

VIRGINIA BEACH SHERIFF'S OFFICE



2020 ANNUAL REPORT



SHERIFF KENNETH W. STOLLE
FY 2019/2020

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Message from the Sheriff

As I reflect on the decade I have served as sheriff of Virginia Beach, I am tremendously proud of the accomplishments of the Virginia Beach Sheriff's Office. I credit those accomplishments to the incredible men and women who serve here. Together we have made this a better, safer and more professional organization.

Some changes are easy to see, such as our transition from brown to blue uniforms in 2013. Some changes are less apparent, such as the policy improvements that have resulted in a safer Correctional Center, where there are fewer inmate-on-deputy assaults, inmate-on-inmate assaults and suicides. We have completely overhauled mental health treatment in the jail and have implemented programs to prepare inmates to be successful when they reenter society. We have maintained our law enforcement accreditation and earned our federal Prison Rape Elimination Act certification. We have routinely earned perfect scores on our audits and inspections. We have made our community safer by our work in the jail, through the investigations of our Criminal Intelligence and K9 units, and by serving as force multipliers for the Virginia Beach Police Department. We have earned pay parity with the Police Department and have proven ourselves equal partners in public safety. And these are just a few of the many successes we have had during the past 10 years.

I could not be more proud nor more hopeful for our future.

However, this has also been an unprecedented year in so many ways as we faced the COVID-19 pandemic, months of civil unrest and the anniversary of the most tragic day in our city's history.

Last year we mourned together as a community when a City employee took 12 lives and injured four others in a mass shooting at the Municipal Center on May 31, 2019. On that day, our first responders — including my deputies — were heroes, and we celebrated them together as a community. They remain heroes and will always be heroes. But one year later, they are being vilified because of the actions of police officers hundreds of miles away.

In my 40 years of public service, I have never seen such flagrant, horrendous and unjustified attacks on our brave men and women in law enforcement. The attacks have been verbal and, in some cases, physical. They have also been legislative, and while I support accountability for law enforcement, I denounce efforts by the Virginia General Assembly to undermine law enforcement and strip us of our qualified immunity. Not only will these efforts make Virginia less safe, they will make it impossible to recruit and keep good officers. This is not about accountability. There is already both criminal and civil accountability for law enforcement officers who abuse their power, use excessive force, are negligent, or act outside the scope of their employment and training. Taking away qualified immunity will open the door to a flood of frivolous lawsuits seeking to take away officers' personal assets for actions they take on the job, regardless of whether those actions were taken in good faith. Taxpayers will pay the price and good law enforcement officers will walk off the job — men and women who are willing to risk their lives for our community, but find that also risking their family's livelihood is a price too high to pay. Recruiting good candidates will be all but impossible, exacerbating the existing challenges of finding qualified, good people to do this dangerous — and increasingly thankless — job.



Sheriff Ken Stolle

However, despite what we have seen in Richmond and other cities, I know that we still have our community's trust and support here in Virginia Beach and the backing of City leadership, including Mayor Bobby Dyer. We must continue to earn that trust every day.

I understand the outrage at the death of George Floyd in Minneapolis and others like him. I share that outrage, as does every law enforcement officer I have spoken with. And I acknowledge that segments of our community feel they do not have equal protection under the law. We have to fix that and we must always strive to be better and eliminate inequalities in our system. For that reason, I have invited the Virginia Beach Human Rights Commission to begin a regular review of our Use of Force policy and incidents. I am hoping this will bring greater insight and accountability to the Virginia Beach Sheriff's Office. However, I believe the voters elect me to hold my deputies accountable for their actions. It is one of my greatest responsibilities and I will not pass it off.

You can read more about our accountability efforts on page 10 of this report.

As someone who has been "hard on crime" for much of my career, I have learned an important lesson during my decade as sheriff of Virginia Beach: if you want to reform the criminal justice system, you have to start with mental health.

When I took office in 2010, we estimated that 35% of our inmates suffered from a mental illness. The Virginia Beach Community Services Board (CSB) believed it was just 10%. Thanks to a \$3 million, three-year grant from the state, we integrated the CSB into the jail this year under a first-of-its-kind program to overhaul our mental health treatment. In the first eight months of the program, CSB staff conducted 1,044 inmate screenings and found that a shocking 87% suffered from a mood, psychotic, anxiety, substance use and/or trauma disorder. In the past, that population had a recidivism rate of almost 100%. The program has flipped that number on its head. For those who received services under our new program, the recidivism rate was just 3%. That is nothing short of miraculous. My hope is to see continued success in the next two years of the program and that it will become a blueprint for mental health treatment throughout Virginia. I don't think it's an exaggeration to say that this could change everything about our criminal justice system.

Last, but not least, none of us could have predicted the impact that COVID-19 would have this year. The pandemic challenged every area of our operation, but we rose to the occasion, implementing proactive health and safety measures that have kept the coronavirus out of our general population. We have been fortunate to have only a few cases among our inmates and staff — none that required hospitalization — and we will continue to take every possible precaution in the weeks and months to come. In addition to impacting our operations, COVID-19 has been detrimental to state and local budgets and we will likely be dealing with those repercussions for some time.

Nothing is more important than protecting the citizens of Virginia Beach and ensuring the health and safety of the deputies, civilians and inmates entrusted to my care. I am honored to have served this great city and the Virginia Beach Sheriff's Office as sheriff for the past 10 years and I look forward to our future together.



Kenneth "Ken" W. Stolle
Sheriff/High Constable

Sheriff Ken Stolle Biography

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, having been elected in 2009, 2013 and 2017.

As Sheriff, Ken has made the Virginia Beach Correctional Center a safer place for both deputies and inmates. Under his leadership, the Sheriff's Office became Prison Rape Elimination Act certified and consistently receives perfect audit and inspection scores from state and federal agencies. He has been a champion for improving mental health services and created the Reentry Program to prepare inmates to be successful after their release from jail. He founded the K9 and Criminal Intelligence units and appointed the VBSO's first LGBT Liaison and Community Outreach captain.

Ken has improved pay, benefits, training and equipment for the deputies, including achieving pay parity with the Police and Fire departments. Being a good steward of the taxpayer dollar has been a hallmark of his public service career, working tirelessly as sheriff to offset the cost to taxpayers of operating the Correctional Center, including by expanding its revenue-generating activities.

Prior to being elected sheriff, Ken 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 to improve retirement benefits for law enforcement and firefighters and supported improvements to the Line of Duty Act, ensuring the children and spouses of fallen or disabled public safety officers are appropriately cared for. He supported education and carried landmark measures to support small business, protect consumers and eliminate and cut taxes.

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



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	ADMINISTRATION
<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 under a contract with the City, which is 100% locally funded. This involves fingerprinting and photographing each arrestee. Keeps inmate records, handles laundry, property and mail for the jail, and runs the Reentry and Alternative Sentencing programs, including Weekenders.</p> <p>Criminal Intelligence Unit/Classification/K9</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, Substance Abuse and Trusty programs. Maintains compliance with Prison Rape Elimination Act (PREA) standards.</p> <p>Food Services</p> <p>Operates the Canteen and the Inmate and Staff kitchens.</p>	<p>Courts/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, medical appointments, and state and local correctional facilities.</p> <p>Training</p> <p>Provides staff training to include initial and ongoing in-service training.</p> <p>Administration</p> <p>Provides human resources, procurement services and financial administration/accounting. Includes Legal Affairs and the Public Information Office, which responds to requests from the public and the media and manages internal and external communications, including social media.</p> <p>Community Outreach/Maintenance/Workforce</p> <p>Oversees community outreach and involvement, including all office volunteer efforts. Is responsible for all maintenance functions of the Correctional Center and Law Enforcement Training Academy. Runs the Workforce, which takes low-risk offenders into the community to provide landscaping and maintenance services for the City. Includes the Honor Guard, Recruitment Team and the Auxiliary Deputy Program. Serves as the liaison with City Information Technology.</p>

Professional Standards Office & Accountability

Develops, implements and ensures compliance with office policies and procedures. Investigates all internal and external complaints, serious incidents and policy violations. Oversees Sheriff's Office emergency planning and operations. Maintains compliance with state accreditation standards, the Americans with Disabilities Act, and Occupational Safety and Health Administration rules.

Combatting COVID-19

The COVID-19 pandemic presented unprecedented challenges this year and continues to impact operations as the Sheriff's Office transitions into next year.

Sheriff Ken Stolle and the command staff held their first meeting to address the pandemic on March 6, 2020, and developed a plan to protect the health and safety of deputies, civilian staff, inmates and the public. That plan — made in consultation with health officials, jail medical staff and local, state and federal leadership — evolved as the pandemic progressed and included the following health and safety measures:



VBSO Medical deputies.

- Implementation of an Infectious Disease Operations Plan.
- Heightened screening of arrestees prior to entering the facility.
- **Quarantine of all new Correctional Center admissions for 14 days.**
- Limiting inmate movement within the facility.



Deputies distributing masks to inmates.

- Issuing masks to all general population inmates.
 - **Reducing the jail population by more than 300 inmates** by working with police, magistrates and judges and releasing a handful of nonviolent offenders into Electronic Home Incarceration.
 - Implementing mandatory wellness screenings, including taking temperatures, for contractors and staff prior to beginning each work shift.
 - Requiring mask-wearing for all appointees (sworn and civilian staff) and contractors.
- Stocking of medical supplies.
 - Training Medical staff on COVID-19, including proper testing procedures, with help from the Virginia Department of Health.
 - Reminding everyone to take universal health precautions, such as frequent handwashing.
 - Adopting the City of Virginia Beach Public Health Emergency Leave policy to provide paid leave for those required to quarantine because of COVID-19 or who need time off due to lack of child care.

- Utilizing Trusty and Workforce inmates for additional cleaning and sanitation of the Correctional Center.
- Suspending all volunteer programs.
- Canceling all Correctional Center tours and on-site inmate visitation (attorneys were permitted to resume on-site visitation on May 11, 2020).
- Spacing desks and rotating in-person shifts with telework for civilian staff.
- Distributing alcohol-based hand sanitizer, masks and gloves.
- Canceling the Weekender Program.

In addition, the Supreme Court of Virginia declared a Judicial Emergency on March 16, 2020, requiring all courthouses throughout the commonwealth to close except for emergency hearings, such as arraignments, bonds and emergency protective orders. It has since issued five extensions of the emergency order, continuing it through July 19, 2020. Some court functions have resumed in a modified status, facilitated by the VBSO Courts Division. The division implemented a new traffic flow for entering and exiting the building, limits the number of people allowed in the security checkpoints and courtrooms, and enforces the mask mandate and wellness screening required by the Supreme Court.



