

VB STRONG - VBSO STRONG



FY 2018/2019

VIRGINIA BEACH SHERIFF'S OFFICE

ANNUAL REPORT

SHERIFF KENNETH W. STOLLE



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Message from the Sheriff

This has been a momentous year for the Virginia Beach Sheriff's Office. We took great strides to move our organization forward and we made the jail a safer, better place, which makes our city a better, safer place. We also achieved a historic milestone: obtaining pay parity with the other City of Virginia Beach public safety organizations.

I have always known that my deputy sheriffs are an equal and invaluable part of the City's public safety team. Not only do we run the largest city jail in Virginia, we secure one of the busiest public buildings in the City – the Virginia Beach Courthouse – and we serve as a force multiplier for the Police Department. Never was this more apparent than during April's Something in the Water festival, which drew 200,000 people to the Oceanfront and saw 200 of my deputies working hand-in-hand with the Police Department to ensure a safe event.

However, we have not been compensated as equals and my deputy sheriffs have been paid, on average, 14% less than their counterparts at the Virginia Beach Police Department. That disparity was confirmed by an independent study completed this year that compared job functions, scope of responsibility, rank and tenure.

That will be rectified this year. I am proud to report that, effective July 2019, we will be on the same pay plan as the Police Department and the rest of the City's public safety departments. This is an incredible accomplishment and I am eternally grateful to the City's leadership, including the City Manager's Office, Mayor Bobby Dyer and City Council, for the support. They have proven that they value our work, not just with their words, but with their actions.

As part of parity, we are adopting the Police Department's career progression plan and rank structure and revamping our promotional process. These changes will be ongoing into the coming year and I know they will make us a more professional organization going forward.

We continue to do our part to ease the burden on taxpayers as well. This year, we generated nearly \$3 million (\$5 million before expenses) to offset the cost to taxpayers of operating the Correctional Center. That is accomplished through Canteen and CareMart sales, Inmate Workforce mowing contracts and our other revenue-generating activities.

We also successfully petitioned the Virginia General Assembly for a \$1 million grant to fund a comprehensive new program to overhaul mental health treatment in Virginia Beach. That money, which we will receive on July 1, will go toward a first-of-its-kind program to divert, screen, assess and treat individuals with mental illness and substance abuse disorders. It will change how we approach mental health in Virginia Beach and set the standard for jails statewide. And it will make our community safer by addressing the nearly 100% recidivism rate for mentally ill offenders. The program will be a partnership with the Virginia Beach Department of Human Services and will fund 12 new mental health positions in the jail.

That program recognizes that not everyone needs to be locked up. Too often, mentally ill offenders are warehoused in jail because there aren't better options for housing and treatment. This



Sheriff Ken Stolle

program will connect them with available resources and help free individuals who aren't a danger to the community and can be better served outside the walls of the Correctional Center.

Our Alternative Sentencing Program likewise works to provide viable alternatives to incarceration for offenders who need to pay their debt to society but don't need to be jailed. Those alternatives – such as electronic home incarceration – allow them to keep working and support their families without burdening taxpayers with the costs of housing, feeding and medical care.

We also continue in our mission to upgrade our technology to ensure the best, most efficient provision of service to our citizens. We began web-based visitation for inmates' friends and family this year thanks to 250 secure, correctional-grade tablets provided by our contractor, GTL, at no cost to taxpayers. The tablets improve family connections and offer entertainment and educational resources. Our share of the fees generated by those services is guaranteed to be a minimum of \$750,000 per year. That's less money the taxpayers have to pay to run the jail and provide inmate programs.

We also implemented the Everbridge Communication System to improve communications between our office and those working inside the Courthouse during an emergency. And we moved forward on projects to upgrade our Master Control and implement a real-time inmate tracking system.

While we had much to celebrate this year, we also witnessed the darkest day in Virginia Beach history.

The mass shooting of May 31, 2019, was a day we hoped would never come. During that terrible tragedy we lost 12 of our friends and neighbors. Our deputies were among the first to respond to Building 2 in support of the Police, Fire and Emergency Medical Services departments. Thanks to their bravery, lives were saved, including the lives of several victims who they took to ambulances because it wasn't safe for them to approach the building. They are all heroes.

We were forever changed that day. Virginia Beach was forever changed that day. And not a day goes by that I don't think about the victims, their families and our first responders who will forever bear the scars of what they witnessed.

But I remain optimistic about our future and committed to our city – a resilient city that will not allow the cowardly actions of one person to overshadow all of the good in our community. Virginia Beach remains a safe, vibrant, kind and prosperous city where I am proud to have raised my children and where I see a bright future for my grandchildren.

While we continue to move forward, certain tenants of our organization remain unchanged: our professionalism, our commitment to having the best possible training, our prolific volunteerism and our unwavering dedication to protecting the citizens of Virginia Beach. I remain committed to those values and I know everyone in this office shares in that commitment.

We are, as always, VB strong and VBSO strong.



Kenneth "Ken" W. Stolle
Sheriff/High Constable

OFFICE OF THE SHERIFF

CITY OF VIRGINIA BEACH



MISSION STATEMENT

The mission of the Virginia Beach Sheriff's Office is to provide for the public safety of the citizens of Virginia Beach through the efficient and professional operations of the Sheriff's Office as provided for in the Constitution and the Code of Virginia.

ORGANIZATIONAL VALUES

Through teamwork and in partnership with the community, the shared values to which we as an organization must aspire include:

Commitment: We will stand firm in our commitment as the safety and security of all persons in our care and custody and those persons for whom we serve are paramount.

Integrity: We will earn and maintain the trust of our citizens by being personally and professionally accountable to the highest ethical and moral standards. We will conduct ourselves above reproach, mindful of the constitutional rights of all to liberty, equality, and justice, with the courage to uphold these convictions, free from prejudices and bias.

Compassion: We will be responsive and empathetic to the welfare of all persons and each other. We will treat everyone with dignity, respect and understanding.

Professionalism: We will provide quality service through motivated, dedicated and well-trained employees. Our actions, attitudes and appearance will demonstrate self-discipline, attention to duty and service to our community.

STATUTORY AUTHORITY

§ 15.2-1609. Sheriff.

The voters in every county and city shall elect a sheriff unless otherwise provided by general law or special act. The sheriff shall exercise all the powers conferred and perform all the duties imposed upon sheriffs by general law. He shall enforce the law or see that it is enforced in the locality from which he is elected; assist in the judicial process as provided by general law; and be charged with the custody, feeding and care of all prisoners confined in the county or city jail. He may perform such other duties, not inconsistent with his office, as may be requested of him by the governing body. The sheriff shall be elected as provided by general law for a term of four years.



Services of the Sheriff's Office



The services provided by the Sheriff's Office are divided into two primary divisions:

OPERATIONS	SUPPORT
<p>Correctional Operations & Administration</p> <p>Provides for the care and custody of persons admitted to the Virginia Beach Correctional Center, including safety and security, food and medical care, and access to educational and work opportunities.</p> <p>Correctional Support</p> <p>Processes arrestees for all law enforcement agencies utilizing the Virginia Beach Correctional Center. This involves fingerprinting and photographing each arrestee. This is a contract between the City and the Sheriff's Office and is 100% locally funded. Keeps inmate records, handles laundry, property and mail for the jail, and runs the Reentry and Alternative Sentencing programs.</p> <p>Criminal Intelligence Unit/Classification</p> <p>Investigates and prosecutes any criminal misconduct or rule violation committed by those persons incarcerated within the Virginia Beach Correctional Center. Also assists with other law enforcement investigations. Is responsible for all inmate housing assignments as well as screening inmates for work and life programs, such as the GED and Substance Abuse programs.</p> <p>Maintenance/Workforce</p> <p>Is responsible for all maintenance functions of the Correctional Center and Law Enforcement Training Academy. Takes low-risk offenders out into the community to provide landscaping and maintenance services for the City.</p> <p>Food Service</p> <p>Operates the Canteen and the Inmate and Staff kitchens.</p>	<p>Court Support/Civil Process/Transportation</p> <p>Provides security and order in the various Virginia Beach courts and processes and serves civil documents received from the courts. Transports juvenile and adult offenders to and from court as well as local and state correctional facilities.</p> <p>Training</p> <p>Provides staff training to include initial and ongoing in-service training. Oversees the Honor Guard, recruitment, Auxiliary Deputy Program and community outreach.</p> <p>Administration</p> <p>Provides human resources and financial administration for the office as well as program development. Includes the Public Information Office, which responds to requests from the public and the media, communicates with the office and manages its social media accounts.</p> <p>Special Projects/Information Technology</p> <p>Manages the development and procurement of goods and services to facilitate major projects initiated by the Sheriff. Oversees all major contracts and memorandums of understanding. Serves as the intermediary with Virginia Beach Information Technology.</p> <p>Emergency Planning/Accreditation</p> <p>Oversees Sheriff's Office emergency operations, maintains compliance with state accreditation standards, develops and implements office policies and procedures, and conducts grant research. Maintains compliance with Prison Rape Elimination Act (PREA) standards.</p>

Sheriff Ken Stolle Biography



Sheriff Ken Stolle and members of the VBSO making a special visit at The Goddard School.

As one of six children in a Navy family, Sheriff Ken Stolle grew up in and out of the Hampton Roads area. In 1971, the Stolle family permanently settled in Virginia Beach, where Ken graduated from Cox High School. Ken is serving his third term as Sheriff of Virginia Beach, after having been elected in 2009, 2013 and 2017. He previously served in the Virginia Senate as the Republican Leader Pro Tempore and represented the 8th Senatorial District, located in the eastern half of Virginia Beach.

Prior to being elected to the Senate in 1991, Ken was a partner with the Virginia Beach law firm of Bennett and Stolle, P.C. He was a sergeant in the Virginia Beach Police Department, where he served from 1976 until 1987. He also served as an intelligence officer in the United States Navy Reserve. Over the past decade, Ken has been the leading advocate for public safety at the state and local levels.

As a member of the Senate, Ken championed stricter penalties for gang activity, abolished parole and enhanced drunken driving penalties. As chairman of the Crime Commission, Ken sponsored new legislation to strengthen Virginia's sex offender monitoring laws. He led the charge for increased retirement benefits for state and local police officers, deputy sheriffs and firefighters and supported improvements to the Line of Duty Act in order to make certain the children and spouses of fallen or disabled public safety officers are appropriately cared for.

He carried landmark measures to support small business, protect consumers and eliminate and cut taxes. He supported education, including by ensuring K-12 was fully funded.

The Virginia Sheriffs' Association, Fraternal Order of Police, Campus Law Enforcement Administrators, Chiefs of Police and State Police Association have recognized Ken with their highest awards.

In his spare time, Ken enjoys hunting and is chairman of the Virginia Sportsmen's Foundation, a 501(c)(3) nonprofit organization that offers the opportunity for Wounded Warriors and military veterans to continue their rehabilitation in the great outdoors. He is also an avid supporter of Special Olympics Virginia and served on the organization's Board of Directors. He and his wife Debbie have three children - Whitney, Kenny and Ross - and five grandchildren.



Sheriff Ken Stolle with his family.



OFFICE OF THE SHERIFF

CITY OF VIRGINIA BEACH



ORGANIZATIONAL CHART

Kenneth W. Stolle
Sheriff/High Constable

Debbie Snyder
Administrative Staff Specialist

Kathy Hieatt
Public Information Officer

Linda Richie
Legal Affairs/FOIA
Extra Duty/Off Duty Employment

Brian Struzzi
Undersheriff
Operations and Administration

Victoria Thomson
Chief Deputy
Operations

Rocky Holcomb
Chief Deputy
Administration

Captain K. Vargas
Correctional Operations
Watch Teams
Emergency Response Team

Captain J. Bartolomeo
Correctional Administration
Contracts
Medical
Powershift
Kitchen

Captain L. Kiefer
Correctional Support
Intake/Release
Records/LIDS
Laser Fiche
Property/Laundry/Mail
Re-entry
Alternative Sentencing Program
2nd Precinct

Captain C. Mapes
Correctional Programs
Intel
Classification
Inmate Programs
K9
PREA Coordinator

Steve Wilke
Canteen/Commissary
Food Service

Captain John Vargas
Professional Standards & Accountability
Safety Liaison
ADA Coordinator
Naloxone Coordinator

MISSION STATEMENT:
To provide for the public safety of the citizens of Virginia Beach, through the efficient and professional operations of the Sheriff's Office as provided for in the Constitution and the Code of Virginia.

