



2025 Climate Strategy Report

NC Department of Adult Correction

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Introduction

About the NC Department of Adult Correction

The NC Department of Adult Correction (NCDAC) employs more than 14,000 employees, is responsible for supervising about 32,000 people in prison and more than 81,000 under community supervision across North Carolina. The department has a budget of just over \$2 billion and works to protect the public through rehabilitation and innovation.

NCDAC runs 55 prisons, two Confinement in Response to Violation (CRV) centers, and two substance-use treatment facilities. It also manages community supervision offices in all 100 counties. Key divisions include Institutions, Community Supervision, Health Services, Rehabilitation and Reentry, Special Operations, and Correction Enterprises.

Support services include workforce management, engineering, internal audits, and the S.H.I.E.L.D. mental health program. The department is committed to sustainability through its Energy & Water Efficiency Team.

NC Department of Adult Correction's Vulnerabilities to Climate Change

Climate stressors increase the vulnerability and risk for our correctional institutions and to the health and safety of our employees and offenders. Hurricanes have focused attention on the effects of riverine and overland flooding and storm surge, but wildfires, sea level rise, tidal flooding, extreme heat, and drought are also becoming major concerns. Prisons at risk for low land flooding include Neuse Correctional Institution, Carteret CI, Hyde CI, New Hanover Correctional Center, Pamlico CI and Tyrrell Prison Work Farm. Major storm events require we prepare and mitigate catastrophic flooding such as from Hurricane Helene to the best extent possible. Diseases carried by both humans and animals will also impact our operations – particularly with our aging offenders.

NC Department of Adult Correction's Approach to Fulfilling the Strategies in the Climate Risk Assessment and Resilience Plan

Heat illness related to high temperatures is being addressed through our efforts to add cooling to 103 buildings in 36 correctional sites. 43% of the bed spaces have been completed, with another 30% under construction. The final anticipated cost is about \$116 million. In addition, the Safety, Occupational and Environmental Health Office and Emergency Preparedness continue their Heat Policy campaign started in 2024.

Through the leadership of our Sustainable Land User Manager, NCDAC is in the process of developing a Resiliency Strategic Action Plan. The first step is to identify the primary risks and concerns for all NCDAC correctional institutions and supporting services/facilities. The next step will be recommended actions to reduce these impacts.

Central Prison in Raleigh is undergoing an investment grade audit to determine what energy and water efficiency opportunities can be funded from energy savings. Solar is being considered across all our state facilities. A solar field was completed at Bertie Correctional Institution in 2025 and another solar field

funded by a grant at Alexander Correctional Institution should be in operation by December 2026, should funding remain in place.

NC Department of Adult Correction's Progress Toward Reducing Emissions

NCDAC continues to aggressively address reductions in our energy and water intensities. Our challenges include:

- Not having a water systems efficiency program manager position filled until April 2025.
- Not having our SE&R Regional Maintenance Field Engineering Team hired.
- The addition of air conditioning in approximately 30% of our offender spaces.

The performance contract at our six 1000-cell facilities has helped reduce our energy and water usage, along with the continuing installation of water management systems and LED lighting.

Table 1: Change In Energy and Water Intensities

FY	Division	Energy Intensity (%)	Water Intensity (%)
21-22	NCDPS inclusive (includes NCDAC)	-29	-24
21-22	NCDAC	-11	-7
22-23	NCDAC	-22	-13
23-24	NCDAC	-26	11
24-25	NCDAC	-26	-4
Target: 40% by FY 2025			

Our annual efficiency savings in the past year resulted in the following:

Avoided Costs	\$5,921,90	
Energy Usage Reduction	~173,625	MMBTUs
CO2 Emission Reductions	~29,872,000	lbs

We documented more than \$5.9 million in energy and water savings in our SB 492 FY 2024-25 end-of-year report. Normally, this allows us to put these savings into a non-reverting account with 60% of utility savings used to further our energy efficiency efforts. The remaining 40% of the savings have historically been used for other sustainability initiatives and incentives. Unfortunately, budget challenges this year means these savings from last year are not available to continue investing in our energy and water efficiency, and sustainability efforts. Reference Table 2.