VBSO Court Security deputies.

The Judicial Emergency also impacts the VBSO's Civil Process Division, which temporarily ceased serving of some paperwork and evictions for failure to pay rent.

Due to COVID-19, the VBSO canceled all training for several weeks, including completion of its 47th Basic Academy Class. Those deputy recruits returned to working in the Correctional Center, but completed their requirements for certification and graduation by mid-May. The next academy class is scheduled to start at the beginning of August.

To date, the VBSO's COVID-19 precautions have been tremendously successful, with only **eight inmates and 11 appointees (10 deputies and 1 civilian) testing positive for COVID-19** since the beginning of the pandemic. Those numbers include individuals who tested positive as a result of the point prevalence survey conducted by the Virginia Department of Health on June 24-25, 2020, which involved testing all inmates and staff. Those who tested positive quarantined, received any necessary medical treatment and recovered. None were hospitalized.

The VBSO has spent **\$89,000 on supplies to respond to COVID-19** and plans to seek reimbursement through the Coronavirus Aid, Relief and Economic Security (CARES) Act.

COVID-19 continues to impact the community and the Sheriff's Office. The VBSO anticipates ongoing operational changes and budget impacts into FY20/21 and beyond.

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 2019-2020 fiscal year totaled **\$725,050 for the Canteen** and **\$2.6 million for CareMart**.

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 \$81,150** this fiscal year.



A Workforce inmate cleaning the VBSO Accounting kitchen.

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 skills. In exchange for their services, inmates who volunteer for the Trusty and Workforce programs receive additional food and visitation privileges and may earn time off their sentences. A yearly end-of-summer picnic and Thanksgiving breakfast recognize Workforce inmates' hard work,

Inmates in the Trusty Program provide cleaning and maintenance services throughout the Correctional Center, prepare and serve meals for their fellow inmates, wash laundry and help with other tasks. This year, **95 inmates volunteered for the Trusty Program, working 262,655 hours and saving taxpayers \$7.1 million.**

The **Inmate Workforce Program takes approximately 30 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 12 deputies** who oversee inmate work crews, including one sergeant and one corporal, and is supervised by a lieutenant and the Community Outreach Captain. 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. This year, the Sheriff's Office Workforce Division **erected 39 tents** for nonprofit charitable organizations and the City.

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



VBSO Workforce deputies.

saves the City money. This year, **those contracts and other work generated \$766,102**, which was applied to the City's obligated share of Correctional Center expenses. In total this fiscal year, the **Inmate Workforce volunteered 43,093 hours at a savings of \$1.2 million.**

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.

Focus on Accountability

Commitment, integrity, compassion and professionalism are the cornerstones of the Virginia Beach Sheriff's Office, as it states in the VBSO's Organizational Values (page four). Law enforcement cannot be successful without the trust and support of the community, which must be earned every day. To that end, Sheriff Ken Stolle and the Virginia Beach Sheriff's Office hold their deputies to the highest standards of conduct and do not tolerate biased enforcement, excessive force or dishonesty of any kind.

The Virginia Beach Sheriff's Office Code of Ethics states:

"As a law enforcement officer, my fundamental duty is to serve mankind; to safeguard lives and property; to protect the innocent against deception, the weak against oppression or intimidation, and the peaceful against violence or disorder; and to respect the constitutional rights of all men to liberty, equality and justice.

I will keep my private life unsullied as an example to all; maintain courageous calm in the face of danger, scorn, or ridicule; develop self-restraint; and be constantly mindful of the welfare of others. Honest in thought and deed in both my personal and official life. I will be exemplary in

obeying the laws of the land and the regulations of my department. Whatever I see or hear of a confidential nature or that is confided to me in my official capacity will be kept ever secret unless revelation is necessary in the performance of duty.

I will never act officiously or permit personal feelings, prejudice animosities, or friendships to influence my decisions. With no compromise for crime and with relentless prosecution of criminals, I will enforce the law courteously and appropriately without fear or favor, malice, or ill will, never employing unnecessary force or violence and never accepting gratuities.

I recognize the badge of my office as a symbol of public faith, and I accept it as a public trust to be held so long as I am true to the ethics of police service. I will constantly strive to achieve these objectives and ideals, dedicating myself before God to my chosen profession - law enforcement."

The VBSO Professional Standards Office (PSO) is responsible for investigating all serious incidents — including all in-custody deaths and uses of force — as well as potential policy violations, misconduct allegations, and internal and external complaints against the Sheriff's Office and its appointees. This year, **PSO received 320 cases:**

- **101 citizen complaints**
- **89 inmate complaints**
- **37 personnel conduct reports**
- **93 inquiries***
- **0 Equal Employment Opportunity complaints**

Of those 320 cases, **312 investigations have been completed**, with the following results:

- **89 founded**
- **178 unfounded**
- **6 unsubstantiated**
- **39 other****

*Inquiries include staff complaints, possible policy infractions, COVID-19 tracing, annual and pre-emptive health and safety inspections, staff-involved vehicle accidents, conformance to laws and suicide attempts.

**Other is when there is a finding that is not founded, unfounded or unsubstantiated. It can include when an inspection is completed and when a duplicate or erroneous file is closed.

Of the 89 founded cases, 25 were administrative investigations, two citizen complaints, one inmate complaint, two inquiries and 59 personnel conduct reports.

In addition, the Virginia Beach Police Department investigates any in-custody deaths that occur in the Virginia Beach Correctional Center. Those deaths are reported to the Virginia

Department of Corrections, which also has the authority to investigate.



Virginia Department of Corrections auditors with members of the VBSO command during the three-year DOC audit in October 2019.

The Virginia Beach Sheriff's Office is subject to oversight from numerous local, state and federal agencies and routinely receives perfect audit, inspection and accreditation scores from those organizations. This year, the VBSO earned a **100% score on its three-year Virginia Department of Corrections (DOC) audit, which evaluates compliance with 160 standards** covering everything from use of force to

fire safety. Auditors reviewed records, toured the jail, and interviewed inmates and staff. This was the VBSO's **seventh consecutive perfect score on a DOC audit or inspection**. Additionally, this year the VBSO earned a **100% compliance score on its Prison Rape Elimination Act (PREA) audit, its third perfect score** since earning PREA accreditation in 2016 (it has received a perfect score on every PREA audit). The PREA audit involves an independent auditor from the U.S. Department of Justice reviewing VBSO policies, procedures, investigative case files and inmate records, touring the jail, and interviewing inmates and staff to **determine compliance with 43 federal standards**. Other agencies that have oversight over the Sheriff's Office and/or Correctional Center include the U.S. Marshal Service, Virginia Law Enforcement Accreditation Coalition, Virginia Law Enforcement Professional Standards Commission, Virginia Department of Criminal Justice Services, the National Commission on Correctional Health Care and the Virginia Beach Department of Public Health (food safety).

The death of George Floyd in Minneapolis and the subsequent protests that occurred nationwide, including in Virginia Beach, brought an increased focus on law enforcement accountability this year. The Virginia Beach Sheriff's Office took this opportunity to review its policies and address some of the issues raised by concerned citizens:

- **Choke holds** — The Virginia Beach Sheriff's Office does not allow choke holds nor teach them during training, except to identify the use of carotid choke pressure points as deadly force, per the Virginia Department of Criminal Justice Services mandatory minimum standards.
- **De-escalation** — De-escalation is a cornerstone of modern law enforcement and requires deputies to use their communication skills to effect compliance and avoid physical force whenever possible. De-escalation is taught extensively at the VBSO Basic Academy and is an essential component of the VBSO Use of Force policy. That policy

requires that the level of force used in a situation must be reasonable and must be de-escalated or reduced as the level of resistance decreases.

- **Deadly force** — Deputies are trained and authorized to use deadly force only when there is a reasonable belief that the action is necessary to defend human life or prevent imminent, serious physical injury. That standard is applied based on the totality of the circumstances known to the deputy at the time. When feasible, deputies are required to give a verbal warning prior to using deadly force. Shooting at a moving vehicle is prohibited by VBSO policy except in exigent circumstances, such as if the driver is using the vehicle to exert deadly force.
- **Duty to intervene** — As part of its Rules/Regulations and Discipline policy, the VBSO requires deputies to intervene if they observe another deputy using excessive force. They also must report the incident to a supervisor so that it can be investigated by the Professional Standards Office. The requirement to intervene will be added to the Use of Force policy this upcoming year.
- **Reporting** — All use of force incidents are required to be reported, justified and reviewed by a supervisor and the Professional Standards Office. Any uses of force that appear to be excessive or in violation of policy are fully investigated. Deputies who use excessive force or violate policy are disciplined.

Additionally, Sheriff Stolle on June 4, 2020, requested that the Virginia Beach Human Rights Commission regularly review the VBSO's Use of Force and related policies as well as its use of force incidents. In requesting the review, he wrote:

"I am confident that our use of force is restrained, appropriate and applied without bias, and I welcome scrutiny of our policies and records if you have suggestions or concerns."

PSO began phasing in its new Administrative Investigations Management (AIM) system for managing incident reports, complaints and inquiries this year. The software will provide better accountability and oversight. Once fully operational, it will allow deputies to file incident reports from anywhere, including their mobile devices, and allow for better tracking and searching of PSO documents to identify issues and trends.

Reinventing Mental Health Treatment

Mental health remains a top priority for the Virginia Beach Sheriff's Office. Last year, Sheriff Ken Stolle successfully lobbied the Virginia General Assembly for nearly **\$1 million to fund a comprehensive new program to improve mental health treatment** in Virginia Beach. That program launched in the fall of 2019 and the General Assembly subsequently expanded the funding to **\$3 million for three years**.