Captain A. Culandring
Courts/Civil Process
Transportation
Fleet Maintenance
Crisis Negotiations Team

Captain J. Vargas
LETA
Training
Community Outreach
Auxiliary Deputy Program
Honor Guard
Recruitment
Awards Committee Chair

Captain E. Lanciaux
Correctional Projects
Project Manager
Procurement
Work Force
Maintenance
IT Liaison

Sherry White
Human Resources
Uniform Shop

Aaron McCoy
Accounting

Erin Crean
Emergency Planning
Accreditation
Policies & Procedures
Grants

Revised 05/01/2019

VB Strong — VBSO Strong

The mass shooting that occurred at Building 2 of the Virginia Beach Municipal Center on May 31, 2019, was the darkest day in Virginia Beach history. On that day, the gunman, a City employee, senselessly took the lives of 12 people—11 City employees and a contractor — and injured several others. Thanks to the swift and heroic actions of the Virginia Beach Police Department, the gunman was stopped and the incident brought to a swift conclusion. The shooting remains under investigation by the Virginia Beach Police Department and independent contractor Hillard Heintze.

The Virginia Beach Sheriff's Office acted in a support role to the City and its other first responders on the day of the shooting and in the weeks that followed. Due to the proximity to the Correctional Center, deputies responded to Building 2 to assist with evacuating victims and escorting them to medical care. Deputies also worked to secure the Municipal Center and provide a safe place at the Virginia Beach Courthouse for evacuating the building's employees.

In the weeks that followed, the VBSO's Honor Guard — working in concert with the Police and Fire department honor guards — provided security and comfort to the victim's families, including accompanying some to funeral services out of state. The Emergency Response Team worked roving security patrols at the Municipal Center to ensure the safety and comfort of the City's employees and residents. And the Public Information Officer assisted with communications efforts at the Family Assistance Center.

When the City's memorial for the victims needed protection from the elements, the Inmate Workforce erected a tent to safeguard the flowers, photos and other items that had been placed outside Police Headquarters.

This terrible tragedy was matched only by the love and support shown throughout the city of Virginia Beach in the days, weeks and months that followed, showing that we truly are VB Strong. We will never forget the friends and neighbors lost that day:

LaQuita C. Brown

Ryan Keith Cox

Tara Welch Gallagher

Mary Lou Gayle

Alexander Mikhail Gusev

Joshua O. Hardy



Michelle "Missy" Langer

Richard H. Nettleton

Katherine A. Lusich Nixon

Christopher Kelly Rapp

Herbert "Bert" Snelling

Robert "Bobby" Williams

To support the Virginia Beach Tragedy Fund, visit loveforvb.com.

Fiscal Year Highlights

Cost Savings to the City of Virginia Beach & Taxpayers

The Sheriff's Office is always looking for ways to save taxpayers money and generate revenue to offset the cost of operations. Those efforts include the Inmate Canteen, through which inmates may purchase clothing, hygiene items, snacks and other goods. The Sheriff's Office also offers CareMart, which allows inmates' friends and families to purchase meals, care packages and other items for their loved ones online. Per state code, revenue from Canteen sales must go toward programs to benefit the inmates, whereas revenue from CareMart sales may be used for operational costs. Gross sales for the 2018-2019 fiscal year totaled **\$1.1 million for the Canteen** and **\$2.7 million for CareMart**.



Members of the Canteen staff, who are contractors employed by Summit Food Service.

The Sheriff's Office also generates revenue by selling advertisements for the Inmate Rulebook and the television screens displayed in the Courthouse and the Correctional Center's Intake Lobby. **Ad sales totaled \$95,427** this fiscal year.

In addition, the Sheriff's Office saves taxpayers money by utilizing inmates to work in the community and in the Correctional Center. The Inmate Trusty and Workforce programs also allow inmates to use their time in a productive way and teach them valuable career skills they can use when they complete their sentences.

Inmates in the Trusty Program provide cleaning and maintenance services throughout the Correctional Center, prepare and serve meals for their fellow inmates, do laundry and help with other tasks. This year, an average of **89 inmates volunteered for the Trusty Program each month, working 275,960 hours and saving taxpayers \$7 million**.

The **Inmate Workforce Program takes approximately 45 inmates** out into the community to work. The inmates have to meet certain criteria to qualify to ensure the safety of both the inmates and the public. The Workforce division is **staffed by nine deputies** who oversee inmate work crews. Two corporals, a sergeant and a lieutenant are led by the Commanding Officer of Projects and Maintenance. At little cost to taxpayers, Workforce inmates assist with graffiti removal, landscaping and maintenance of City property, City office moves, snow removal, litter pickup and tent setup for charitable events, such as the Pungo Strawberry Festival. This year, the Sheriff's Office Workforce Division **erected more than 113 tents** for nonprofit charitable organizations and City agencies, including the May 31 victim memorial



The Inmate Workforce erecting a tent to protect the May 31 victim memorial.

outside Police Headquarters.

The Workforce tends the Sheriff's Office farm and garden, which provide fresh vegetables for inmates and offset the cost of purchasing their meals. Any surplus produce is donated to local charities, such as the Judeo-Christian Outreach Center and Hope Haven for its daily meals for the homeless.

This year, the Sheriff's Workforce assisted the City with roadside

landscaping, resort and Municipal Center landscaping, meter easement clearing, janitorial services, painting of pump houses and water stations, event cleanup and other miscellaneous work. These contracts come at a large savings to the City compared with the cost of hiring a private contractor. Because the Workforce inmates are volunteers, the revenue to the Sheriff's Office goes toward offsetting the cost of operating the Correctional Center, which in return saves the City money. This year, **those contracts and other work generated \$784,760**, which was applied to the City's obligated share of Correctional Center expenses. In total this fiscal year, the **Inmate Workforce volunteered 52,198 hours at a savings of \$887,022.**

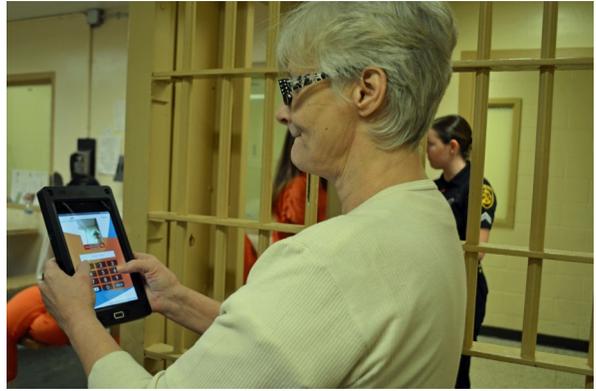
In exchange for their services, inmates who volunteer for the Trusty and Workforce programs may receive credit toward their sentences and additional food and visitation privileges. A yearly picnic is offered at the end of the summer to recognize the inmates' hard work.

The Virginia Beach Sheriff's Office Workforce Division continues to strive to be self-sufficient by generating enough revenue to fund its positions and operations and ensure consistent provision of services to the citizens of Virginia Beach.

A Public Safety Force for the 21st Century

Bringing the Virginia Beach Sheriff's Office into the future by leverage new technology has been a central focus of the past four years and will continue to be an important focus going forward. This effort includes completing several major projects this year and laying the groundwork for others to come in the near future. These projects impact every division of the Sheriff's Office. They are essential to implementing the right tools to continue successfully providing for the public safety of the citizens of Virginia Beach. They are also essential to the safety of both the deputies and civilians who work for the department and the inmates entrusted to the jail's care. Those goals cannot be met with outdated, defective technology. Thanks to support from the Virginia Beach City Council and other sources, including federal grants, the Sheriff's Office is modernizing and implementing new technology. During the 2018 -2019 fiscal year, the Virginia Beach Sheriff's Office conducted the following projects:

- Tablets and Web Visitation:** Inmates at the Virginia Beach Correctional Center now have access to secure tablets, opening the door to a wide range of services, including web-based visitation with their friends and family from anywhere in the world. Contractor GTL installed **250 secure, correctional-grade tablets, docking stations and other related infrastructure** throughout the Virginia Beach Correctional Center, which houses approximately **1,300 inmates in 77 housing units**. The tablets were provided at no cost to taxpayers under a five-year initial contract with GTL. The tablets went live on Jan. 24. Due to the number of inmates, staffing and the size of the Correctional Center, general population inmates were previously limited to one 25-minute visit per week. Visitors were required to schedule visits and come to the jail. Now visits can take place on-demand as frequently as visitors choose and from anywhere in the world via any web-enabled device. In addition to communications tools, the tablets provide educational and entertainment resources, including books, movies, music, games, news and the ability to order Canteen items and Fresh Favorites meals. The tablets eventually will be integrated into the jail's Offender Management System, enabling inmates to electronically submit paperwork, such as correspondences and requests for medical care. Inmates access these services through pre-approved apps and cannot freely access or search the internet. Some features on the tablets are available at no cost, including phone calls to treatment and housing facilities. The cost to use **premium features starts at 3 cents per minute. Web visitation is 25 cents per minute.** On-site visitation remain free. The Virginia Beach Sheriff's Office will receive **25% of that revenue to offset the cost of operating the Correctional Center, with a minimum annual guarantee of \$750,000.**



A Virginia Beach Correctional Center inmate using a jail-safe tablet.

- Everbridge Communication System:** As a result of a comprehensive threat assessment completed on July 1, 2017, and a hazardous material incident at the Virginia Beach Courthouse on May 16, 2018, the VBSO Courts Division recognized a need to communicate with Courthouse staff from different agencies in the event of an emergency. To meet that need, the Sheriff's Office began using the Everbridge communication system this year. The system allows VBSO supervisors to send information via text message, email and voice message to VBSO staff and non-VBSO division heads within the Courthouse, including in Community Corrections, the clerks' and judges' offices, and the Commonwealth's Attorney's Office. The system is used to communicate safety information during threats and other emergencies. The system has also been utilized for internal VBSO communications, such as emergency shelter updates.

Projects for the upcoming fiscal year and beyond include:

- **Master Control Upgrade:** In the year to come, the Sheriff's Office will be upgrading its Master Control Center. The **\$5 million project** has been approved and funded by the Virginia Beach City Council. The current Master Control was built with C Building in 2005 and contains outdated and discontinued systems. These systems have become very difficult to keep running due to lack of parts and old software that can no longer be upgraded. The project will include replacing those systems to improve security and emergency responses. Master Control serves as the central control center for camera viewing and door control throughout the Correctional Center and is a central communications hub for all divisions within the Sheriff's Office. This project was initially planned for the 2015-2016 fiscal year, but had to be delayed in order to first upgrade the jail's old video recording system. That system became unsupportable due to lack of parts and outdated software, so it had to be replaced before moving forward with the Master Control upgrade. That upgrade was completed last year. The new recording system helps monitor inmate housing units and jail entrances and exits. It also assists in preventing, detecting, investigating and prosecuting any criminal activity that occurs within the jail. The VBSO received **three proposals for the Master Control project** and the City awarded the contract to RNS Construction. Work is anticipated to begin in November 2019.



Electronic display boards in Classification.

- **Real-Time Inmate Tracking:** The Virginia Beach Sheriff's Office has an identified need to improve upon the outdated processes currently in use for tracking and recording inmate and staff activity within the Virginia Beach Correctional Center. The size and layout of the **jail's three buildings** and different housing types along with the adjacent Virginia Beach Courthouse do not allow for real-time recording of activity as it occurs. This problem is exacerbated by the **jail's population of about 1,300 inmates** and

staffing, which includes more than **400 sworn deputies and supervisors**. The current means of pen and paper record-keeping is burdensome and far less reliable than other proven public safety technologies now available. The existing system is also vulnerable to human error. The Sheriff's Office has initiated the process of seeking a Radio Frequency Identification (RFID) or barcode reading system for recording jail activities. The system, which will be fully integrated with the Offender Management System (OMS), will enable the real-time recording of specific events within the jail and Virginia Beach Courthouse, such as security checks, meal deliveries, medical visits, inmate headcount, cell/housing reassignments and Canteen deliveries. The system will utilize an RFID chip and/or

barcode that will be integrated into the existing identification cards required to be carried by all inmates in the jail. During the 2017-2018 fiscal year, the **City approved \$1 million for the project**. Electronic displays were installed in Classification this year to track inmates' locations and will eventually be used for this project.

