assess persons exhibiting concerning behaviors (BeTA)
- SBI Salary Adjustments: \$500,000 R only for Assistant Special Agents in Charge, Special Agents in Charge, and Assistant Directors





Current Operations Appropriations Act of 2023

- SBI established as a single, unified cabinet-level department, effective December 1, 2023
- 7 or 8% pay increases for sworn pay grades, effective July 1, 2023
- 4% pay increase for non-sworn for FY23-24 and 3% for FY24-25
- SBI Administrative Positions: Funding for 4 administrative positions at the SBI to support the agency as a new cabinet-level department
- SBI Cybertips: Funding for 1 sworn agent and 5 non-sworn criminal intelligence analysts to aid with Cybertip investigations, effective January 1, 2024





Current Operations Appropriations Act of 2023

- SBI Officer Involved Shootings and Organized Retail Theft: Funding for 8 additional sworn agents to investigate officer involved shootings, use of force, deaths in custody, and organized retail theft, effective January 1, 2024
- SBI Headquarters: continued funding of the new headquarters and building 12 renovation
- SBI Logistics Building Phase 1: funding for building to house SBI Bomb Squad and Special Services Unit (\$13.883 million total)





62 NCSBI Health Sciences Building Addition and Renovation, JO# 4273

Entry vestibule looking Northwest









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Policy Recommendations





SBI Access to Labor Market Adjustment Salary Reserve Funds

- H259 “Current Operations Appropriations Act of 2023” states that the SBI may not receive allocations for labor market adjustments from the Labor Market Adjustment Reserve
- 40% of the SBI’s total allocations are non-sworn
- 36% of SBI’s sworn allocation are not in the State Law Enforcement Officer Salary Schedule “pay plan”
- 61% of SBI’s workforce (sworn and non-sworn) are not in the “pay plan”
- This is important to help the SBI recruit and retain both our sworn and non-sworn civilian workforce members





SBI to Access Labor Market Adjustment Salary Reserve Funds

- Vacancy rate for non-sworn positions is 19.87% (not including newly allocated positions)
- It is challenging to fill positions in Information Technology (IT), Criminal Information and Identification Section (CIIS), as well as intelligence analysts in the Fusion Center
- Trained and lost 10 intelligence analysts over 24 months
 - 3 to private sector with 130-140% raises
 - 5 to other state agencies with \$5,000-\$15,000 pay increases
 - 6 declinations due to salary
 - 7 interview declinations due to recruitment ranges
- 18.1% of our IT positions are vacant
- 23.5% of our CIIS positions are vacant
- These positions are critical for criminal justice partners, law enforcement agencies, non-criminal justice employers and citizens who need SBI services





SBI to Access Labor Market Adjustment Salary Reserve Funds

- Sister agency who we have historically benchmarked with has used Labor Market Adjustment Reserve funds to increase sworn supervisory pay.
- For first time, we have fallen behind by more than \$4,000 annually at each supervisory level
 - SBI Assistant Special Agents in Charge (-\$4,167)
 - SBI Special Agents in Charge behind (-\$4,147)
 - SBI Assistant Directors behind (-\$4,441)
- Due to complex and highly specialized nature of SBI investigations, we believe our supervisors and agents should achieve at minimum pay parity with sister agencies





Anti-Money Laundering Legislation (House Bill 237)

- Anti-Money Laundering legislation would aid investigators and prosecutors in a variety of investigations in which profit is the motivating factor for the crime
- Crimes may include drug trafficking, human trafficking, organized retail theft, and fraud.
- For example, a drug trafficking organization essentially operates on a two-part system:
 - Controlled substance **IN**
 - Money **OUT**
- Our state laws address the controlled substance portion of the problem, but do not address the financial component of drug trafficking organizations.
- Some members of these organizations solely handle the financial aspects of operations, leaving few or no charging options.





SBI Emergency Pen Register/Trap and Trace (House Bill 719)

- **What is a Pen Register/Trap and Trace (PRTT)?** A direct electronic connection with a telecommunications provider which enables law enforcement to receive “real-time” phone records for a specified phone
- Law enforcement need the ability to locate a device when exigent circumstances exist such as kidnapping, missing child, lost hiker, active shooter, etc.
- Without a PRTT in place, police are limited in the types of information available
- There currently is no lawful mechanism to establish an emergency PRTT, even when a life is in immediate danger
- The proposed bill allows for exigent PRTT’s to be installed in emergency situations and includes language to prevent abuse or misuse of this capability
- Updates the existing PRTT statute language to reflect the recent changes in technology





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Questions?