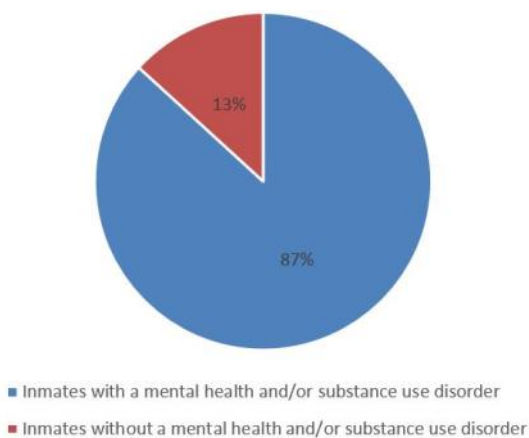
Under the new program, Virginia Beach Department of Human Services (DHS) staff

members were integrated into the Virginia Beach Correctional Center under a first-of-its-kind initiative to divert, screen, assess and treat individuals with a mental illness and/or substance use disorder before, during and after incarceration. The funding provides **12 DHS positions to staff the program**, which is a joint effort between the Sheriff's Office, its medical provider and the DHS, which includes the Community Services Board, Adult Correctional Services, and Community Corrections and Pretrial. **Nine of the 12 new positions were filled this year, including one team leader, five clinicians, one peer specialist and two community crisis intervention clinicians.**

Changes under the new program include:

- Provision of a comprehensive, evidence-based **screening tool to screen all 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; and
- **Follow-up with former inmates within five days of release** from jail to ensure continued access to medication, psychiatric appointments, etc.

Eventually the program will also include a new family education and engagement program to support inmates' successful reintegration with family.

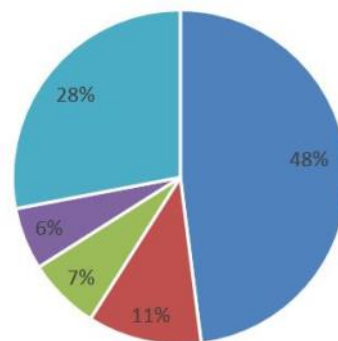


is 87% of the jail population. Their diagnoses were:

- **48% mood disorder**
- **11% psychotic disorder**
- **7% anxiety disorder**

The program had tremendous results in its first eight months of operation. In the past, **the VBSO estimated that 35% of its inmate population suffered from a mental illness**, while the **Community Service Board estimated that number at just 10%**. The problem is much larger. Based on the **1,044 inmate screenings conducted between Nov. 1, 2019, and June 30, 2020, 906 suffered from at least one mood, psychotic, anxiety, substance use or trauma disorder. That**

- **28% substance use disorder**
- **6% trauma disorder**
- **47% co-occurring medical condition**



The screenings also found that:

- **24% were homeless**
- **55% were previously incarcerated**
- **53% received previous treatment for a behavioral health disorder**

■ Mood disorder ■ Psychotic disorder ■ Anxiety disorder
 ■ Trauma disorder ■ Substance use disorder

While only a small number of inmates – **58 discharges** – have been released from the jail after receiving treatment through the new program, the results are promising:

- **83% were released with housing in place**
- **100% had an adequate supply of medications**
- **71% engaged in outpatient behavior health appointments**
- **97% did not return to jail since reentering the community (compared with a nearly 100% recidivism rate for mentally ill offenders in the past)**
- **100% were linked to benefits, such as Medicaid, Social Security and food stamps**

The number of discharges was impacted by the fact that **346 inmates were released prior to completing the behavior health admissions process** and **39 refused services**.

There are currently **463 inmates in the program**. VBSO plans to grow and expand the program moving forward and hopes that it will be a blueprint for improving mental health treatment in jails throughout the commonwealth.

This year, the staff conducted **1,516 mental health evaluations** and **facilitated 137 admissions to state hospitals** for mental health treatment. The VBSO maintains a high compliance rate for psychotropic medication, which is important to the stability and treatment of inmates suffering from mental illness. On average, **488 inmates are on psychotropic medication** each day.

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 five 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. While some projects have been delayed due to COVID-19 and funding availability, during the 2019-2020 fiscal year, the Virginia Beach Sheriff's Office conducted the following projects:

- **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 more than 1,000 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. To remedy this issue, the Sheriff's Office has obtained a Radio Frequency Identification (RFID) 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 and cell/housing reassignments. 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** and electronic displays were installed in Classification last year to track inmates' locations. This year, the VBSO installed the infrastructure for the new system and obtained the necessary equipment, such as handheld scanners. The system is scheduled to go live immediately following deputy training, which is scheduled to begin on Oct. 12, 2020.
- **Administrative Investigations Management (AIM) System:** The Professional Standards Office (PSO) began phasing in its new Administrative Investigations Management (AIM) system for managing incident reports, complaints and inquiries this year. The software will provide better accountability and oversight. Once fully operational, it will allow deputies to file incident reports from anywhere, including their mobile devices, and allow for better tracking and searching of PSO documents to identify issues and trends.

Projects for the upcoming fiscal year and beyond include:



VBSO Master Control.

- **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 has been completed, and 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 on Nov. 1, 2020. Despite having to halt work during the jail's COVID-19 shutdown, RNS remains ahead of schedule. In preparation for the Master Control remodel, approximately **642 cameras have been installed throughout the Correctional Center**, all fiber lines connected and **85% of intercoms replaced.**

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 Adult Correctional Services 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. Additionally, this year the program began offering financial classes through Bank On and partnered with Tidewater Community College to connect inmates with educational opportunities and trade skills once they are released from custody.

The Reentry Program was temporarily suspended in the spring of 2020 when the Correctional Center closed to volunteers and non-VBSO personnel due to COVID-19. However, despite this interruption, the Reentry Program marked its **five-year anniversary** this year and continues to have successful results, with **68% of participants — called “returning citizens” — being permanently released**



John Stein from Baker's Crust talking to Reentry Program inmates about post-release job opportunities at his restaurant.

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 32%**. 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 five years, **474 inmates have graduated from the program**.

This year, the program completed **107 inmate interviews** and **43 inmates completed the program. Only one re-offended, providing a success rate for this year of 98% (2% recidivism)**. There were **17 inmates in the program at the time of its cessation** in mid-March.

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. The court

may also sentence individuals into the program and/or recommend them for it. With the exception of the Electronic Home Incarceration Program (EHIP), the offender 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:



Correctional Support deputies unpacking new equipment for the Electronic Home Incarceration Program.

- **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 **\$3.20/day administrative 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, the VBSO contracted with a new company, Attenti, to improve its GPS equipment and EHIP services. This resulted in better tracking of offenders and **reduced the daily program cost from \$18/day to \$3.20/day**.

Additionally, at the direction of Sheriff Stolle and with a court order, the VBSO expanded eligibility for the program to nonviolent offenders with 90 days or less left the serve, with the goal of reducing the jail population during COVID-19. The daily administrative fee for those offenders was waived as long as they remained on good behavior. The change resulted in a small number of offenders being released from the facility. This year, **176 offenders were interviewed for participation in the EHIP and a total of 108 offenders participated in the program. Program participation averaged six offenders per day.**

- **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 morning. Once accepted into the program, weekenders must pay a **\$7/day fee** in addition to the initial enrollment fee. The Weekender Program was suspended on March 9, 2020, due to COVID-19. Those sentenced into the program were given the option to wait for it to resume or request that a judge modify their sentence. This year, **1,327 inmates served time in the Weekender Program**, with an **average of 110 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.

While the jail's Veterans Program is on hold, veteran-specific services are still offered as requested on a case-by-base basis.

This year, the Correctional Center's telephone contractor, GTL, began offering free phone calls to inmates seeking treatment and housing resources to better facilitate their access to services. This benefitted those in the ASP as well as those in general population.

The jail's Correctional Support Division oversees the Alternative Sentencing and Reentry programs. Alternative Sentencing and Reentry program statistics from the past year include (numbers reflect COVID-19's impact on programs and operations):

Services Provided	10,108
Correspondences Received	1,756
Correspondence Services Provided	580
Services Refused	393
Reentry Inmates Permanently Released	42
Reentry Program Recidivism	1
State I.D. cards issued	12

Camp 911

From Aug. 19-23, 2019, the Virginia Beach Sheriff's Office participated in the first ever Camp 911, a weeklong camp for middle school students. The goal of the camp was to get more women and minority students interested in public safety careers from an early age, with

many of the students being recruited from local Title I schools. The camp was organized by the Virginia Beach Fire Department in partnership with the Virginia Beach Police Department, Sheriff's Office, Emergency Medical Services, Emergency Management, Emergency Communications and Parks & Recreation. The students spent a half day or full day with each department and the camp culminated with a day of emergency scenarios that allowed the students to use the skills they'd learned throughout the week. While the 2020 camp had to be canceled due to COVID-19, the hope is to continue in the future.



Middle school students running the LawFit obstacle course at the Law Enforcement Training Academy with support from VBSO staff during Camp 911.

The Hampton Roads Chamber of Commerce has selected Camp 911 and its organizers to receive a Community Heroes Award.



Sheriff Ken Stolle and deputies donating money for Special Olympics Virginia at the beginning of the No Shave November fundraiser.

No Shave November

For the first time this year, the Virginia Beach Sheriff's Office participated in No Shave November. During the month of November 2019, **appointees who donated \$20 to Special Olympics Virginia were exempt from shaving.** The initiative was so successful, it was extended for several months, **raising \$9,476 for various charities**, including Special Olympics Virginia, Law Enforcement United and Cure SMA (Spinal Muscular Atrophy).

In response to feedback from the staff, Sheriff Stolle decided to allow beards permanently, changing the grooming standard in early 2020 to permit facial hair that is neatly trimmed. Deputies are still required to shave when necessary for health and safety, such as when wearing a gas mask or respirator.

Beyond the Block

Starting on Nov. 16, 2019, the Chrysler Museum of Art in Norfolk, Virginia Museum of Contemporary Art (MOCA) in Virginia Beach, and Peninsula Fine Arts Center (PFAC) in Newport News **displayed dozens of pieces of art created by inmates** at the Virginia Beach Correctional Center and the Norfolk, Chesapeake, Hampton, Newport News and Hampton Roads Regional jails. The exhibition — called Beyond the Block — began in 2017 and was the first partnership of its kind for the Chrysler Museum and the Virginia



Members of the VBSO, Chrysler Museum and Virginia Beach City Council at the opening reception for the 2019 Beyond the Block exhibition.

Beach Sheriff's Office. The exhibition has expanded each year and this year grew to include three museums and nearly every jail in the region. 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. The artwork remained on display until Feb. 9 at the Chrysler Museum, Jan. 26 at the Virginia MOCA and Jan. 5 at the PFAC. Despite the success of the first three exhibitions, the VBSO anticipates that the fourth Beyond the Block exhibition will be cancelled due to the ongoing COVID-19 pandemic. The hope is to resume the program when the pandemic passes. 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.