Mental Health

Mental health remains a top priority for the Virginia Beach Sheriff's Office. All newly admitted inmates are screened upon admission for mental illness. This screening is used to refer them for further assessment by mental health professionals. This year, the medical staff wrote approximately **15,108 prescriptions for psychotropic medications** for approximately **1,991 inmates**. Staff also conducted **1,345 mental health evaluations** and facilitated **191 admissions to state hospitals** for mental health treatment. Records indicate the VBSO maintains a high **92% compliance rate for psychotropic medication**, which is important to the stability and treatment of inmates suffering from mental illness.



The medical and mental health screening area at jail Intake.

This year, Sheriff Stolle announced **nearly \$1 million in state funding for a comprehensive new program to improve mental health treatment** in Virginia Beach. The funding will enable the Virginia Beach Sheriff's Office in coordination with the Virginia Beach Department of Human Services (DHS) to launch a first-of-its-kind program to divert, screen, assess and treat individuals with a mental illness or substance abuse disorder before, during and after incarceration. The funding will provide **12 positions to staff the program**, which will be a joint effort between the Sheriff's Office, its medical provider NaphCare Inc. and the DHS, which includes Adult Correctional Services and Community Corrections and Pretrial. While details of the program are still being worked out, proposed changes include:

- Provision of a comprehensive, evidence-based screening tool to screen inmates for mental illness within 24-48 hours of booking into the Virginia Beach Correctional Center, followed by a full diagnostic screening within three days via the jail's medical provider;
- On-site staffing to provide mental health screenings, obtain medical and psychiatric records, and advocate for diversion for treatment outside the jail;
- Improved monitoring and oversight of inmates with mental illness;
- Comprehensive discharge and reentry planning to link inmates to available housing, counseling, family support and an adequate supply of medication upon their release;

- Creation of a new family education and engagement program to support inmates' successful reintegration with family;
- Follow-up with former inmates within five days of release from jail to ensure continued access to medication, psychiatric appointments, etc.

Program development is being overseen by Undersheriff Brian Struzzieri.

Opioid Addiction Treatment

The opioid epidemic has had a tremendous impact on the City of Virginia Beach. During the first six months of 2019, **more than 1,200 Virginia Beach Correctional Center inmates required observation and treatment for detoxification from drugs and/or alcohol.** That number has nearly **tripled since 2015.**

Withdrawal can be extremely dangerous and can lead to death if not treated properly. In an effort to make withdrawal safer, at the end of this year, the Sheriff's Office and its medical contractor, NaphCare, Inc., rolled out an advanced protocol to proactively treat opioid withdrawal within the Virginia Beach

Correctional Center. The new approach provides tapered administration of an opioid treatment medication called buprenorphine that makes withdrawal safer for patients with severe and sometimes life-threatening symptoms. Once the detox process is complete, inmates can be transitioned into the jail's Recovery Program to learn how to stay drug-free for the long-term. The Virginia Beach jail was the first in the state to implement the new buprenorphine treatment protocol and received overwhelmingly positive feedback from the inmates who received treatment.



A NaphCare nurse checks on an inmate who was treated with buprenorphine.

New K9 Gaston

The Virginia Beach Sheriff's Office this year welcomed a new explosive-detecting K9 into the VBSO family. **K9 Gaston is a 3-year-old German shepherd** donated to the Sheriff's Office by an anonymous donor. He came fully trained and is **valued at \$15,000.** He earned his Virginia Police Work Dog Association certification in February and, in the first month alone, completed **120 operational searches and 50 hours of additional training.** His primary function – working alongside his handler, Deputy Aaron Whitehead – is to screen the Virginia Beach Courthouse and other public areas for the presence of explosives or firearms.



K9 Unit Deputy Aaron Whitehead and his partner K9 Gaston.

K9 Gaston replaced K9 Roxie – the VBSO’s first explosive-detecting K9. K9 Roxie – a 7-year-old Labrador-Schnauzer mix – retired and found a loving home with her former handler, Deputy Whitehead. During her tenure with the Virginia Beach Sheriff’s Office, which began in 2013, **K9 Roxie completed 5,400 operational searches and 420 hours of training.**

Reentry Program

The Virginia Beach Sheriff’s Office created the Reentry Program in August 2014 in an effort to reduce recidivism by providing offenders with the knowledge and skills needed to successfully integrate back into the community as productive members of society. The program was created without any additional funding from taxpayers.

Instead, the Sheriff’s Office utilized existing resources and partnered with state and local organizations, including the Virginia Beach Department of Human Services (DHS), Opportunity Inc., Wells Fargo and the Virginia Department of Motor Vehicles, which provides Reentry Program inmates with identification cards. The program is a part of DHS’s Jail Education Services (JES) and includes classes in family dynamics, finances, employment skills, anger management and complying with probation and child support, among other topics.

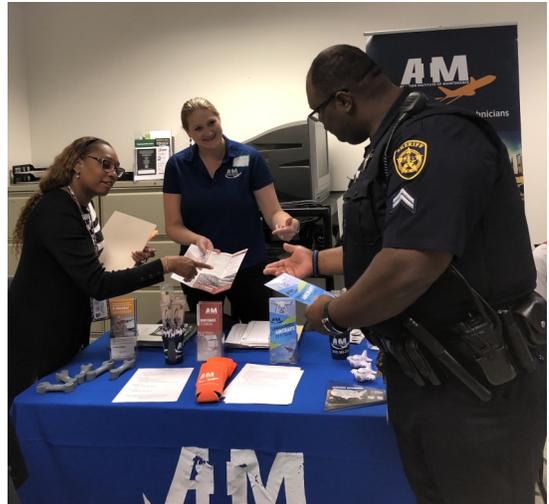
In addition, the program works with the Virginia Department of Corrections and Virginia Beach Probation and Parole to provide home care plans and community resources for people leaving the jail. Reentry staff works with City Social Services and the Re-entry Council to provide job fairs, informational bulletins and other services.

The Reentry Program marked its **four-year anniversary** this year and continues to have successful results, with **67% of participants — called “returning citizens” — being permanently released from the Correctional Center.** That means they did not recidivate — or commit new criminal offenses — in Virginia Beach after their release. This would make the measured **recidivism rate approximately 33%.** That is a notable reduction from the jail’s overall recidivism rate, which is estimated at **40% for all offenders serving six months or more.** In the past four years, **462 inmates have graduated from the program.**

This year, the program completed **318 inmate interviews** and **69 inmates (29 men and 40 women) completed the program.** The **recidivism rate for returning citizens who graduated in 2018 was just 1% for women and 6% for men.** The **recidivism rate so far for returning citizens who graduated during the first six months of 2019 was 0% for**

men and 1% for women. At the end of the year, there were **27 inmates enrolled** in the program.

This year, the Reentry Program continued to build relationships in the community. Those relationships resulted in career days, during which representatives from local businesses talk with the returning citizens, provide insights into the job market and even offer job opportunities for after their release. New financial classes from Bank On will begin in September 2019 and a new partnership will begin in late 2019 with Tidewater Community College to connect inmates with educational opportunities and trade skills once they are released from custody.



The Virginia Beach Re-Entry Council's June Employment Education Fair.

The Reentry Program will welcome a new instructor on Nov. 1, 2019, from DHS's Adult Education Services.

Alternative Sentencing Program

The Alternative Sentencing Program (ASP) provides alternatives to incarceration and was started at the behest of Sheriff Ken Stolle in August 2015. The Sheriff's Office screens offenders to determine who is best suited to alternative means of incarceration. Participants also may be recommended for placement into the program by a judge. They must pay a **one-time enrollment fee of \$50** to cover administrative expenses and must pay any debt owed to the Sheriff's Office in order to be enrolled in the program.

ASP consists of three programs:

- **Electronic Home Incarceration Program (EHIP):** Allows offenders who have secured employment to be released from the jail under the supervision of the Sheriff's Office utilizing GPS-enabled ankle bracelets. Participants must maintain employment, comply with a curfew and pass monthly drug and alcohol testing. Only nonviolent offenders with less than 12 months to serve are eligible. Disqualifying offenses include sexual assault, drug distribution and anything that would deem the offender a threat to society. To defray the cost of the program, offenders permitted to participate in the EHIP pay an **\$18/day administrative fee** in addition to their initial \$50 enrollment fee. As permitted by state law, the court also may order that the offenders' wages must first go toward paying any required child support and restitution. This year, a total of **33 offenders participated in the EHIP.** In the upcoming year, the VBSO will be

contracting with a new company, Attenti, to improve its GPS equipment and EHIP services.

- **Offender Support Unit (OSU):** Permits offenders to report to the Sheriff’s Office each day for work either within the jail or in the community and then be released to go home at the end of each work day. Assignments include janitorial work and jobs with Virginia Beach Parks & Recreation and Animal Control. Only nonviolent offenders with six months or less to serve are eligible. They also must have a limited criminal history. Disqualifying offenses include sexual assault and drug distribution. No offenders qualified for the OSU this year.
- **Weekender Program:** Allows offenders to serve their jail time on weekends or other nonconsecutive days for the purpose of maintaining employment. They typically report to the Correctional Center on Friday evening and are released on Sunday afternoon. Once accepted into the program, weekenders must pay a **\$7/day fee** in addition to the initial enrollment fee. This year, **1,694 inmates served time in the Weekender Program**, with an **average of 137 inmates reporting each week**.

Anyone found to have violated the ASP rules, including failing a drug screening or failing to report on time to work or the jail, are terminated from the program.

Alternative Sentencing and Reentry program statistics from the past year include:

Interviews Conducted	318
Services Provided	12,096
Telephone Interviews Scheduled	89
Telephone Interviews Completed	81
Correspondences Received	1,749
Correspondence Services Provided	828
Services Refused	90
Inmates Housed in the Reentry Block (on average)	39
Inmates Permanently Released (since 2014)	157
Reentry Program Recidivism (since 2014)	151
State I.D. cards issued	49

Veterans Program

The Virginia Beach Sheriff's Office recognized a growing trend of incarcerated veterans with specific needs beyond those of the general inmate population. In order to better meet those needs, the Virginia Beach Correctional Center on Feb. 27, 2017, created a Veterans Program and dedicated a cell block for inmates who have prior military service. The cell block, A2H, allows veteran inmates to be housed together and access veteran-specific services. Program participants are screened to determine their needs and eligibility and representatives from various veterans organizations are brought into the jail to offer services. They include the Virginia Employment Commission, the Disabled American Veterans Charity, the Virginia Veteran & Family Support Program and the U.S. Department of Veterans Affairs (VA) Medical Center. The program involves a four-week curriculum.

Inmates who apply for the Veterans Program are screened based on their current charges. Disqualifying charges include assault, burglary and sex offenses. The Veterans Block is designed for inmates who will only be in jail a short time, either based on their charges or their release date. They receive services through the Reentry Program concept and request assistance through correspondences. In addition, inmates in general population may request resources through the Veterans Program and/or sit in on classes in the Veterans Block. If they have enough time, inmates in the Veterans Program are screened for eventual transfer to the Reentry Program to give them every opportunity for success after their release.

In FY19, **32 veteran offenders completed the four-week Veterans Program curriculum.** The jail houses about **84 veterans at any given time.**

Beyond the Block



Local jail leaders and members of the Chrysler Museum of Art at the Beyond the Block opening reception.