Table 2: Summary of Energy, Water and Other Utility Savings

Savings Category	Annual Savings
Exterior Lighting	\$1,000,951
Interior Lighting	\$1,967,737
Small Business Energy Savers (Duke Energy Program)	\$278,492
Performance Contracting (Savings during construction)	\$1,259,170
Water Leaks	\$775,506
Opt-Out of Utility Energy Efficiency Tariffs	\$577,447
Electric Vehicles	\$11,906
Green Lawn Care	\$50,694
Grand Total	\$5,921,903

Goals, Strategies, and Actions

1 Reduce greenhouse gas emissions

1.1 Reduce energy consumption per square foot in state-owned buildings by at least 40% from fiscal year 2002-2003 levels

1.1.1 LED in '23! Campaign: Completely retrofit all NCDAC facilities with LED lighting by FY 2023-24.

Status: Nearing Completion

Expected Completion Date: June 2026 (Original Target: June 2024; last year's target was December 2024)

- **Progress to Date:** Approximately 98% of all our interior and exterior lighting fixtures have been replaced or retrofitted with LED lamps, except Central Prison. We anticipate Central Prison's lighting will be retrofitted under a Performance Contract (PC). We are in the investment grade audit portion of this contract.
- **Anticipated Plans This FY:** Almost all remaining lighting fixtures or lamps are in hand. Contractors, site or regional maintenance are lined up for the installation and conversion of all remaining fixtures. Exterior lighting fixtures at Roanoke River CI, Eastern CI, Greene CI, Franklin CC, and NCCIW are nearly installed and will be completed in FY 2025-26.

1.1.2 Building Automation Systems (BAS) Fix in 26! Campaign: Convert all sites to a common Niagara-based building automation system (BAS) platform, implement data analytics and begin ongoing commissioning of these systems to reduce energy use on site.

Status: Underway

Expected Completion Date: June 2030 (Original target date was June 2027)

- **Progress to Date:** A full time BAS Program Manager and full time Temporary Solutions BAS engineer have been hired to oversee the program. New BAS systems at our six 1000-cell facilities are underway. The next update to our Phase II BAS Design Guidelines is underway. Limited statewide technical support structure is in place.
- **Anticipated Plans This FY:**
 - Completion of our Phase II BAS Design Guidelines, Revision B.
 - BAS training pilot program for staff and offenders.
 - Hiring of our Regional Maintenance SE&R support team.
 - Transition Tier I graphic sites to Tier II.

1.1.3 Use Performance Contracting (PC) to reduce on-site energy use.

Status: Underway

Expected Completion Date: December 2027

- **Progress to Date:**
 - **1000-Cell Performance Contract:** We are now measuring and verifying energy savings resulting from this contract at all six sites.
 - **Central Prison:** Investment Grade Audit (IGA) agreement is approved and underway.
- **Anticipated Plans This FY:**
 - **1000-Cell PC:** Replacing obsolete building automation systems continues at each facility. Three facilities will be completed in FY 2025-26 and the remaining three will be completed in FY 2026-27. Building Advisor services will commence at each site with completion of the BAS replacement.
 - **Central Prison:** Completion of IGA with a goal of moving to construction by the beginning of FY 2026-27.

1.1.4 Install Water Management Systems at our Adult Correctional Facilities

Status: Underway

Expected Completion Date: June 2027

- **Progress to Date:** Systems purchased for 12 sites in FY 2022-23; system installations completed at the five **1000-cell** facilities this year through the performance contract; system upgrades completed at Caldwell CC and Orange CC; system studies completed for two sites (Pamlico CI, Pasquotank CI); system installations started at six sites (Sampson CI, Lincoln CC, Roanoke River CI, Warren CI, Pender CI, Hyde CI).
- **Anticipated Plans This FY:** Complete Lincoln CC and attain 75 % completion at Sampson CI, 100% completion at Hyde CI and Warren CI, and attain 25% completion at Pender CI; formulate a plan of action for needed electrical work to facilitate installation at Roanoke River CI; complete system designs for four sites based on studies completed above (Pamlico CI, Mountain View CI, Foothills CI, Marion CI).

1.2 Support the use and expansion of energy efficient and clean energy resources

1.2.1 Install Solar Power at our Adult Correctional Facilities

Status: Underway

Expected Completion Date:

- December 2025 (for 1000-cell PC)
- December 2027 for Central Prison

- **Progress to Date:**

- **1000-Cell Performance Contract:** Tabor CI solar array online as of August 2025.
- **Central Prison:** The investment grade audit for the performance contract includes investigating and possibly including solar installations at **any** of our remaining correctional facilities. Investment grade audit is underway.
- **Alexander CI:** A DOE Energy Efficiency Community Block Grant for \$500,000 has been received for a 125 kilowatt solar array.