Community Outreach & Support

This year, Sheriff Ken Stolle appointed the VBSO's first captain of Community Outreach, Capt. Rick Norris. The new position oversees the Sheriff's Office's extensive community involvement efforts, including its senior initiatives, Recruitment Team and Honor Guard. Capt. Norris is also tasked with unifying and strengthening the VBSO's efforts to serve and engage with the community. He is also be in charge of the Inmate Workforce, Maintenance and Information Technology.



Community Outreach Capt. Rick Norris.

Capt. Norris is a native of Kannapolis, N.C., and has served the Virginia Beach Sheriff's Office for 21 years. He has worked in Corrections, Court Security, Intake and the Professional Standards Office and was a Drug Abuse Resistance Education (DARE) deputy and supervisor. He earned his bachelor's degree in sociology from Saint Leo University and is Crisis Intervention Team (CIT) certified. He is a member of the VBSO's Peer Support Team and Recruitment Team, a Defensive Driving instructor and a General Instructor, often teaching ethics and diversity to the VBSO's Basic Academy Classes. He serves as a liaison to the Virginia Beach Human Rights Commission and oversees the VBSO's Lesbian, Gay, Bisexual and Transgender (LGBT) Liaison.

Capt. Norris is also heavily involved in the community, volunteering for Special Olympics Virginia, the Mayflower Marathon for the Foodbank of Southeastern Virginia and the Eastern Shore, Project Lifesaver, the Cops & Kids Christmas charity, the Seniors Prom at Marian Manor and more. He is a member of the American Legion Attucks Post 5 and, with his wife, has served as a therapeutic foster parent for more than 20 years.

Prior to joining the Sheriff's Office, Capt. Norris served 10 years as an auxiliary police officer, 13 years with the U.S. Navy (four years of active duty service and nine years with the Navy Reserve) and worked for Cox Communications Inc.

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 2019-2020 fiscal year, even with some programs being suspended due to COVID-19, the Sheriff's Office logged a total of **313,898 hours** with help from **735 volunteers (an average of 49 at any given time)**, including chaplains, auxiliary deputies, interns and inmates giving their time for the Workforce and Trusty programs. This equated to **\$8.5 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, Dancing with the Athletes competition, Polar Plunge, Tip-a-Cop and Cover a Cruiser events. Altogether, **\$48,231 was raised by the region to support 25,000**

athletes this year.

The Sheriff's Office holds quarterly blood drives to benefit the American Red Cross (**collecting 137 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



VBSO volunteers at the Special Olympics Virginia Fall Championships.

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. The ride was canceled this year.

The VBSO is active in schools, with volunteers helping on the first day and giving their time at school events. However, many of those events were canceled this year due to schools closing in the spring of 2020 due to COVID-19.



National Night Out 2019.

The VBSO also provided volunteers for National Night Out, the Red, White and Blue Youth Fishing Experience and the inaugural Camp 911, a weeklong public safety careers camp for middle school students (more on page 20-21).

The Virginia Beach Sheriff's Office Community Outreach Coordinator is involved in numerous VBSO volunteer events, with his primary focus being providing child I.D.s and safety initiatives for senior citizens. The Community Outreach Coordinator Gary Zalas sits on the executive boards of both SALT (Seniors and Law Enforcement Together) and Virginia Beach TRIAD, which seek to arm senior citizens with the information they need to protect themselves and avoid becoming victims of

crime. In addition, Mr. Zalas is on the Strategic Action Committee for Senior Services of Southeastern Virginia and serves as vice chair on 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 FY20, Community Outreach Coordinator Zalas:

- Received the prestigious President's Award from Senior Services of Southern Virginia at its annual meeting;
- Installed **24 door viewers (peepholes) and provided home safety assessments for seniors** under Operation Lookout Expanded;
- Provided **three displays and 11 presentations reaching 690 seniors** on topics including senior safety, fraud and scams, holiday safety, bullying and more, including a presentation on senior bullying for the Attorney General of Virginia's annual TRIAD conference in Williamsburg;
- **Delivered 76 5-pound boxes of nonperishable food to seniors** for Senior Services of Southeastern Virginia and conducted regular health and welfare checks on the recipients;
- Assisted Senior Services of Southeastern Virginia with stuffing envelopes with items for shut-in seniors to provide activities for them;
- Conducted **one Senior Citizens Police Academy consisting of 10 three-hour sessions, graduating 26 seniors;**
- Made **36 visits to various Project Lifesaver clients** to change transmitter batteries and check transmitter frequency to ensure a strong signal;
- Signed up **four new Project Lifesaver clients;**
- Helped with Senior Services of Southeastern Virginia's Art of Health Aging Event with **300+ seniors attending;**
- Hosted a Shred Day for seniors at Marian Manor, **shredding more than 4,000 pounds of material and collecting \$370 in donations and 1,200 pounds of food** for the Foodbank of Southeastern Virginia and the Eastern Shore;
- Taught CPR and standard first aid during indoctrination for new hires and deputies requiring recertification; and
- Provided regular "current events" presentations to the seniors at Marian Manor (when permitted due to COVID-19).



Community Outreach Coordinator Gary Zalas making a TRIAD presentation.

Division Updates

Corrections

Corrections forms the core of the Virginia Beach Sheriff's Office. It is made up of:

- **Correctional Operations**, which includes the watch teams and Emergency Response Team;
- **Correctional Administration**, which includes Medical, Power Shift and the Uniform Shop;
- **Correctional Support**, which includes Intake and Release, Records, Property, and the Reentry and Alternative Sentencing programs;
- **Classification and the Criminal Intelligence Unit**; and
- **Inmate Services**, which include the Canteen, Inmate Kitchen and Staff Kitchen.



VBSO Correctional Operations deputies before the fall jail-wide search.

In October 2019, the Virginia Department of Corrections conducted its three-year audit of the Virginia Beach Correctional Center. During the scheduled event, auditors toured the facility and interviewed staff and inmates to **evaluate compliance with Virginia's 160 Minimum Standards for Jails and Lockups**. These standards cover everything from use of force to fire safety, including 50+ standards directly related to the health and

safety of the facility. The inspectors awarded the VBSO a **100% score — its seventh straight perfect score**.

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 and provide manpower support to the Virginia Beach Police Department (VBPD).

This year the ERT successfully completed specialized training in the following areas: tactical firearms, felony stops, high-risk transports, rifles, SAGE equipment, cell extractions using a chemical agents launcher, and a mock call-out. In addition, ERT members attended specialize training, including Field Force training, which dealt with crowd management and

civil disturbance situations, and ERT Commander/Leadership training with the National Tactical Officers Association, which focused on successfully conducting a tactical operation.

The ERT also worked extensively with the other Virginia Beach public safety agencies this year. In October 2019, the team assisted the VBPD's Warrant & Fugitive Unit with its fall warrant sweep, safely **transporting 94 arrestees during the two-day operation**. The team also worked during multiple special sessions at City Hall which drew large crowds, assisting with security and crowd control. During May and June 2020, the ERT partnered with the VBPD's Special Weapons and Tactics Team (SWAT) for operations at the Oceanfront and Town Center in response to potential civil disturbances there. The ERT also provided security for a high-profile funeral detail and worked closely with the VBSO K9 Unit for situations in the jail when additional searches were needed.

Lastly, this year the ERT was planning to conduct an ERT School; however, due to the pandemic, the school has been postponed to the spring of 2021. The **ERT currently has 30 members**. The team is planning to incorporate more specialized training in the upcoming fiscal year to include executive protection and the VBPD drug identification course.

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:

- **8,609 nurse sick calls;**
- **6,182 physician sick calls;**
- **2,392 chronic care visits; and**
- **109 obstetrics and gynecology (OBGYN) appointments.**



A nurse conducting medical rounds in the Correctional Center (file photo).

In addition, Medical oversaw **1,635 inmates placed on detoxification protocol for substance abuse issues** and **666 inmates placed on suicide watch**.

This year, the Medical Division played an essential role in the VBSO'S COVID-19 response and development of its Infectious Disease Operations Plan (outlined on pages 7-8). Those efforts resulted in **only eight inmate cases, with 0 cases in general population**. In addition, those efforts helped keep the VBSO's deputies and civilians safe, with **only 11 appointees (10 deputies and 1 civilian) testing positive for COVID-19**.

Also this year, the Medical Division participated in the three-year Virginia Department of

Corrections audit and the National Commission on Correctional Health Care audit, which both resulted in **100% scores**. And Medical was directly involved in the launch of the VBSO's new mental health program (outlined on page 13-15) and was instrumental to that program's success.

The VBSO's current contract with its medical provider, NaphCare, expired on April 30, 2020, and has been extended through July 31, 2020, to allow time to complete the procurement process for the next contract. The City of Virginia Beach Purchasing Division has solicited bids for the new contract, which will be evaluated by a committee based on the bidders' experience, capability, services to be provided and price. The contract will be awarded and the winner announced in the upcoming fiscal year.



Meal preparation in the Inmate Kitchen (file photo).

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 an average of 3,373 regular meals and 601 diet meals per day, totaling 1.2 million meals this year.** Of those meals, **219,559 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 210 cases of inmate-on-inmate assaults, Canteen fraud and gang activity and 66 cases involving Prison Rape Elimination Act (PREA) allegations.** There are **more than 160 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 4,700 institutional violations, which resulted in approximately 2,400 loss-of-privilege sanctions and 2,300 board hearings.**

Investigations of note for the Criminal Intelligence Unit this year include a case of illegal tattooing inside the facility, resulting in the **successful prosecution of the inmate**

involved, who was sentenced to an additional 60 days. The division also has the following pending criminal cases: felony assault, escape without force, attempted escape without force and **three separate cases of delivering drugs to inmates.** These cases are the result of proactive and aggressive investigative work by the CIU.

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 Candy is a 8-year-old German Shepherd trained in narcotics detection. She and her handler, Deputy Jeff Lam, completed **431 operational searches and assisted in seizing more than 6 pounds of marijuana this year.** **K9 Gaston is a 3-year-old German Shepherd** trained in explosives detection. K9 Gaston is assigned to Deputy Aaron Whitehead.



Deputy Jeff Lam and K9 Candy providing a demonstration during Camp 911.