From Nov. 6, 2018-Jan. 13, 2019, the Chrysler Museum of Art in Norfolk displayed **28 pieces of art created by inmates** at the Virginia Beach Correctional Center, Norfolk City Jail and Hampton Roads Regional Jail. The exhibition — called Beyond the Block — began in 2017 and was the first partnership of its kind for the museum and the Virginia Beach Sheriff's Office. The exhibition expanded this year to include all three jails. Besides paper, which was provided by the Chrysler

Museum, all of the artwork was created using only the materials ordinarily available to the inmates, such as jail-safe pens, candy and toilet paper. The project had a tremendous impact

on the inmates, who submitted **dozens of pieces of art for consideration**, and received overwhelmingly positive feedback from the public. It also received a large amount of media coverage. Thanks to the success of the first two exhibitions, the VBSO plans to participate in a third Beyond the Block exhibition during the upcoming fiscal year. For the third year, all of the Hampton Roads jails will be invited to participate and the artwork will be displayed at the Chrysler, the Virginia Museum of Contemporary Art and the Peninsula Fine Arts Center. The goal continues to be to showcase the talent and ingenuity of the inmates, give them something positive to focus on during their incarceration and educate the public about life behind bars, for both the inmates and the deputies charged with their security and care.

Feeding Furloughed Federal Workers

The Virginia Beach Sheriff's Office in partnership with Summit Food Service provided a series of free meals this year for federal workers who were furloughed or working without pay during the federal government shutdown. The program was called Dinner with a Deputy and was made possible by support from the VBSO's Food Services staff, Training Division and Workforce in addition to volunteers from throughout the Sheriff's Office and the community. The



VBSO volunteers serving meals during Dinner with a Deputy.

The meals were provided at no cost to taxpayers thanks to generous donations from Summit, the Knights of Columbus Kempsville Council and members of the community. The VBSO **served about 40 people** — federal workers and their family members — during the **three dinners** held on Jan. 21, 22 and 28, 2019, at the Law Enforcement Training Academy. The dinners were also an opportunity for Sheriff Stolle and the deputies to interact with their friends and neighbors.

Community Outreach & Support

The Virginia Beach Sheriff's Office's volunteer efforts stretch through every part of the organization and touch many areas of the community.

During the 2018-2019 fiscal year, the Sheriff's Office logged a total of **336,749 hours** with help from **789 volunteers**, including chaplains, auxiliary deputies, interns and inmates giving their time for the Workforce and Trusty programs. This equated to **\$8.6 million in savings to**

Virginia Beach taxpayers. Auxiliary deputies supplement VBSO operations and participate in community events, including providing free child I.D. cards. They must maintain proficiency in firearms, defensive tactics, first aid and other skills.

Sheriff Stolle and the Virginia Beach Sheriff's Office are ardent supporters of Special Olympics Virginia. VBSO deputies and civilians volunteer their time for various Special Olympics events throughout the year, including the Fall Championships opening ceremonies, and **raised nearly \$13,000** for the athletes through the Dancing with the Athletes competition, Polar Plunge, Tip-a-Cop and Cover a Cruiser events. Altogether, **\$75,904 was raised by the region to support 25,000 athletes.** The VBSO's lip sync challenge video included Special Olympics athletes and **raised \$3,470** for the organization.

The Sheriff's Office holds quarterly blood drives to benefit the American Red Cross (**collecting 208 units of blood this year**), raises money for charity through the Sheriff Community Fund, supports Virginia Beach Crime Solvers, participates in the United Way Day of Caring, supports the Foodbank of Southeastern Virginia and the Eastern Shore, and participates in the Cops & Kids event, which takes underprivileged children to buy Christmas presents. The office is also actively involved in Law Enforcement United and its annual Road to Hope, a **250 mile bicycle ride to Washington to honor fallen officers and raise money** for their families and related charities.



Sheriff Ken Stolle holding the Special Olympics torch alongside members of the VBSO command during the filming of the VBSO lip sync challenge video.



Volunteering on the first day of school at Kempsville Meadows Elementary.

The VBSO is active in schools, with volunteers helping on the first day, giving their time at school events and having lunch with students through the Lunch with a Deputy program. In addition, the Sheriff's Office hosts students for the "Official for a Day" shadowing program, participates in the Every 15 Minutes program to deter students from drinking and driving, and provides jail tours to high school civics students throughout the school year.

The Virginia Beach Sheriff's Office Community Outreach Program is part of the Training Division and largely targets safety initiatives for senior citizens. The VBSO's Community Outreach Coordinator Gary Zalas maintains a membership with S.A.L.T. (Seniors and Law Enforcement Together) and sits on its executive board. S.A.L.T.'s mission is to educate

senior citizens about how to protect themselves from crime. In addition, Mr. Zalas is on the Strategic Action Committee for Senior Services of Southeastern Virginia and serves as vice chair to the organization's Advisory Council. He is a liaison to the Mayor's Commission on Aging, and assists with the annual **Seniors Showcase attended by 350 seniors.**

In FY19, Community Outreach Coordinator Zalas:

- Conducted **18 peephole installations and home safety assessments for seniors** under Operation Lookout Expanded;
- Provided **six displays and 16 presentations reaching 2,030 seniors** on topics including senior safety, fraud, holiday safety, bullying and more;
- **Delivered 110 5 pound boxes of nonperishable food to 25-28 seniors** for Senior Services of Southeastern Virginia (also regularly conducted senior health and welfare checks and provided other services, such as installing carbon monoxide detectors);
- Appeared on the City of Virginia Beach's Senior Source television program to talk about TRIAD (a joint effort of the Sheriff's Office, Chief of Police and AARP to reduce victimization of seniors) and Operation Lookout Expanded;
- Assisted with bingo at the request of the Heritage Hall assisted living facility for National Nurses Day;
- Conducted **two Senior Citizens Police Academies consisting of eight three-hour sessions, graduating 45 seniors;**
- Made **41 visits to various Project Lifesaver clients** to change transmitter batteries and check transmitter frequency to ensure a strong signal;
- Signed up **seven new Project Lifesaver clients;**
- Hosted a Shred Day for seniors at Marian Manor, **shredding more than 4,000 pounds of material and collecting \$415 in donations and 1,255 pounds of food** for the Foodbank of Southeastern Virginia and the Eastern Shore;
- Provided a "Current Events" presentation to the seniors at Marian Manor every Thursday and coordinated and attended their Seniors Prom; and
- Organized VBSO assistance with the annual Optimism Walk for Parkinson's at the Oceanfront.



Community Outreach Coordinator Gary Zalas with VBSO volunteers at the 2019 Seniors Prom.

Division Updates

Corrections

Corrections forms the core of the Virginia Beach Sheriff's Office. It includes Correctional Operations, including the watch teams and Emergency Response Team; Administration, including Medical, Power Shift and the Inmate Kitchen; and Support, including Intake, Records, Property, and the Reentry and Alternative Sentencing programs.

In November 2018, the Virginia Department of Corrections conducted the annual Life, Health and Safety (LHS) inspection for the Virginia Beach Correctional Center. During the surprise inspection, inspectors toured the facility and interviewed staff and inmates to **evaluate compliance with more than 40 of the 160 Minimum Standards for Jails and Lockups**. These 40+ standards are directly related to the health and safety of the facility. The inspectors awarded the VBSO a **100% score — its sixth straight perfect score**.



Capt. Kathy Vargas teaching the Leadership Foundations Course.

Operations was also directly involved in the GTL tablet project (see page 11) and, under the leadership of Capt. Kathy Vargas, developed and implemented the VBSO's first leadership course. Divisional captains taught the **Leadership Foundations Course four times this year to more than 60 total deputies, corporals**

and sergeants. The course will be taught on an ongoing basis with the goal of providing basic leadership skills and empowering deputies to enhance those skills as they ascend the ranks.

The Emergency Response Team (ERT) is an elite group of deputies who receive specialized training to respond to emergencies and high-risk situations, such as prisoner disturbances, inmate escapes, and barricade and hostage situations. They also assist with high-profile court cases and prisoner transports. This year the team successfully completed specialized training in the following areas: mobile tactics, tactical firearms, felony stops, high-risk transports, advanced defensive tactics, rifles, SAGE equipment, chemical agent launchers and cell extractions, including a mock call out. In addition, **eight ERT members attended the Mock Prison Riot training** at the West Virginia Penitentiary in Moundsville, W. Va. During that event, some team members

received training and certifications in chemical agents, less-lethal weapons systems and noise flash diversionary devices (flash bangs).

The ERT also worked extensively with the other Virginia Beach public safety organizations this year. In November 2018, the team assisted the Virginia Beach Police Department's Warrant & Fugitive Unit with its warrant sweep. During the **two-day operation, the team successfully transported 87 arrestees to the jail**. The team also trained to respond to civil disturbances with the



Emergency Response Team riot training.

VBPD's Mobile Tactics Unit and Special Weapons and Tactics (SWAT) Team. During the Something in the Water festival in April 2019, ERT members were utilized for multiple operations and were positioned to assist at the Oceanfront and Veterans United Home Loans Amphitheater in the event of a civil disturbance. The ERT was also heavily utilized during the City's tragic active shooter event at Building 2 at the Municipal Center on May 31. Team members assisted victims, cleared Building 1 and secured the perimeter of the complex to assist the Police Department. The team also provided roving security patrols of the Municipal Center in the weeks that followed, ensuring safety and comfort for the City employees and citizens who continued working and conducting business at the municipal complex.

The Medical Division of the VBSO is responsible for overseeing the medical and mental health treatment of inmates incarcerated in the Virginia Beach Correctional Center. The division works in concert with the jail's medical provider, NaphCare Inc. This year, Medical completed:

- **9,541 nurse sick calls;**
- **5,440 physician sick calls;**
- **1,232 chronic care visits; and**
- **87 obstetrics and gynecology (OBGYN) appointments.**

In addition, Medical oversaw **2,665 inmates placed on detoxification protocol for substance abuse issues** and **942 inmates placed on suicide watch**.

The Inmate Kitchen prepares and serves all inmate meals per state nutritional requirements and Virginia Department of Health standards. Inmates receive two hot meals

and one bagged lunch every day. This year, the Inmate Kitchen served **3,675 regular meals** and **715 diet meals per day, totaling 1.6 million meals this year**. Of those meals, **260,559 were special diet meals** for inmates who are diabetic or have other special nutritional requirements.

Criminal Intelligence Unit & Classification

The Criminal Intelligence Unit (CIU) of the Virginia Beach Sheriff's Office investigates and prosecutes any criminal misconduct or rule violation committed by people incarcerated in the Virginia Beach Correctional Center. The work of the CIU is vital to the safety and security of the jail, for both the inmates and the staff. This year, the CIU **investigated more than 200 cases** involving inmate-on-inmate assaults, Canteen fraud, Prison Rape Elimination Act (PREA) allegations and gang activity. There are more than **150 known and/or suspected gang members in the facility**. CIU investigators work with various federal, state and local agencies to help solve cases all over Hampton Roads. In addition, its Disciplinary Hearing Officers reviewed more than **4,000 institutional violations, which resulted in approximately 2,600 loss-of-privilege sanctions and 1,700 board hearings**.

The Criminal Intelligence Unit also assists with other law enforcement investigations, including through the work of its K9 Unit. The VBSO K9 Unit was formed in 2014 and consists of **two deputies and two canines**.



K9 Unit Deputy Jeff Lam and K9 Candy.

K9 Candy is a 7-year-old German Shepherd trained in narcotics detection. She and her handler, Deputy Jeff Lam, completed **433 operational searches and assisted in seizing more than 29 pounds of narcotics**, such as marijuana and heroin. The unit had a change of personnel this year when **K9 Roxie, a 7-year-old Labrador-Schnauzer mix** trained in explosives detection, retired in January 2019. Her successor — **K9 Gaston, a 3-year-old German Shepherd** — started with Deputy Aaron Whitehead and the VBSO in February. Their work includes searches of the Virginia Beach Courthouse and Correctional Center and assisting local, state and federal law enforcement agencies. Deputy Whitehead and his K9 partners completed **561 operational searches for explosives** this year.