- **Anticipated Plans this FY:**

- **Alexander CI:** Complete design and begin construction of the 125 kilowatt solar array to be complete by December 2026.

1.3 Increase the number of registered Zero Emission Vehicles to at least 1,250,000 by 2030 so that 50% of in-state sales of new vehicles are zero-emission by 2030

This section is not applicable to NCDAC.

1.4 Prioritize Zero Emission Vehicles (ZEVs) in the purchase or lease of new vehicles and for agency business travel

1.4.1 Convert vehicles to clean diesel

Status: Underway

Expected Completion Date: June 2025

- **Progress to Date:** 32 low emission diesel buses awarded under the grant have been purchased and deployed. 20 dump trucks, 2 roll backs, 1 Mack truck and 1 F-450 truck have been ordered under the awarded grant.
- **Anticipated Plans This FY:** Deploy the remaining low emission vehicles by June 2025.

1.4.2 Convert Vehicles to ZEV: Purchase EVs for all Perimeter Patrol Correctional Facilities (27 sites) and complimentary charging stations

Status: Underway

Expected Completion Date: June 2030

- **Progress to Date:** New installations and EV deployments at Scotland CI and Anson CI this year. Solar charging stations have been redeployed to Pender CI and Harnett CI, along with EVs and a Ford Maverick hybrid.
- **Anticipated Plans This FY:** Complete installation of EV charging and EV vehicle deployments at Alexander CI, Maury CI, and one other location for PPVs.

1.5 Initiate other initiatives to decarbonize the transportation sector

This section is not applicable to NCDAC.

1.6 Initiate other projects aimed at reducing statewide greenhouse gas emissions

1.6.1 Reinvigorate Our Recycling and Waste Management Efforts, Phase I: Begin or expand paper, cardboard, metal can, plastic and scrap metal recycling at Scotland CI, Tabor CI, Harnett CI, Catawba CC, Lincoln CC, Correction Enterprises' Moore Recycling Center

Status: Underway

Expected Completion Date: June 2026

- **Progress to Date:** This year's focus has been on disposal and recycling of universal waste. Procedures and flow charts are in place for:

1. Hazardous waste (lamps, batteries, oil, paints, chemicals and solvents).
2. Electronic waste.
3. Office furniture.
4. Kitchen/lawn care equipment, dryer-washer.
5. Construction waste.

Large batteries, lamps and oil have been cleared from the sites. Scrap metal, e-waste, paint, X-ray machines disposal are in process.

For expansion of recycling program, three sites have been surveyed.

Progress has been hampered by not having a permanent Sustainability Program Manager.

- **Anticipated Plans This FY:** Hire a permanent Sustainability Program Manager and expand Correction Enterprises recycling by three sites.

2 Increase statewide resilience to the impacts of climate change

2.1 Evaluate the impacts of climate change on the NC Department of Adult Correction's programs and operations

2.1.1 Create an NCDAC-wide team to create a comprehensive Resiliency Strategic Action Plan (RSAP)

Status: Proposed

Expected Completion Date: FY 2026-27

- **Progress to Date:** Project sponsors, project manager and leadership committee have been formed. The leadership committee is working on the scope for the plan and the tasks that need to be accomplished to achieve the scope.
- **Anticipated Plans This FY:** Define the scope of the plan and develop assessment tool. Identify and complete additional tasks needed to develop the plan.

2.1.2 Conduct a vulnerability assessment of facilities within NCDAC

Status: Proposed

Expected Completion Date: FY 2025-26

- **Progress to Date:** The RSAP Leadership Committee is developing a climate risk assessment tool that will be used to evaluate NCDAC properties for their level of risk to specific climate stressors.
- **Anticipated Plans This FY:** Once the tool has been developed, it will be used to research data in discussions with facility staff to identify the level of specific climate stressor risks at each facility.