Their work includes searches of the Virginia Beach Courthouse and Correctional Center and assisting local, state and federal law enforcement agencies. Deputy Whitehead and K9 Gaston **completed 682 operational searches for explosives this year.**

In addition, this division is responsible for the VBSO's compliance with the federal Prison Rape Elimination Act (PREA), which sets standards to prevent, detect, respond to and monitor incidents of sexual abuse and sexual harassment in jails and prisons. The VBSO had its **third PREA audit in April 2020**, during which **the auditor interviewed approximately 40 inmates.** Those interviews were conducted via video to reduce exposure and prevent the spread of COVID-19. This was a first for the auditor and worked out well. Additionally, **the auditor interviewed approximately 25 staff members, contractors and volunteers.** The auditor found the VBSO to be **100% compliant with all PREA standards** and issued it a full re-accreditation. The auditor noted that all staff members were professional and clearly knowledgeable on their responsibilities related to PREA. The auditor also noted that the inmates who were interviewed reported being treated with respect by staff members.

The Classification Division is responsible for **assigning safe housing to each of the 1,000+ 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.

In response to the threat of COVID-19 entering the facility, the Classification Division implemented changes in procedures for housing newly admitted inmates. Beginning in mid-March, any newly admitted inmate, or any inmate who leaves the confines of the facility, is **“quarantined” for 14 days before being admitted into the general population** of the jail. After the 14th day, inmates are re-screened by Medical and, upon medical clearance, are move to general population and housed according to their classification. This change required clearing out several housing units to establish designated quarantine blocks and accommodate the various needs of new admits and returning inmates. The effort so far has been successful in keeping COVID-19 out of general population.

Also in response to COVID19, inmate programs were suspended in mid-March. In an effort to resume those programs that are most important to the inmate population, such as the Substance Abuse Program, Classification is implementing virtual options for the program providers. The division is working with City of Virginia Beach Communications & Information Technology (ComIT) and the program facilitators to develop and implement virtual options. The GED Program and additional virtual programming is expected to begin in September 2020 once the information technology infrastructure needs are met.



The graduates of Basic Academy Class 46-19.

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 2019-2020 fiscal year, the Training Division

conducted a General Instructor School, an Emergency Vehicle Operations Instructor

Course, a Defensive Tactics Instructor School, a Firearms Instructors School, Rifle Training, Advanced Control Tactics for Women in Law Enforcement, Crisis Intervention Train the Trainer Courses, and Firearms Training for the Virginia Beach Commonwealth's Attorney's Office. 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 Training Division conducted **more than 5,500 hours of training, including two Basic Academy Classes totaling 33 deputy recruits.**

Without properly trained law enforcement officers, society cannot successfully function. The curriculum that is devised for law enforcement is critical to officers' and deputies' success in their chosen career path. That training is also very important to their department and to the community they serve. The **16-week Basic Academy curriculum** is focused on giving recruits the best overall training and the tools necessary to become the best deputy possible.



Basic Academy Class 47-20 practices vehicle extraction at the Law Enforcement Training Academy.

Basic Academy training for newly hired deputies varies across locations and regions in regard 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 local, state and federal law, evidence handling, prisoner transport, handcuffing, defensive tactics, firearms, driving, community relations, cultural diversity, ethics 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 them stay safe and get home at the end of their shifts. Because the actions of officers and 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.

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.



Basic Academy Class 47-20 at the range.

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.

Maintenance

The Maintenance Division of the Virginia Beach Sheriff's Office is staffed by **eight full-**

time deputies, two part-time employees, one maintenance supervisor, one sergeant and one lieutenant and is overseen by the Commanding Officer of Community Outreach. This division of the Sheriff's Office is responsible for all maintenance functions inside the Correctional Center, including accepting supply deliveries, escorting maintenance contractors and scheduling preventative maintenance for all command equipment, Fire Marshal inspections and Department of Corrections building requirements. This fiscal year, the Maintenance Division **completed a total of 16,095 work orders**. That equates to **32,190 man hours**. The Maintenance Division this year completed the following projects within the Correctional Center:

- Installed the infrastructure for the new Radio-Frequency Identification (RFID) inmate-tracking system and obtained the needed equipment, such as handheld scanners, for the system to go live in October 2020;
- Researched and procured limited COVID-19 supplies for virus containment within the facility;
- Installed COVID barriers for all Human Resources and Administration clerical workers;
- Coordinated replacement of Building A's failing main plumbing valve with the City of Virginia Beach maintenance plumbing shop;
- Managed the ongoing project to upgrade Master Control;
- Refurbished cell blocks and showers throughout the jail;
- Continued installation of solid doors on all showers for compliance with the Prison Rape Elimination Act (PREA);
- Refurbished and painted common areas and hallways throughout the jail;
- Assisted City Information Technology with troubleshooting radio reception and upgrading radio system components;
- Upgraded the generator emergency panel for Buildings A and B;
- Replaced the Building A and C hot water supply tanks and heaters; and
- Continued replacing light bulbs throughout the facility with LED bulbs for energy conservation.



A COVID-19 barrier in VBSO Administration.

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 Threat Assessment Committee's recommendations from 2017, the Courts Division continues to offer active threat training to judicial center employees, members of the news media, and VBSO employees and family members. While training was greatly reduced due to COVID-19, **Courts provided active threat training to 19 people this year.** In addition, **32 deputies completed rifle training and certification.** 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 implemented universal security screening for all persons entering the Virginia Beach Courthouse, effective Aug. 12, 2019. Only sworn public safety officers on official business are exempt from screening. All other persons – including attorneys and civilian employees assigned to work inside the Courthouse – are required to be screened. An additional security station and staff were added to facilitate the enhanced process with no major issues.

In addition, Courts last year began working with Virginia Beach Community Corrections and Pretrial to safely arrest clients with outstanding warrants, resulting in **71 arrests this year.**



Courts deputies placing barriers for directing traffic into and out of the Courthouse during COVID-19.

The biggest impact on Courts this year was the COVID-19 pandemic. The Supreme Court of Virginia issued an Judicial Emergency Order on March 16, 2020, closing all courthouses throughout the state except for emergency matters, such as bonds, arraignments and emergency protective order hearings. That order was renewed six times, with the courts gradually reopening to accommodate additional hearings and

public business. To facilitate public access to the building, Courts implemented a new traffic flow for ingress and egress, limited the number of people allowed in each courtroom and in the security checkpoint areas, and enforced the state mask mandate. It also enforced social distancing, including by marking the lines for the clerks' offices, the benches in the waiting areas and the courtrooms. Courts is also responsible for asking everyone entering the building the health screening questions required by the Supreme Court of Virginia:

- Have you traveled internationally?
- Have you been directed to quarantine, isolate or self monitor?
- Have you been diagnosed with or have you had contact with anyone who has been diagnosed with COVID-19?
- Have you experienced a fever, cough or shortness of breath?
- Have you resided with or been in close contact with any person in the above mentioned categories?

Anyone who answers "yes" to those questions may be denied access to the building and directed to reschedule their business with the court.

To reduce the chance of a COVID-19 outbreak in the Courthouse or the Correctional Center, **transportation of inmates between the two buildings is limited to 10 inmates per day**. The courtrooms are cleaned prior to the inmates' arrival and they are offered a shower and fresh jumpsuit upon returning to the jail.

With limited inmate transportation, Courts was essential to facilitating virtual inmate court appearances from the jail using the Polycom Telecommunications System and iPads.

Civil Process was also impacted by the courts closure and modified its operations in keeping with the Judicial Emergency orders from the Supreme Court of Virginia, including temporarily ceasing evictions.

Accreditation & Emergency Planning

Accreditation & Emergency Planning are functions of the VBSO's Professional Standards Office (PSO).

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 VBSO consistently reviews and exercises its 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.

Human Resources Director Sherry White was actively involved in Sheriff Stolle's pay parity discussions with the City of Virginia Beach during the past two years in an effort to have the VBSO put on the same pay plan as the other City public safety departments. The Virginia Beach City Council approved pay parity for the Virginia Beach Sheriff's Office and it was implemented in July 2019, putting the VBSO on the same pay plan as the Virginia Beach Police, Fire and Emergency Medical Services departments. This involved aligning the VBSO's rank structure and career progression plan with the Police Department's. Full implementation of the career progressions (per the Workforce Development Plan) and addressing horizontal and vertical compression will take time and will depend on available funding from the City. It is expected that full implementation will be phased in over the next few years (the VBSO is in year two of a four-year plan), funding permitted, although it may be delayed due to the impacts of COVID-19 on the budget. Additionally, the final step of pay parity is a study to ensure the VBSO truly has achieved parity with the other public safety departments based on position and time in rank.



HR Director Sherry White.

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 FY20, the VBSO's total budget was \$51.4 million, with \$25.4 million in funding

coming from the City, \$20 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 the **emergency purchase of a new mobile shelving system for Property at a cost of \$225,500**. This was necessary due to the old system breaking and 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 and navigates its way through the economy in the coronavirus pandemic.



PIO Kathy Hieatt.

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 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.

The PIO began tracking media inquiries and responses in March 2020, **responding to 63 such requests between March 1-June 30, 2020.**

The PIO has also continued to expand the VBSO's social media presence and following to engage with the public. The VBSO's following has surpassed **5,400 people on Facebook, 3,100 on Twitter and 1,500 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:

- VBSO's preparations for and response to the COVID-19 pandemic;
- Implementation of universal security screening at the Virginia Beach Courthouse;
- Beyond the Block inmate art exhibition at the Chrysler Museum of Art;

- Camp 911;
- Appointment of the first Captain of Community Outreach;
- Active threat training at the Courthouse;
- No Shave fundraisers; and
- Combatting mail contraband.

In addition, the PIO was heavily involved with communicating with the staff and the public about COVID-19 this year. Those efforts included frequent social media posts and creating and regularly updating a COVID-19 page on the VBSO website. The PIO also produced a series of video updates from Sheriff Stolle in an effort to better communicate with staff during the pandemic. Several videos were also published for the public.