The Classification Division is responsible for assigning safe housing to each of the 1,300 inmates incarcerated in the

Virginia Beach Correctional Center. Classification deputies interview newly admitted inmates and assign them to appropriate housing based on their current charges, criminal history, institutional history and any special housing needs. The Classification Division also oversees the Trusty and Workforce programs, handles inmate grievances and coordinates with the Virginia Department of Corrections for inmate transfers to the prison system.

Training

The Virginia Beach Sheriff's Office Training Division is responsible for staff training, including initial and continuing in-service training. This division meets all of the state-mandated requirements set by the Virginia Department of Criminal Justice Services. During the 2018-2019 fiscal year, the Training Division conducted a General Instructors School, an Emergency Vehicle Operations Course (EVOC), a Defensive Tactics Instructors School, a Firearms Instructors



Basic Academy Class 44-18 at the range.

School, Rifle Training and Advanced Control Tactics for Women in Law Enforcement. These schools ensure that the VBSO continues to set a standard of performance unparalleled by any other law enforcement agency in the region.

This year, the division conducted more than **6,000 hours of training**, including **two Basic Academy classes totaling 30 deputy recruits**.

Without properly trained law enforcement officers, society cannot successfully function. The curriculum that is devised for law enforcement is critical to officers' success in their chosen career path. Officer/deputy training is also very important to their department and to the community they serve. The **16-week Basic Academy curriculum** that is offered to a new recruit is focused on giving the recruit the best overall training that will give him or her the tools necessary to become the best deputy possible.

Basic Academy training for newly hired deputies varies across locations and regions in regards to both the training process and content. Initial Basic Academy training and education develops the minds, career goals and attitudes of the future law enforcement officers who will be in charge of social order. The needs and demands of modern-day

society have evolved and it is essential that law enforcement training academies keep up with current practices in the profession.

Law enforcement officers must receive training in a variety of fields to help them be well-rounded. They must be trained extensively in federal and state law, evidence handling, prisoner transport, handcuffing, defensive tactics, firearms, driving, community relations and many other areas of law enforcement.

It's no secret that law enforcement careers are dangerous. Training officers work hard to make sure their recruits and fellow deputies receive the best training possible to help keep them safe and get them home at the end of their shifts. Because the actions of officers/deputies later in their careers will often bring focus on the training they received, law enforcement instructors have an awesome responsibility and bare a great deal of liability for the performance of their students.



Basic Academy Class 45-19

From the first day of the Basic Academy, training officers help set the tone for a new deputy's entire career. They instill discipline, uphold ethical principles, and pass on knowledge and skills that are vital to safeguarding people's rights, preserving the peace and public trust, and getting the deputy home in one piece at the end of the shift. Law enforcement training officers have one of the

most rewarding — and most important — jobs in their respective agencies.

The Basic Academy provides realistic and up-to-date training courses to deputies. The Virginia Beach Sheriff's Office has established a diverse training curriculum taught by instructors with extensive experience. The Basic Academy instructors are carefully vetted to ensure they have subject matter expertise, are dynamic presenters and are passionate about their course material.

The VBSO has an unparalleled commitment to ensure that all deputies attending the Basic Academy walk away with actionable skills and knowledge to increase their performance in their respective positions.

Virginia Beach Sheriff's Office deputies possess the following qualities:

- HUMANITY— We respect life and liberty. We are sensitive and inclusive, treating everyone with dignity and compassion.
- INTEGRITY — We are guided by the principles of justice. We employ the highest ethical standard, we demand accountability, consistency, fairness and honesty in the performance of our duties.
- PROFESSIONALISM—We take pride in our department. We are committed to excellence in our profession, and we maintain the highest standard of education in our field.
- COURAGE — We have mental and moral strength to resist opposition and maintain fairness of mind. We always stand by our fellow officers in the face of danger or extreme difficulty.

Another facet of the Training Division is the Sheriff's Office Honor Guard. The Honor Guard's mission is to attend special events as a highly disciplined team serving with honor, respect and dignity at ceremonial functions including ceremonial events, law enforcement officer funerals, high-profile special events, memorials, parades and more. The Honor Guard trains monthly and is well-



The VBSO Honor Guard marching in the 2019 Pungo Strawberry Festival parade.

versed in close order drill movements and all of the following: rifle drill, color guard drill, parade drill and funeral service operations. It also provides comfort and compassion to survivors of fallen law enforcement officers and members of the community.

Honor Guard events are approved by the Sheriff or his designee and training is accomplished through drilling in military etiquette and attention to detail. The Honor Guard is a collateral duty assignment consisting of **one sergeant, two corporals and 14 deputies**. The Virginia Beach Sheriff's Office Honor Guard is utilized frequently and has already gained much respect and notoriety for both the department and the citizens of Virginia Beach.

Maintenance

The Maintenance Division of the Virginia Beach Sheriff's Office is staffed by **nine full time deputies, two corporals, one sergeant and one lieutenant** and is overseen by the Commanding Officer of Special Projects. This division of the Sheriff's Office is responsible for all maintenance functions inside the Correctional Center and Law Enforcement Training Academy. The division **completes work orders 24 hours a day, 365 days a year**. This fiscal year, the Maintenance Division completed a total of **9,095 work orders**. That equates to **11,235 man hours**. In addition to fulfilling work orders, the Maintenance Division this year completed the following projects within the Correctional Center:

- Rehabilitated office space for the Community Service Board (CSB) in Building A – installed carpet, countertops, steel benches and painted all areas;
- Updated the jail's video recording system and worked on the video visitation upgrade;
- Rehabilitated the large steel compound gates;
- Installed high-security chuck holes in the disciplinary housing blocks;
- Assisted the City with repairing a water pipe and ceiling in the Staff Kitchen dining area; and
- Assisted with replacement of the C Wing boiler.

Ongoing projects include:

- Replacing the emergency generator;
- Working on the Master Control upgrade;
- Refurbishing cell blocks and showers throughout the jail
- Installing doors on all showers for compliance with the Prison Rape Elimination Act (PREA);
- Continuing the construction and installation of solid doors in certain cells;
- Refurbishing and painting common areas and hallways throughout the jail;
- Fabricating and replacing the feed slots in the Building C housing pods; and
- Replacing the light bulbs inside of the jail with LED bulbs to reduce energy consumption.

Courts

The Courts Division of the Virginia Beach Sheriff's Office is in charge of providing security and bailiffs at the Virginia Beach Courthouse, serving civil paperwork, transporting inmates for court appearances and medical appointments, and staffing the City's emergency shelters. Building upon the



VBSO active threat training at The Virginian-Pilot production plant.

Threat Assessment Committee's recommendations from 2017, the Courts Division continues to offer active threat training and has **trained nearly 450 employees** working in the judicial center as well as members of the media and VBSO employees and family members. In addition, **28 deputies completed rifle training and certification** this year. New equipment, infrastructure improvements and procedural security measures are also being implemented to further enhance security in and around the judicial center as a result of the threat assessment.

As part of that effort, the Courts command will be implementing universal security screening for all persons entering the Virginia Beach Courthouse this upcoming year, effective Aug. 12, 2019. Only sworn public safety officers on official business will be exempt from screening. All other persons – including attorneys and civilian employees assigned to work inside the Courthouse – will be required to be screened. An additional security station and staff will be added to facilitate the enhanced process.

In addition, Courts this year began working with Virginia Beach Community Corrections and Pretrial to safely arrest clients with outstanding warrants, resulting in **49 arrests**.

Accreditation & Emergency Planning

The Sheriff's Office is a state accredited agency with the Virginia Law Enforcement Professional Standards Commission (VLEPSC). Accreditation is a **four-year certification** and is an ongoing process whereby policies and procedures are evaluated against established criteria, otherwise known as standards. The VBSO received its **third official Award of Accreditation in October 2017** and is scheduled for its **next reassessment in 2021**.

The Accreditation Office also oversees the VBSO's compliance with the federal Prison

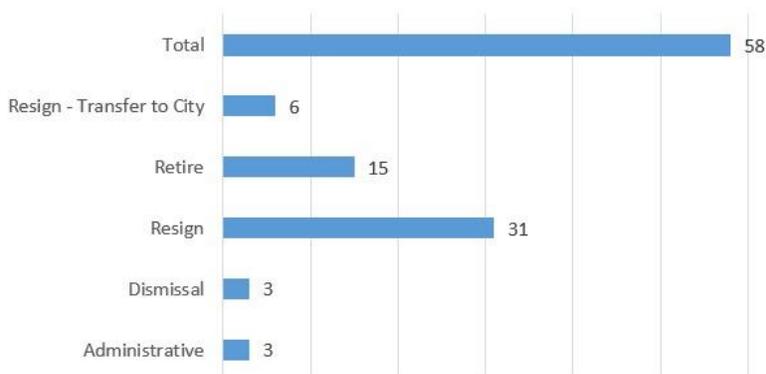
Rape Elimination Act (PREA). The Sheriff's Office earned a **100% compliance rating** and was **certified as a compliant agency for the second time in 2017** (the first audit was in 2016). PREA is a **three-year certification**, with the **next PREA audit scheduled to occur in July-August 2020**.

This office also oversees Emergency Planning functions for the VBSO, consistently reviewing and exercising emergency plans to ensure operational readiness if and when a situation occurs. This includes preparing for severe weather, natural disasters and mass casualty events.

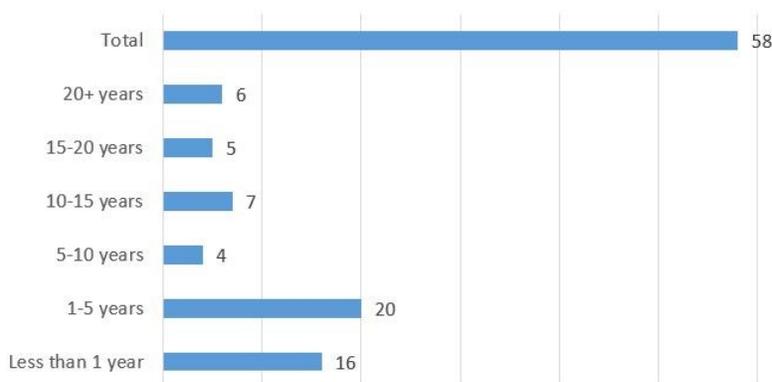
Human Resources

The Human Resources Division supports the integrity of the Sheriff's Office by managing personnel records, recruiting, and hiring the best possible sworn and civilian staff. It also administers benefits and ensures compliance with local, state and federal employment laws. Recruitment and retention continue to be top priorities for Human Resources, including reducing turnover in sworn positions.

Sworn Separation of Employment FY19



Sworn Turnover FY19



Human Resources Director Sherry White was actively involved in Sheriff Stolle's pay parity discussions with the City of Virginia Beach this year in an effort to have the VBSO put on the same pay plan as the other City public safety departments. Human Resources will be working with the City on implementing pay parity in fiscal year 2019-2020, including updating policies and helping align the VBSO's rank structure and career progression plan with the Virginia Beach Police Department's.



The VBSO **added nine members to its Peer Support Team** this year. The team members complete course work in Critical Incident Stress Management and other related topics to help staff in crisis or needing a peer resource. **The team now has 13 members**, including Director White.

New members of the VBSO Peer Support Team.

Finance

The Finance Division of the Sheriff's Office plays a vital role in fiscal sustainability and operational effectiveness. It manages the budget, processes payments and payroll, collects payments for inmate accounts and programs, and handles the procurement process for the Correctional Center.

In FY19, the **VBSO's total budget was \$49.8 million**, with **\$24.9 million in funding coming from the City**, **\$19 million in funding coming from the state** and the rest supported by local fees and savings. This year, the Sheriff's Office was able to use savings from prior years to fund several projects. Through the Special Revenue Fund balance, the VBSO allocated **\$200,000 for kitchen equipment replacement** and **\$150,000 for the commissary warehouse management system**. This was made possible through the fiscal responsibility of the Sheriff's Office in prior years, which is necessary to pay for future projects that the City does not fund. The fiscal stability of the Sheriff's Office will be vital to future development and growth as it coordinates and cooperates with City leadership.