2.2 Integrate climate change adaptation practices and resiliency planning into NC Department of Adult Correction’s policies and operations

2.2.1 Implement a NC Department of Adult Correction Resilience Strategic Plan

Status: Proposed

Expected Completion Date: FY 2026-27

- **Progress to Date:** A team has been formed to begin to develop the RSAP.
- **Anticipated Plans This FY:** None at this time. Once a plan is developed, it will include recommendations for actions that can be taken to develop resiliency in NCDAC’s policies and operation.

2.3 Assist the communities served by NC Department of Adult Correction implement climate change adaptation practices and resiliency planning

This section is not applicable to NCDAC.

2.4 Help complete initiatives in the Natural and Working Lands Action Plan and Executive Order 305, An Order to Protect and Restore North Carolina’s Critical Natural and Working Lands

2.4.1 Obtain Natural Heritage Program (NHP) Land Dedications for correctional facility properties

Status: Complete

Expected Completion Date: March 2026

- **Progress to Date:** Seven preserves totaling 1043 acres on NCDAC properties have been dedicated. Two preserves are awaiting final approval for dedication for an additional 143 acres. Management plans for these preserves have been prepared to identify actions needed to protect and restore the natural features into the future.
- **Anticipated Plans This FY:** No anticipated actions. All NCDAC properties have been reviewed by NHP, and no additional preserves have been identified.

2.4.2 Develop and begin implementing a Sustainable Land Use Management Plan centered on EO 80 and EO 305

Status: Ongoing

Expected Completion Date: Ongoing

- **Progress to Date:** Five-year strategic plan for SLUP approved that identifies four goals for the program: 1) Protect and restore native ecosystems on NCDAC's lands while ensuring their resilience to climate change; 2) Create economically viable sustainable forestry and agricultural systems that provide resources for present needs without compromising the ability to meet the needs of the future; 3) Sustainably use and manage modified lands by incorporating natural features and processes while ensuring the safety of our officers and staff; and 4) Provide skill development and work force training opportunities in resiliency and sustainability practices to staff and offenders. Action taken in FY 2025 include hiring consulting foresters to prepare ecological forestry management plans for four properties. Create a "Landscaping with Native Plants" memo for distribution to NCDAC staff. Install 14 native pollinator gardens at NCDAC properties. Hiring design firms to create stormwater management proposal for NCCIW and a restoration proposal for Columbus CI. Coordinated with Montgomery Community College to start a Forest Management Education Program at Southern CI.
- **Anticipated Plans This FY:** Execute at least three actions in the SLUP Strategic Plan for FY 2025-26.

2.5 Initiate other projects aimed at increasing statewide resilience to the impacts of climate change

This section is not applicable to NCDAC.

3 Address the public health impacts of climate change

3.1 Increase understanding and awareness of the health impacts of climate change

3.1.1 Develop an internal communications strategy for awareness of health impacts of climate change

Status: Ongoing

Expected Completion Date: Ongoing

- **Progress to Date:**

- The Safety, Occupational and Environmental Health Office, Communications Office, and the Office of Policy Management developed, issued and communicated a Heat Management Plan in 2024.
- Several Health Services programs are in place that address health effects that can be further exacerbated by climate change:
 - Heat Injury Mitigation
 - Mitigating environmental exposure risk
 - Infectious disease
 - Mortality
 - Cardiorespiratory disease
 - Mental health

- **Anticipated Plans This FY:**

- Completion of a training course/module by OSDT for the Learning Management Center by Spring 2026.
- Ensure Health Services includes climate change as potential sources of root cause in their programs and address as such.

3.2 Initiate other projects aimed at addressing the public health impacts of climate change

3.2.1 Design and install air conditioning in our uncooled offender bed areas

Status: Underway

Expected Completion Date: June 2027

- **Progress to Date:**

- Completed air conditioning for 6,475 beds.
- Designs completed for all 13,887 beds.
- **Anticipated Plans This FY:**
 - Complete air conditioning for an additional 3,394 beds by the end of FY 2025-26.
 - Total funds allocated to date are \$92,083,099.

4 Invest in communities to achieve climate and resilience goals

4.1 Increase energy affordability

This section is not applicable to NCDAC.

4.2 Create clean energy and resilience related jobs and economic growth

This section is not applicable to NCDAC.

4.3 Alert residents and businesses of state and federal grant opportunities that advance climate and resilience goals

This section is not applicable to NCDAC.

4.4 Initiate other projects aimed at investing in communities to achieve climate and resilience goals

This section is not applicable to NCDAC.