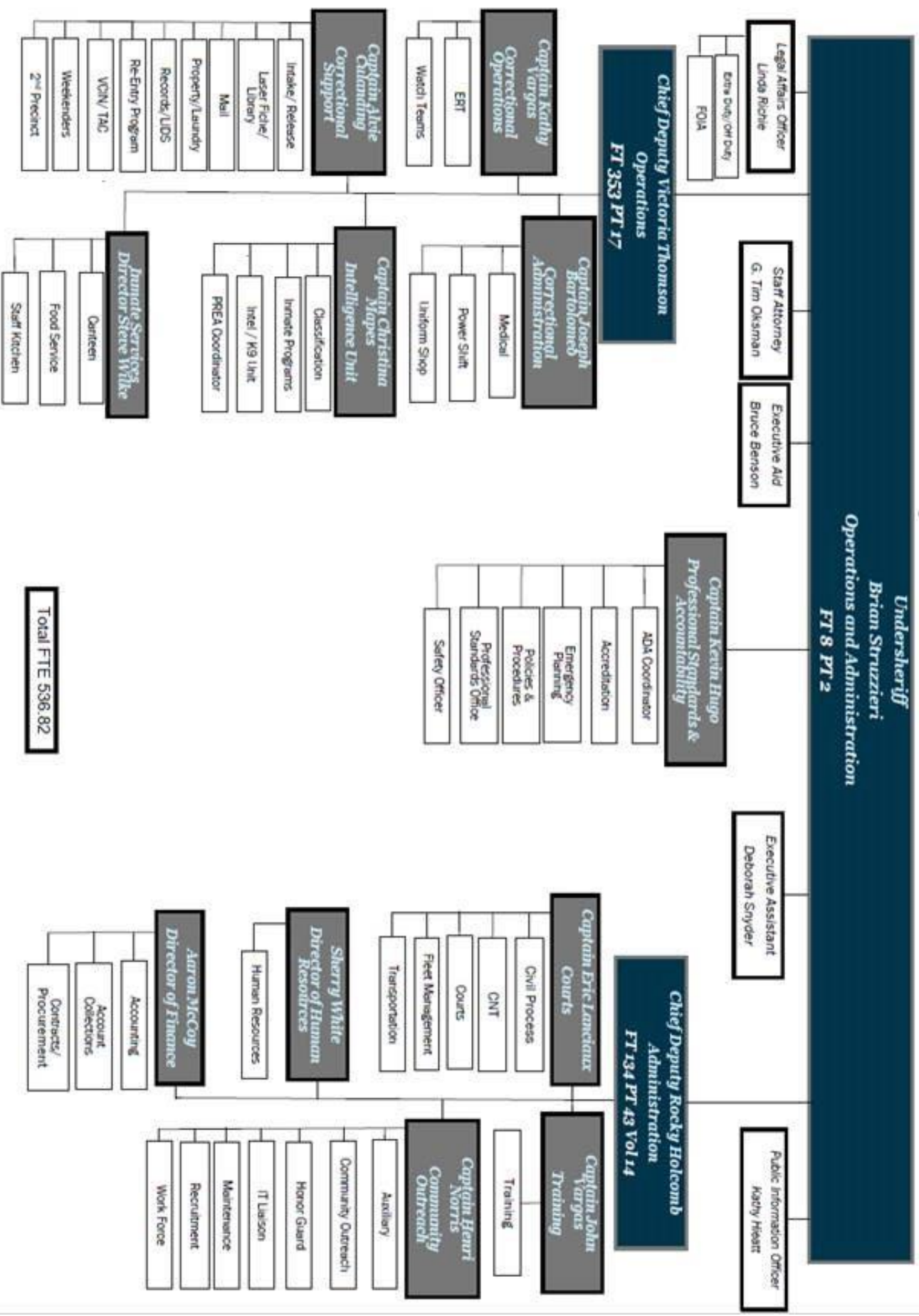


WAVY TV 10 interviews Sheriff Ken Stolle about the jail's COVID-19 preparations.

APPENDIX A

Organizational Chart

Kenneth Stolle
 Virginia Beach Sheriff's Office as of June 2020



Total FTE 536.82

APPENDIX B

Sheriff and Corrections Finance Report

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

SHERIFF'S OFFICE



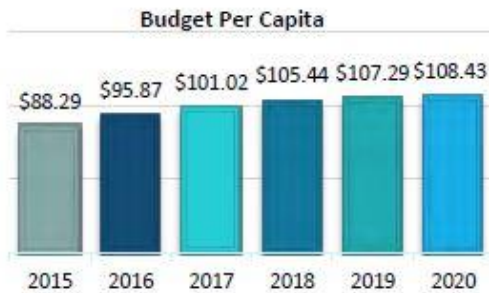
The mission of the Sheriff's Office is to provide for the public safety of the citizens of Virginia Beach through the efficient and professional operations of the Sheriff's Office as provided for in the Constitution and the Code of Virginia.

On May 14, 2019, the City Council adopted the following amendment for the Sheriff's Office Operating Budget:

- Estimated an additional \$884,181 in State revenue.

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.

Key Performance Measures

The graphic on the following page illustrates how the Virginia Beach Sheriff's Office (VBSO) and the services they provide align to the overall goals of the City Council. It demonstrates the metrics the Department tracks to determine if they are meeting those goals.

Goal: Be the Safest City in the Nation

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

Percent of Residents who agreed Virginia Beach is a safe place to live

Civil process documents served & Arrestees processed

Courtroom Security provided

Daily cost per inmate for an average daily population

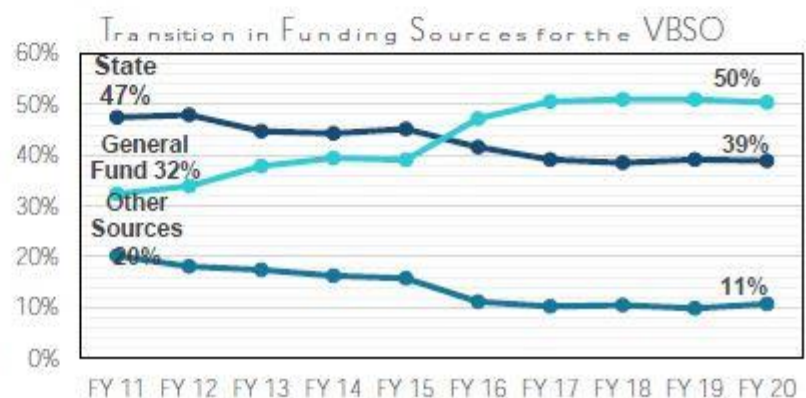
The table below illustrates how the Department has been performing on each of these metrics:

Community Outcome Measures	2016	2017	2018	2019	2020
Percent of Residents Who Agreed Virginia Beach is a Safe Place to Live	94.0%	94.0%	88.2%		
Departmental Performance Metrics	2016	2017	2018	2019 EST	2020 PROJ
Civil Documents Served	130,000	130,000	130,000	130,000	130,000
Arrestees Processed	19,309	20,325	19,237	20,000	20,000
Number of Courtrooms Secured	23	23	23	23	23
Daily Cost Per Inmate	\$76	\$85	\$90	\$90	\$90
Average Daily Jail Population	1,396	1,347	1,362	1,420	1,450

Trends & Issues

→ Sources of Financing for Local Jails

Over the past decade, there has been a transition in the primary funding source for the Virginia Beach Sheriff's Office. Whereas at the start of the decade, the Commonwealth of Virginia was the largest source of the VBSO's revenue, today transfer of funds from the City General Fund is the biggest contributor to the VBSO. While the relationship of City to State funds has generally been consistent over the last few fiscal years, it is expected that the City's overall share of the VBSO funding sources will continue to rise in the next few years as the inflow of state revenue remains stagnant and unable to keep pace with the needs of the office.



→ **Inmates Medical Care**

Traditional medical care for inmates is the single largest expense item in the VBSO Operating Budget. Medical services are provided through a medical contractor and budgeted at \$6 million for FY 2019-20. While this amount was flat from the year before, this contract is scheduled to expire within the year, and it is possible that the negotiation of new contract terms will result in cost increases in this contract over the next few budgets.

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.

As this is a topic of great concern, the Virginia General Assembly has now authorized the State Board of Corrections to establish minimum standards for health care services. Although the Virginia Beach Correctional Center meets the minimum standards according to the text of the legislation, it is plausible that certain practices may be altered as a result of any newfound state standards.

→ **Inmates Behavioral Health Services**

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 behavioral and mental health services. The Correctional Center was not designed, nor equipped to provide the necessary health care in these areas to inmates. This results in the need to transport inmates in need of such services outside the facility for specialized treatment. Last year, roughly 10% of the overall medical contract was spent on behavior and mental health services. Further, 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.

As with traditional health care, the Virginia General Assembly has become concerned with the lack of uniform behavioral health services practices throughout the state. As a result, the legislature has also, through separate legislation, authorized the State Board of Corrections to determine and set minimum standards for behavioral health services. The impact of this General Assembly bill to the VBSO has yet to be determined, but is expected to carry a sizable cost in future budgets.

Major Budget Changes

	Change	Impact
↑	Overtime	When VBSO officers attend trainings, officers do so outside of normal working hours, thereby resulting in the payment of overtime. In order to allow VBSO officers to adhere to state mandated compulsory in-service training requirements, the VBSO's overtime accounts have increased.

Sheriff's Office - Departmental Resource Summary

	FY 2018 Actual	FY 2019 Adjusted	FY 2020 Adopted	Variance from FY 2019
<u>Program Summary</u>				
<u>141 Sheriff's Federal & State Seized Assets SRF</u>				
<u>Revenues</u>				
Fees	30	0	0	0
State	2,500	0	0	0
Total Revenues	2,530	0	0	0
General City Support	(2,530)	0	0	0
<u>149 Sheriff's Department Special Revenue Fund</u>				
<u>Expenditures</u>				
Sheriff's Office	3,143,122	3,320,461	3,111,701	(208,760)
Court Support Services	5,110,753	5,108,663	5,202,450	93,787
Correctional Operations	31,036,324	30,937,731	31,137,159	199,428
Sheriff's Care Mart	379,719	521,396	405,788	(115,608)
Centralized Booking	3,701,315	3,301,888	3,404,471	102,583
Sheriff's Workforce	1,191,224	1,198,025	1,114,040	(83,985)
Inmate Support	1,877,714	2,650,879	2,926,776	275,897
Inmate Services	340,243	671	0	(671)
Law Enforcement Training	839,871	1,605,458	2,043,432	437,974
Total Expenditures	47,620,284	48,645,172	49,345,817	700,645
<u>Revenues</u>				
Fees	4,859,952	4,647,608	5,129,608	482,000
State	18,464,088	19,044,683	20,085,626	1,040,943
Federal	50,018	140,000	140,000	0
Transfers	24,515,857	24,812,881	23,990,583	(822,298)
Total Revenues	47,889,915	48,645,172	49,345,817	700,645
General City Support	(269,631)	0	0	0
<u>183 Grants Consolidated Fund</u>				
<u>Revenues</u>				
Federal	7,296	0	0	0
Total Revenues	7,296	0	0	0
General City Support	(7,296)	0	0	0
Total Department Expenditure	47,620,284	48,645,172	49,345,817	700,645
Total Department Revenue	47,899,742	48,645,172	49,345,817	700,645
Total General City Support	(279,458)	0	0	0