Public Information Office

The Public Information Officer (PIO) Kathy Hieatt handles internal and external communications for the Sheriff's Office, including managing its social media accounts,

pitching news stories and responding to media inquiries. The PIO produces the annual report and semi-regular announcements for the staff. The PIO is involved in all media and communications efforts and is active in the Sheriff's Office volunteer efforts. Those efforts include organizing quarterly blood drives for the American Red Cross, representing the Sheriff's Office on the Virginia Beach Crime Solvers Board of Directors and handling media and communications for the Pungo Strawberry Festival.



PIO Kathy Hieatt

The PIO has continued to expand the VBSO's social media presence and following to engage with the public. The VBSO's following has surpassed **4,800 people on Facebook, 2,300 on Twitter** and **1,200 on Instagram**, in addition to followers on YouTube and LinkedIn.

The office recognizes the importance of transparency and having a positive working relationship with the media. Positive news coverage this year included stories published online, in print and on television about the:

- Beyond the Block inmate art exhibition at the Chrysler Museum of Art;
- Dinner with a Deputy program;
- pay parity;
- new K9 Gaston;
- \$1 million mental health grant from the state;
- restoration of inmate visitation;
- new jail tablets and implementation of web-based video visitation; and
- Inmate Workforce program.

In addition, this year the PIO in partnership with City of Virginia Beach Information Technology oversaw the redesign and relaunch of the Sheriff's Office's new website at vbso.net.

The PIO Kathy Hieatt also managed the VBSO's lip sync challenge video project, including concept development, casting and scheduling. The video was filmed and edited by videographers from City of Virginia Beach Multimedia Services and published on Aug. 9, 2018. It received **116,000 views on Facebook and 7,900 views on YouTube** and **raised \$3,470 for Special Olympics Virginia**.

APPENDIX A

Sheriff and Corrections Finance Report

Compiled by City of Virginia Beach Management Services and the Virginia Beach Sheriff's Office

SHERIFF'S OFFICE



The mission of the Sheriff's Office is to provide for the public safety of the citizens of Virginia Beach through the efficient and professional operations of the Sheriff's Office as provided for in the Constitution and the Code of Virginia.

Department Overview

The Sheriff's Office is funded through a combination of state, local, and federal revenues. State funding is based on the requirements stipulated in the Code of Virginia. Local funds are currently provided by the city for Central Booking, Workforce Services, state employee salary supplements, and overall jail support. Federal revenues are tied to the number of Federal inmates housed in the facility. The services provided by the Sheriff's Office are divided into two primary divisions:

The Administrative Division

Administration - Provides personnel, training, financial administration, accreditation and compliance for the Office as well as program development.

Court Support - Provides security and order in the various Virginia Beach courts, and processes and serves civil documents.

The Operations Division

Correctional Operations - Provides for the care and custody of persons placed in the Correctional Center. The functions include safety and security, providing food and medical care during incarceration, and access to educational and work opportunities.

Central Booking - Processes all offenders for all law enforcement agencies utilizing the Correctional Center. This involves fingerprinting and photographing. This is a contract between the City and Sheriff's Office and is 100% locally funded.

Inmate Services - Provides additional services to inmates financed by inmate fees. These services include GED classes, substance abuse counseling, and provision of Alcoholics and Narcotics Anonymous.

Workforce Services - Utilizes inmate labor to provide various services to the community at little cost, while providing inmates with the opportunity to learn a skill and self-development.

Per Capita Expenditures



Key Performance Measures

Goal: Be the Safest City in the Nation

Means to Residents: Feeling safe and secure within Virginia Beach --any place, anytime

88% of residents agreed Virginia Beach, in general, is a safe place to live

Approximately 130,000 civil process documents served & 25,000 arrestees processed

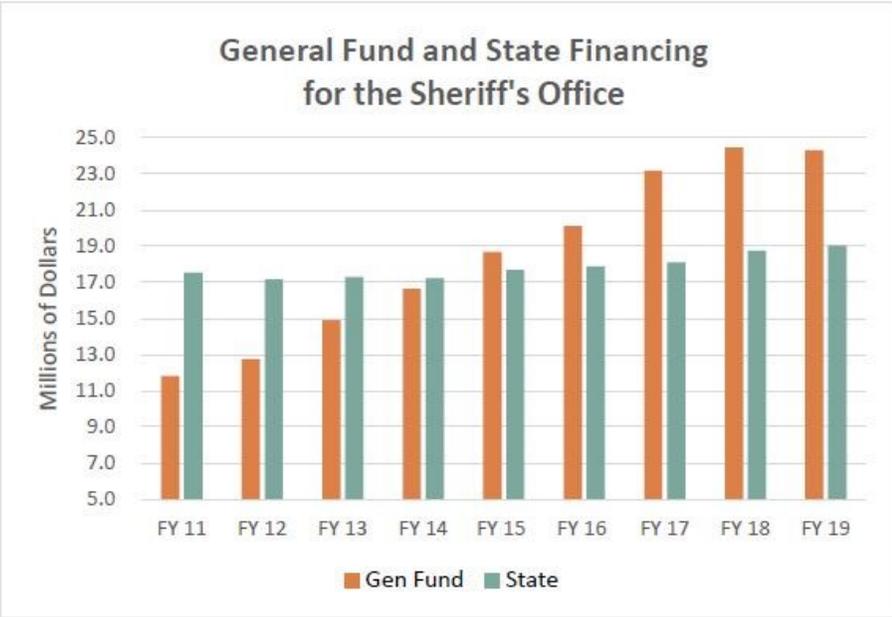
Security provided for 23 courtrooms

Daily cost per inmate approximately \$80 with an average daily population of 1,450

Trends & Issues

City and State Financing

The state funding includes amounts from the state Compensation Board and the Department of Corrections. As shown on the chart, state financing has remained relatively steady averaging \$17.8 million per year. Meanwhile, there is an increasing trend in city (General Fund) financing starting with \$11.8 million in FY 2010-11 to \$24.3 million in FY 2018-19, an annual growth rate of 9.4%. In addition, the city has also funded in the capital improvement program \$1.036 million for the Sheriff Inmate Tracking and Status Monitoring capital project.



City Supplements

The State Compensation Board has authorized 431 state positions for the Sheriff's Office. The Approved FY 2017-18 Compensation Board budget is used as the basis for preparing the Sheriff's

Office FY 2018-19 budget for the state-funded positions. The Compensation Board has budgeted an average of \$33,083 for salaries, and \$3,328 for fringe benefits, for a total of \$36,411 per position. As with the majority of localities, Virginia Beach supplements the salaries of the Compensation Board positions to attract applicants. For these positions, the city has budgeted an average of \$52,267 for salaries and \$18,426 for fringes for a total of \$70,693. The Code of Virginia requires the city to provide the appointees of the Sheriff's Office with the same fringe benefits that are provided to city employees. The average city supplement of \$34,282 equates to 94.2% over the state compensation amount. A comparison of the average state and city compensation is shown below.

Cost Element	Average State Compensation	Average City Compensation	City Supplement
Salary	\$ 33,083	\$ 52,267	\$19,184
Fringes	3,328	18,426	15,098
Total	\$ 36,411	\$70,693	\$34,282

➔ **Inmates Medical Care**

Medical care for inmates is the single largest expense item in the Sheriff's Office Operating Budget. Medical services are provided through a medical contractor and budgeted at \$6.01 million for FY 2019. The contract terms place an annual cap of \$20,000 for hospitalization services for each inmate per illness or injury. Any costs incurred by the health contractor beyond that cap would have to be reimbursed by the city.

Additional costs are incurred due to the increased number of inmates with mental illness. The Virginia Beach Correctional Center is increasingly being used as an alternative to local mental health services. The Correctional Center was not designed, nor equipped to provide the necessary mental health care to inmates. This results in the need to transport inmates in need of such services outside the facility for specialized treatment. The ratio of deputies needed to adequately supervise the inmate population in need of mental health services is often one-to-one, leaving other areas of the Correctional Center short-staffed.

All inmates that are transported to medical appointments and/or hospitalized must be in the custody of a deputy. All hospital watches require at least one-on-one custody. The increased demand has contributed to high overtime costs and greater workload on staff.

Major Budget Changes

	Change	Impact
↑	Additional three Deputies for the Medical Program Cost: \$231,927 FTEs: 3.00	Adds three Deputies for inmate medical care: one Lieutenant to assist the Sheriff with quality control of medical contractor services; one Corporal and one Deputy to provide secure escorting of medical personnel and inmate to and from services areas for inmates receiving medical and mental health services.
↑	Addition of a Business Application Specialist Total Cost: \$71,652 FTEs: 1.00	A Business Application Specialist position will act as a liaison with the city's Information Technology Department involving specific technology associated with the jail management system. This position will act as the subject matter expert (SME) and develop new business practices as it related to the department's technology needs.
↑	Increased funding for purchase of an ADA Compliant Van Cost: \$37,000	Provides funding for an ADA compliant van for transportation of inmates with disabilities. This will avoid the need for the Transportation Division's having to contract with local ADA compliant transportation companies to utilize their vans.

Sheriff's Office - Departmental Resource Summary

	FY 2017 Actual	FY 2018 Adjusted	FY 2019 Adopted	Variance from FY 2018
<u>Program Summary</u>				
<u>141 Sheriff's Federal & State Seized Assets SRF</u>				
<u>Expenditures</u>				
DEA - Sheriffs Department	63,080	0	0	0
Total Expenditures	<u>63,080</u>	<u>0</u>	<u>0</u>	<u>0</u>
<u>Revenues</u>				
Fees	96	0	0	0
Total Revenues	<u>96</u>	<u>0</u>	<u>0</u>	<u>0</u>
General City Support	<u>62,984</u>	<u>0</u>	<u>0</u>	<u>0</u>
<u>149 Sheriff's Department Special Revenue Fund</u>				
<u>Expenditures</u>				
Sheriff's Office	2,500,013	3,250,738	3,280,600	29,862
Court Support Services	4,661,288	4,811,106	5,044,742	233,636
Correctional Operations	32,815,825	30,465,474	30,644,197	178,723
Sheriff's Care Mart	316,014	441,089	514,104	73,015
Centralized Booking	3,167,722	3,111,044	3,261,970	150,926
Sheriff's Workforce	1,213,503	1,238,147	1,186,634	(51,513)
Inmate Support	253,093	2,589,389	2,620,088	30,699
Inmate Services	548,656	44,205	671	(43,534)
Law Enforcement Training	269,555	1,473,399	1,589,523	116,124
Reserve for Contingencies	0	491,743	0	(491,743)
Total Expenditures	<u>45,745,669</u>	<u>47,916,334</u>	<u>48,142,529</u>	<u>226,195</u>
<u>Revenues</u>				
Fees	4,677,846	4,608,608	4,647,608	39,000
State	18,072,622	18,450,000	19,044,683	594,683
Federal	92,669	140,000	140,000	0
Transfers	23,286,310	24,457,726	24,310,238	(147,488)
Fund Balance	0	260,000	0	(260,000)
Total Revenues	<u>46,129,448</u>	<u>47,916,334</u>	<u>48,142,529</u>	<u>226,195</u>
General City Support	<u>(383,778)</u>	<u>0</u>	<u>0</u>	<u>0</u>
<u>183 Grants Consolidated Fund</u>				
<u>Expenditures</u>				
Sheriff - Grants	9,280	0	0	0
Total Expenditures	<u>9,280</u>	<u>0</u>	<u>0</u>	<u>0</u>
<u>Revenues</u>				
State	1,984	0	0	0
Federal	2,675	0	0	0
Total Revenues	<u>4,658</u>	<u>0</u>	<u>0</u>	<u>0</u>
General City Support	<u>4,622</u>	<u>0</u>	<u>0</u>	<u>0</u>

Sheriff's Office - Departmental Resource Summary

	FY 2017 Actual	FY 2018 Adjusted	FY 2019 Adopted	Variance from FY 2018
Total Department Expenditure	45,818,030	47,916,334	48,142,529	226,195
Total Department Revenue	46,134,202	47,916,334	48,142,529	226,195
Total General City Support	(316,172)	0	0	0