Position Summary by Program

149 Sheriff's Department Special Revenue Fund

Sheriff's Office	33.62	35.67	35.47	-0.20
Court Support Services	75.51	79.85	79.65	-0.20
Correctional Operations	298.49	295.70	298.90	3.20
Sheriff's Care Mart	8.80	9.60	7.80	-1.80
Centralized Booking	44.00	45.00	45.00	0.00
Sheriff's Workforce	14.00	13.00	12.00	-1.00

Sheriff's Office - Departmental Resource Summary

	FY 2018 Actual	FY 2019 Adjusted	FY 2020 Adopted	Variance from FY 2019
<u>149 Sheriff's Department Special Revenue Fund</u>				
Inmate Support	41.00	41.00	43.00	2.00
Inmate Services	0.70	0.00	0.00	0.00
Law Enforcement Training	16.70	17.00	15.00	-2.00
Total	<u>532.82</u>	<u>536.82</u>	<u>536.82</u>	<u>0.00</u>
Total Position Summary	<u>532.82</u>	<u>536.82</u>	<u>536.82</u>	<u>0.00</u>

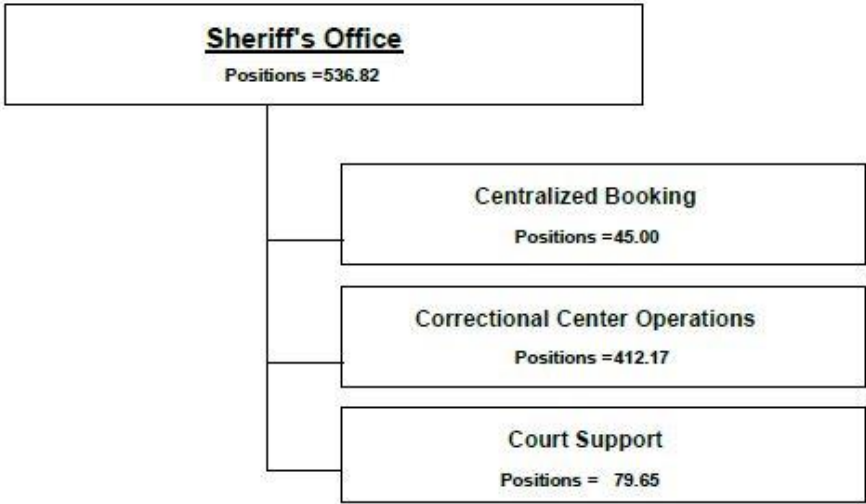
Expenditure Category by Department

Capital	77,687	37,000	0	(37,000)
Operating	9,857,161	10,556,491	10,519,477	(37,014)
Personnel	37,685,437	38,051,681	38,826,340	774,659
Total Expenditures:	<u>47,620,284</u>	<u>48,645,172</u>	<u>49,345,817</u>	<u>700,645</u>

Revenue Category by Department

Charges for Services	4,844,238	4,634,608	5,116,608	482,000
From the Use of Money and Property	12,999	11,000	11,000	0
Miscellaneous Revenue	2,744	2,000	2,000	0
Other Sources from the Commonwealth	18,466,589	19,044,683	20,085,626	1,040,943
Revenue from the Federal Government	57,314	140,000	140,000	0
Transfers from Other Funds	24,515,857	24,812,881	23,990,583	(822,298)
Total Revenue:	<u>47,899,742</u>	<u>48,645,172</u>	<u>49,345,817</u>	<u>700,645</u>