Position Summary by Program

149 Sheriff's Department Special Revenue Fund

Sheriff's Office	34.49	33.62	35.67	2.05
Court Support Services	75.64	75.51	79.85	4.34
Correctional Operations	297.89	298.49	295.70	-2.79
Sheriff's Care Mart	8.67	8.80	9.60	0.80
Centralized Booking	44.00	44.00	45.00	1.00
Sheriff's Workforce	10.00	14.00	13.00	-1.00
Inmate Support	42.05	41.00	41.00	0.00
Inmate Services	0.00	0.70	0.00	-0.70
Law Enforcement Training	13.70	16.70	17.00	0.30
Total	<u>526.44</u>	<u>532.82</u>	<u>536.82</u>	<u>4.00</u>
Total Position Summary	<u>526.44</u>	<u>532.82</u>	<u>536.82</u>	<u>4.00</u>

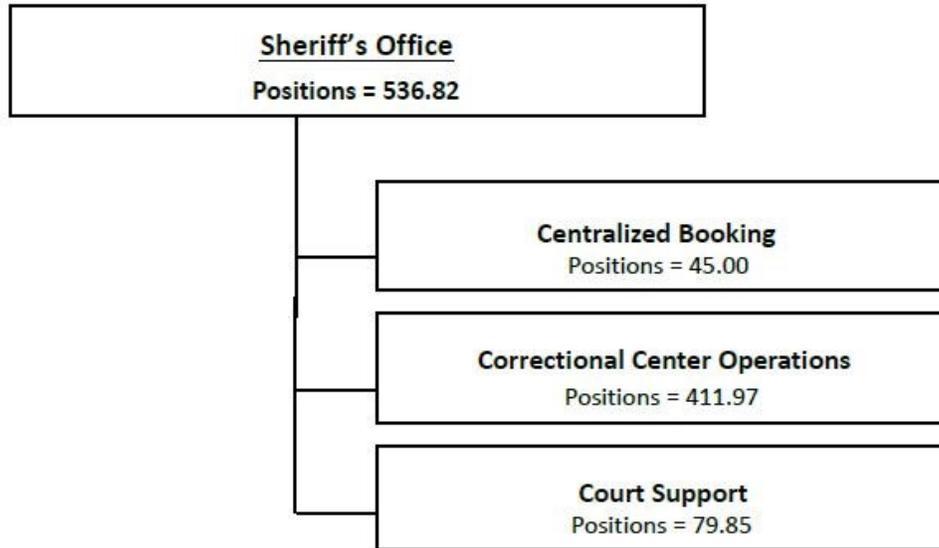
Expenditure Category by Department

Personnel	35,811,604	36,982,502	37,549,038	566,536
Operating	10,006,425	10,442,089	10,556,491	114,402
Capital	0	0	37,000	37,000
Reserves	0	491,743	0	(491,743)
Total Expenditures:	<u>45,818,030</u>	<u>47,916,334</u>	<u>48,142,529</u>	<u>226,195</u>

Revenue Category by Department

From the Use of Money and Property	11,540	11,000	11,000	0
Charges for Services	4,661,620	4,595,608	4,634,608	39,000
Miscellaneous Revenue	4,782	2,000	2,000	0
Other Sources from the Commonwealth	18,074,606	18,450,000	19,044,683	594,683
Revenue from the Federal Government	95,344	140,000	140,000	0
Transfers from Other Funds	23,286,310	24,457,726	24,310,238	(147,488)
Specific Fund Reserves	0	260,000	0	(260,000)
Total Revenue:	<u>46,134,202</u>	<u>47,916,334</u>	<u>48,142,529</u>	<u>226,195</u>

City of Virginia Beach
Fiscal Year 2019 Department Organizational Chart



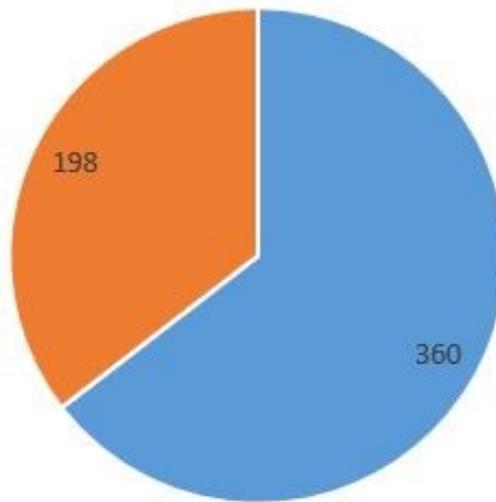
APPENDIX B

Agency Statistics

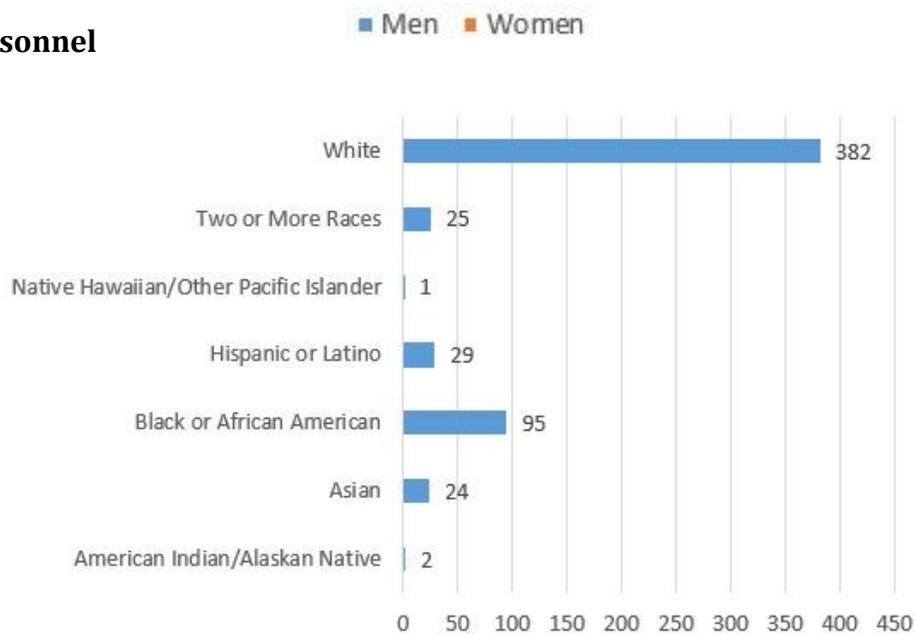
Personnel Demographics

The Virginia Beach Sheriff's Office values diversity and seeks qualified applicants from diverse backgrounds. The office does not discriminate on the basis of race, color, creed, sexual orientation, gender identity, religion, national or ethnic origin, disability, veteran status or any other legally protected class status in the administration of its programs, services and activities.

All Personnel by Gender

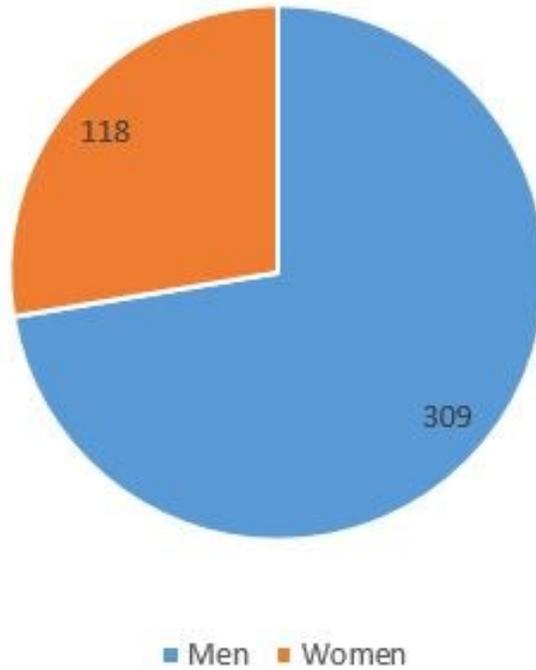


All Personnel

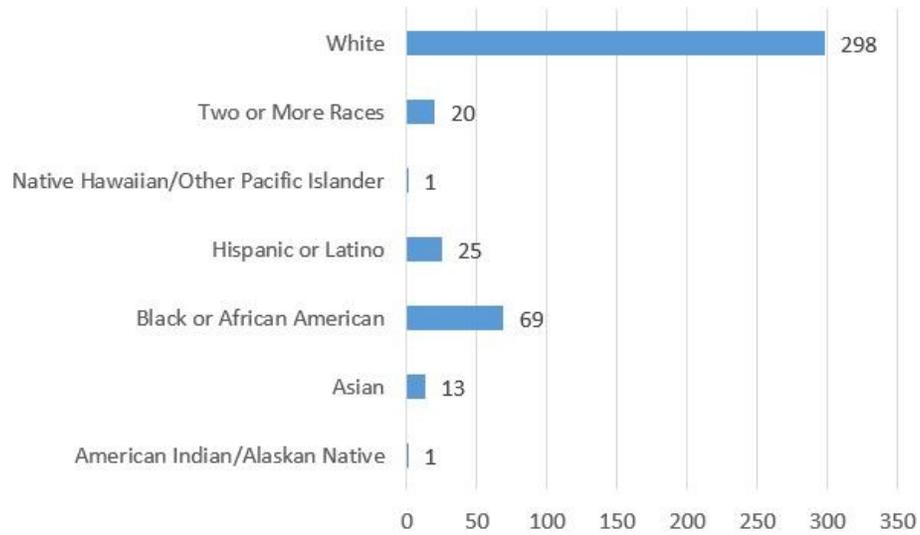


Total Personnel 558

Uniformed Personnel by Gender

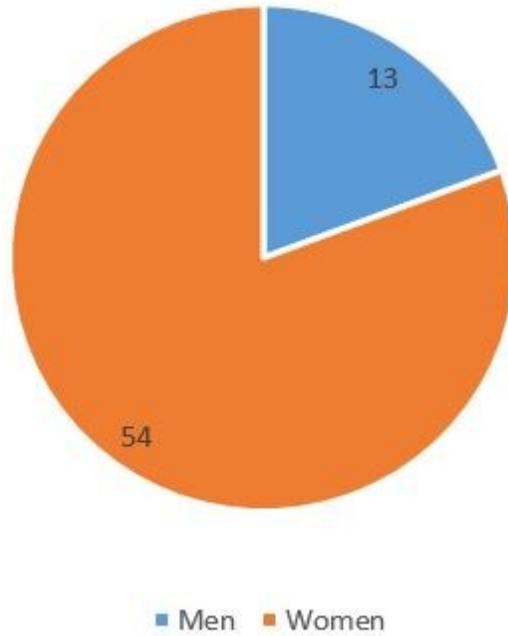


Uniformed Personnel by Race

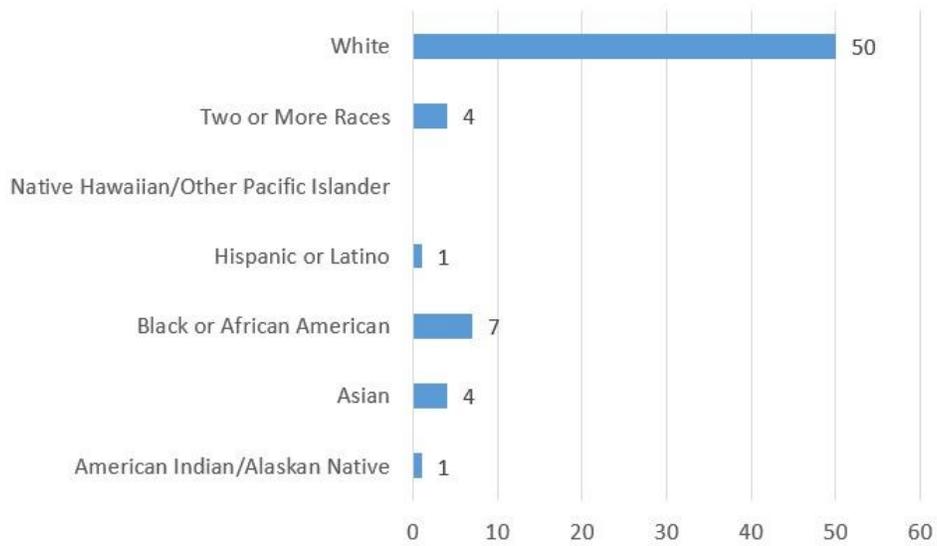


Total Uniformed Personnel 427

Civilian Personnel by Gender



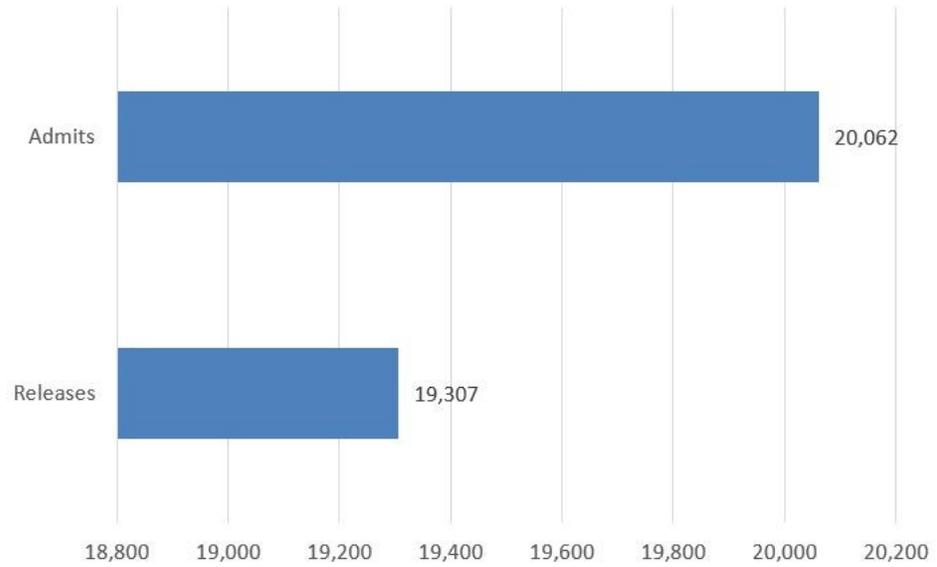
Civilian Personnel by Race



Total Civilian Personnel 67

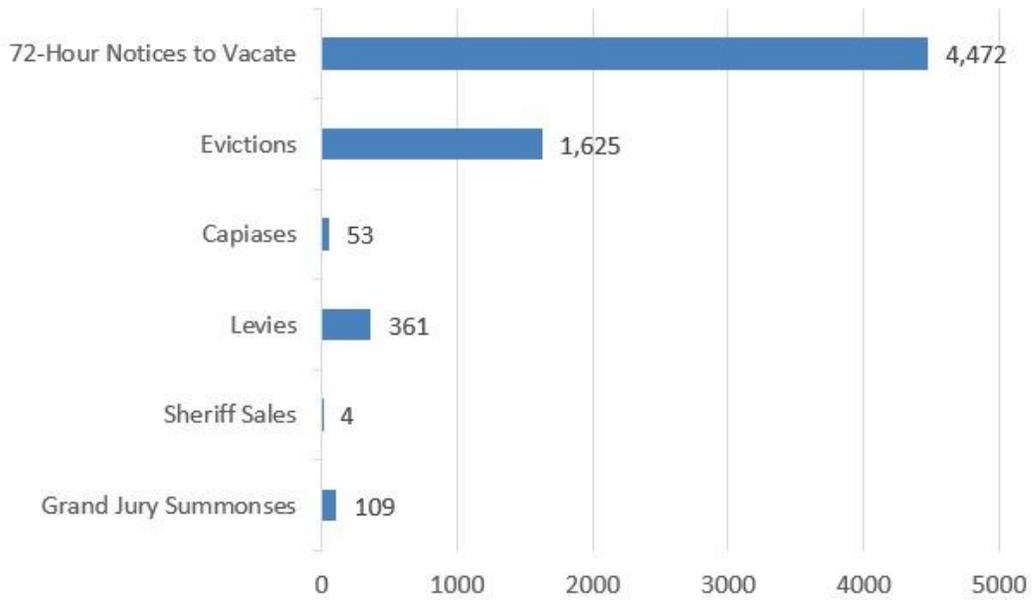
Divisional Statistics

Intake Division

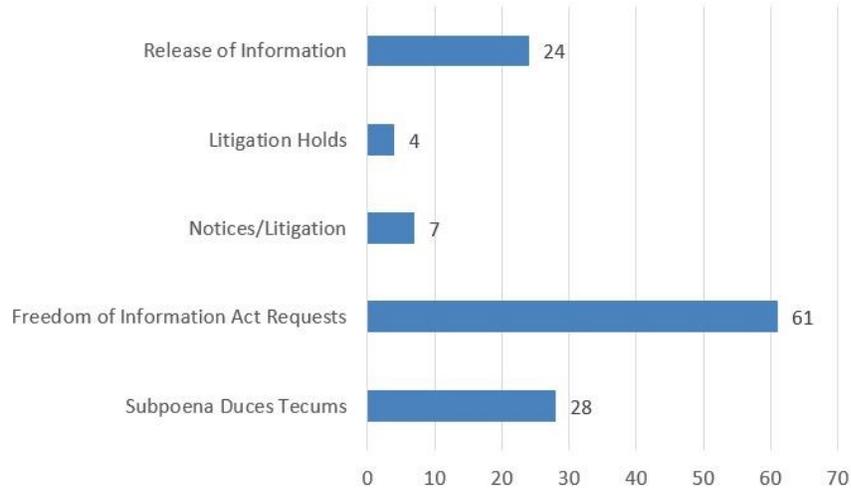


Average Daily Jail Population 1,394

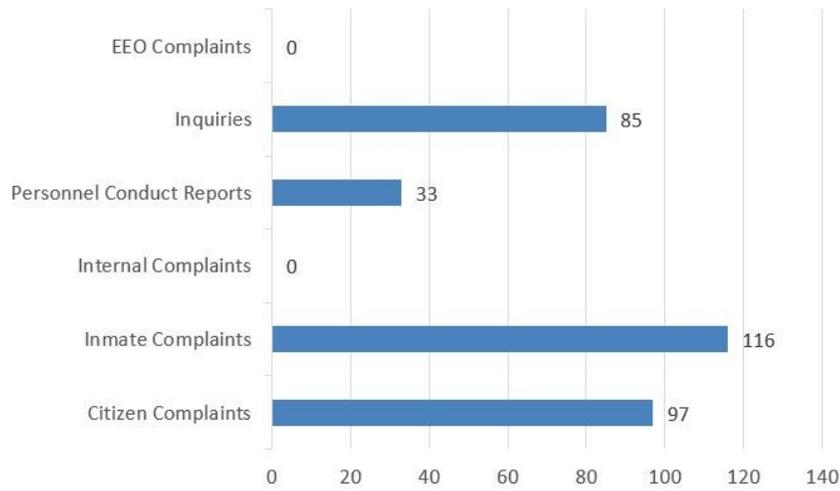
Civil Process Division



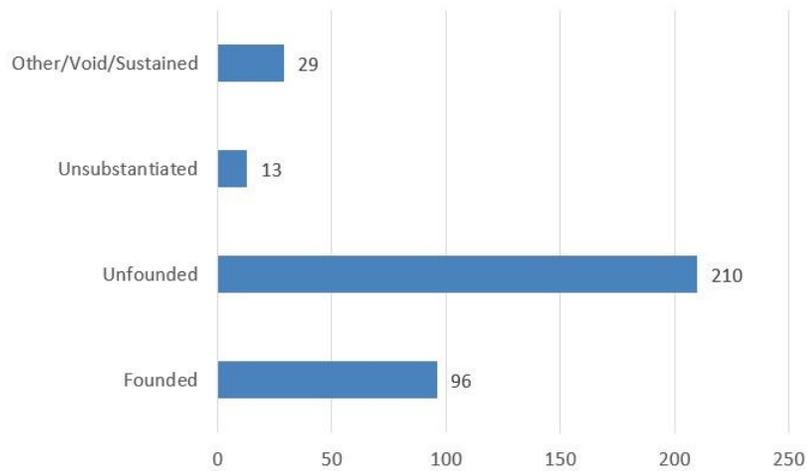
Legal Division



Professional Standards Office

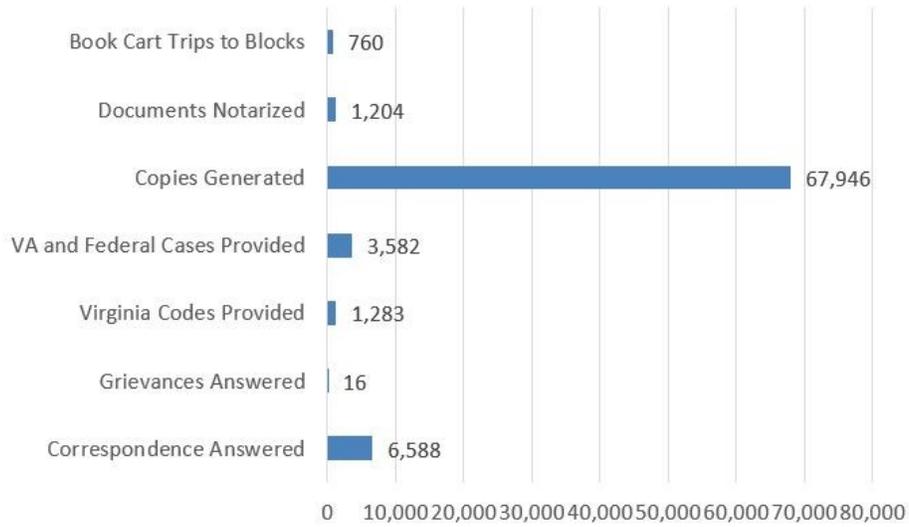


Total Cases 331



Total Findings 348

Library



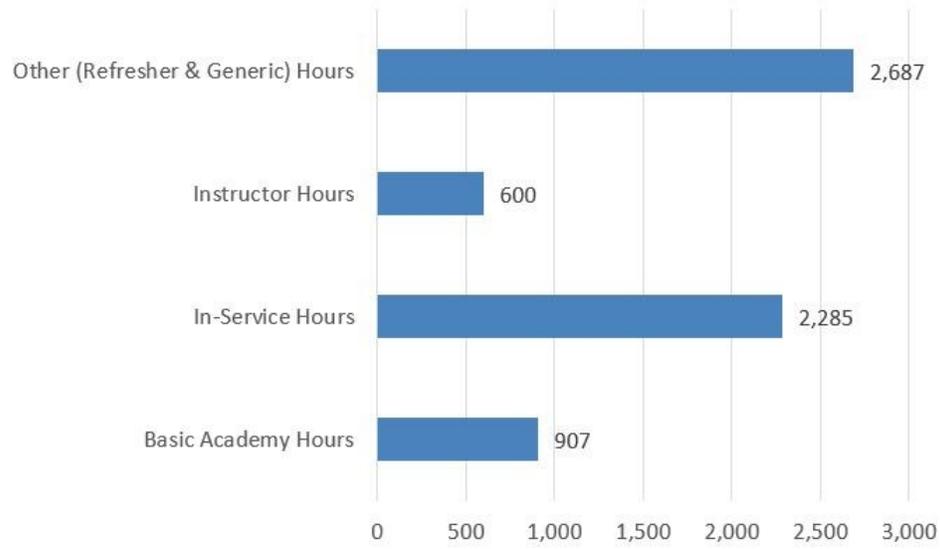
Laundry



Mail



Training Division



Total Training Hours 6,479



Virginia Beach Sheriff's Office
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Virginia Beach, VA 23456
(757)385-4555

Additional information, including on Civil Process Enforcement, Community Relations and the Correctional Center, and many other resources can be found on the Virginia Beach Sheriff's Office website at www.vbso.net.

Social Media

Follow the Virginia Beach Sheriff's Office on Facebook at facebook.com/vbsheriffsoffice, on Twitter at [@VBSO](https://twitter.com/VBSO) and on Instagram at [@vbsheriffsoffice](https://instagram.com/vbsheriffsoffice).

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