City of Virginia Beach
Fiscal Year 2020 Department Organizational Chart



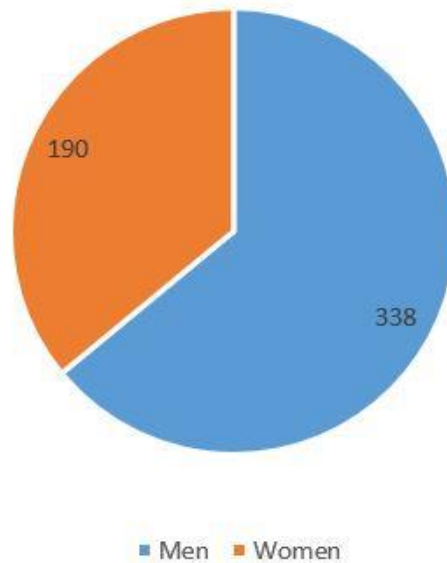
APPENDIX C

Agency Statistics

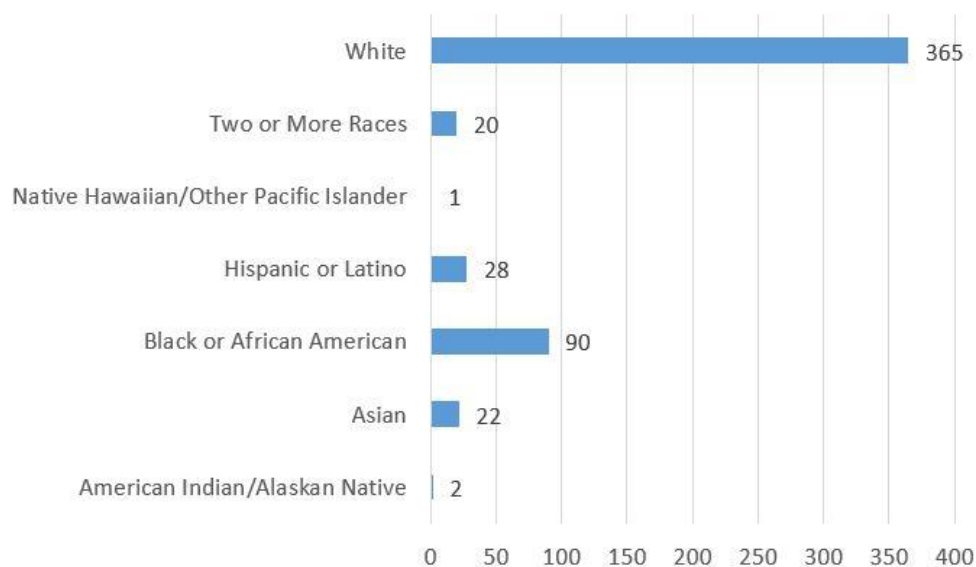
Personnel Demographics

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

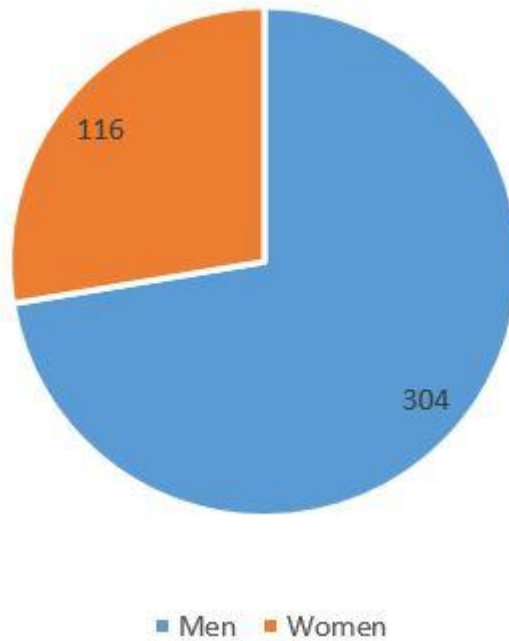


All Personnel by Race

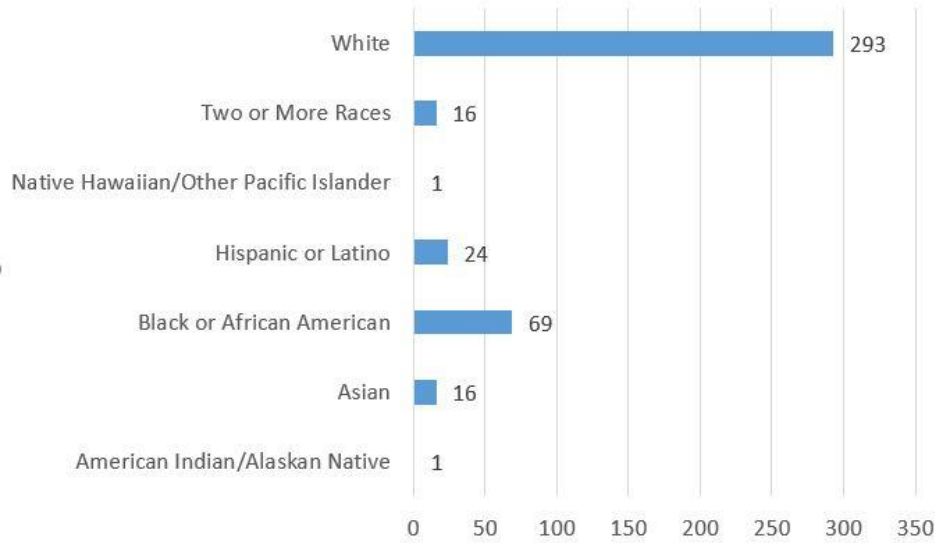


Total Personnel 528

Uniformed Personnel by Gender

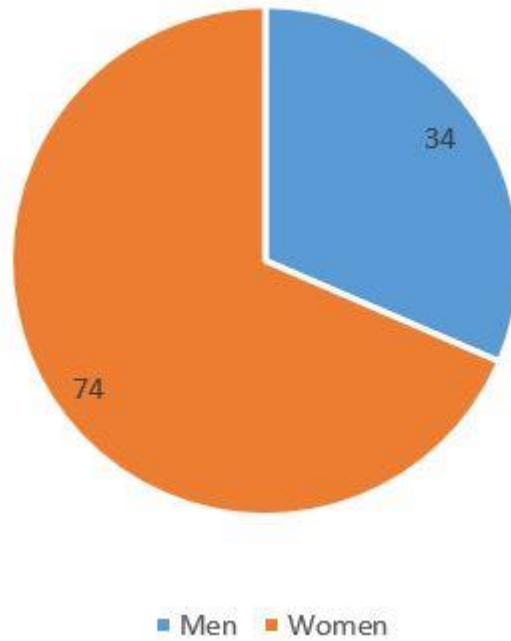


Uniformed Personnel by Race

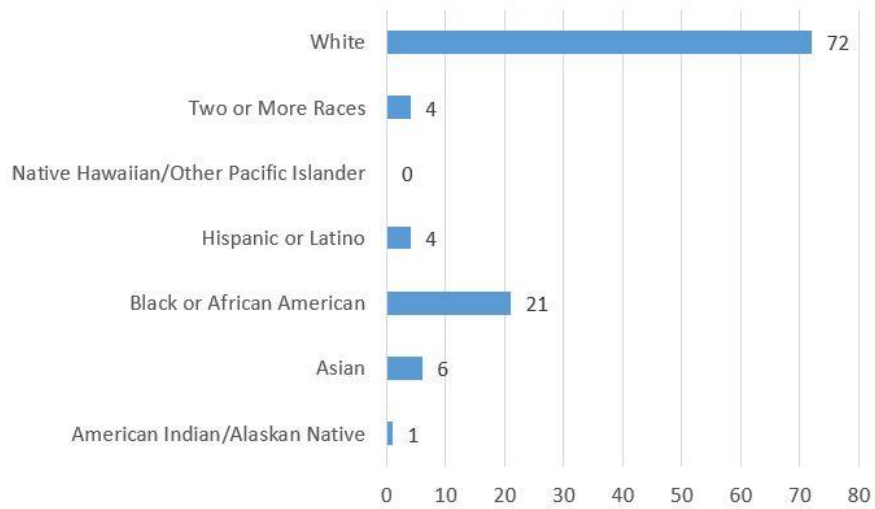


Total Uniformed Personnel 420

Civilian Personnel by Gender



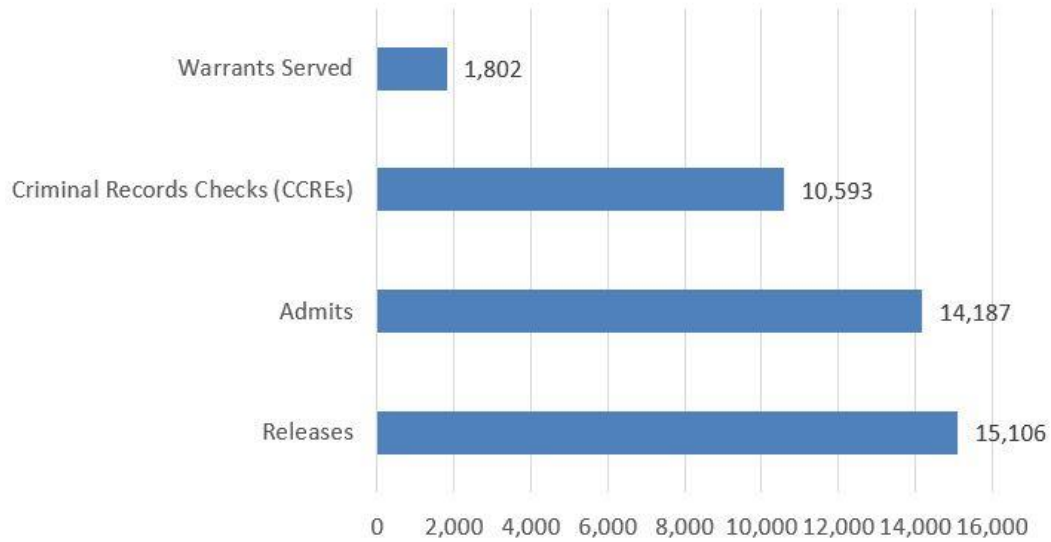
Civilian Personnel by Race



Total Civilian Personnel 108

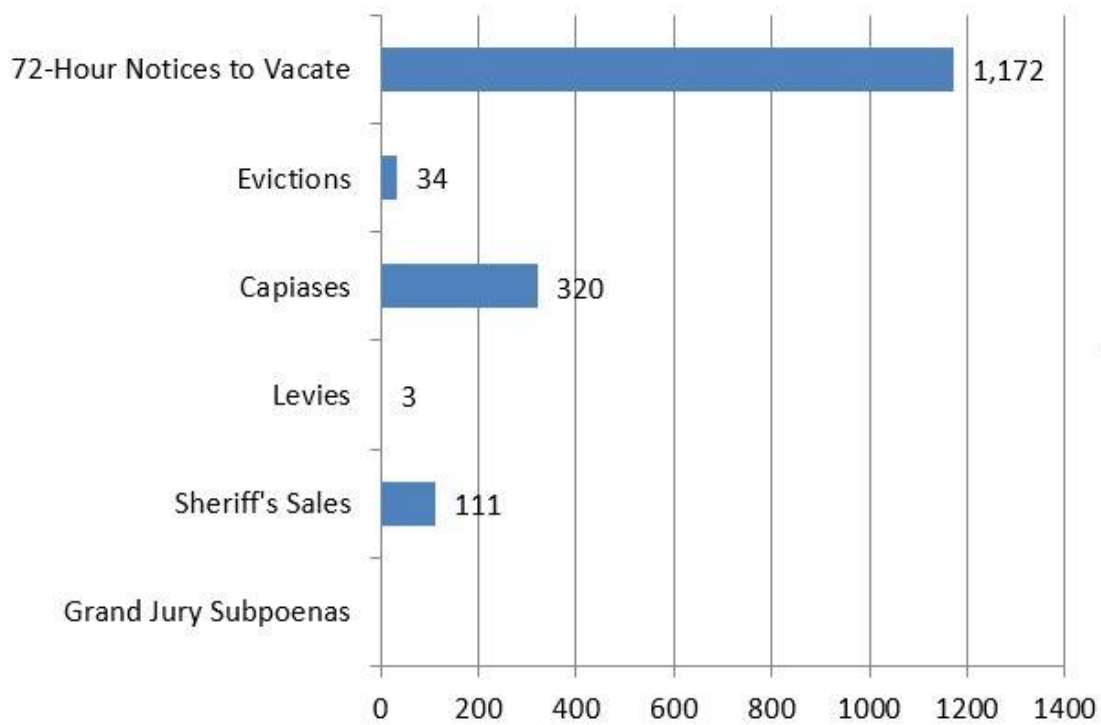
Divisional Statistics

Intake Division

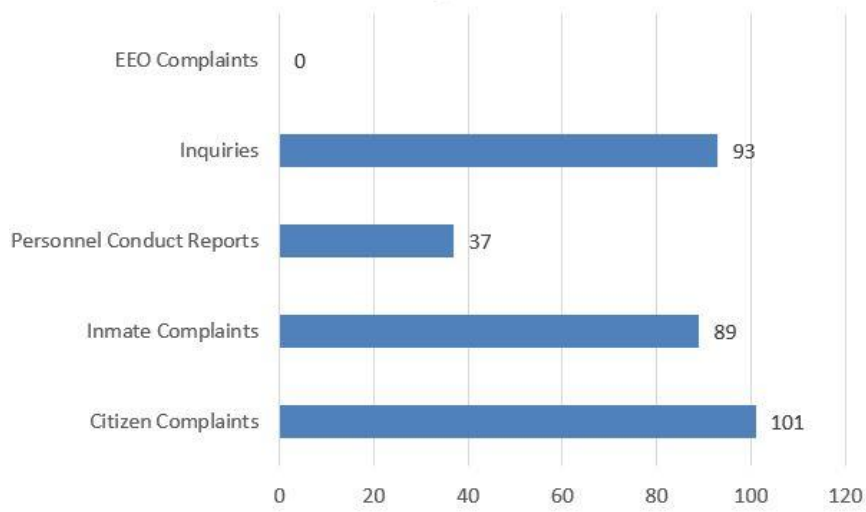


Average Daily Jail Population 1,253

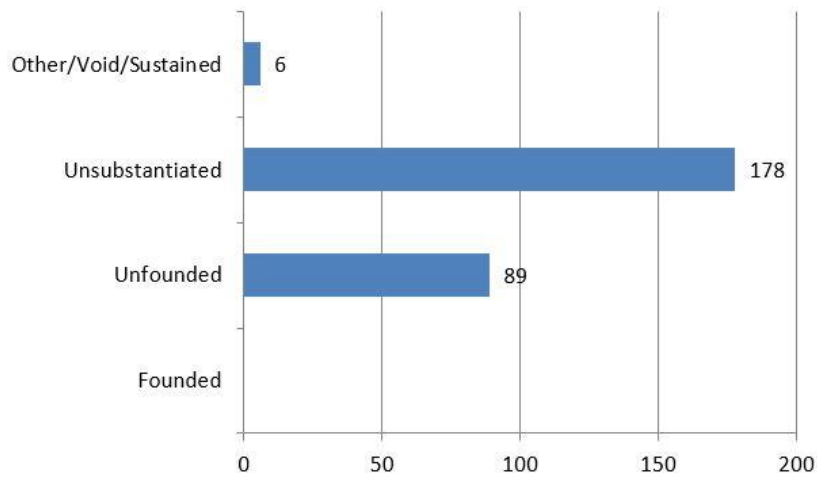
Civil Process Division



Professional Standards Office

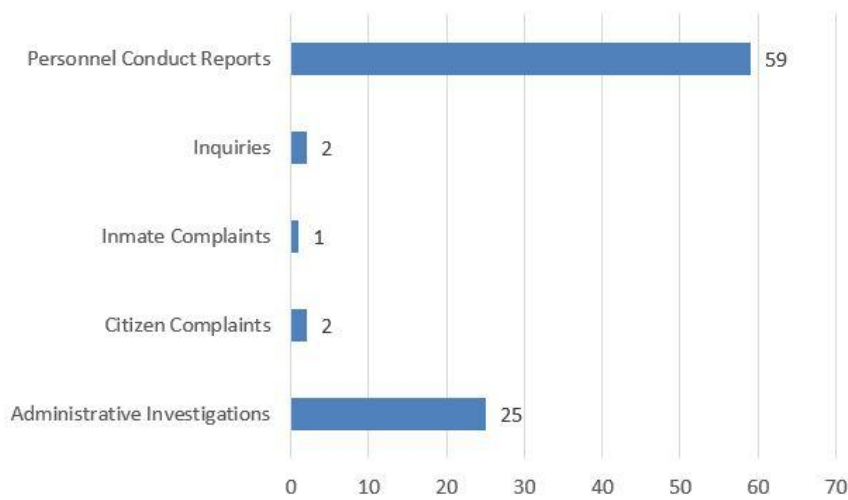


Total Cases 320

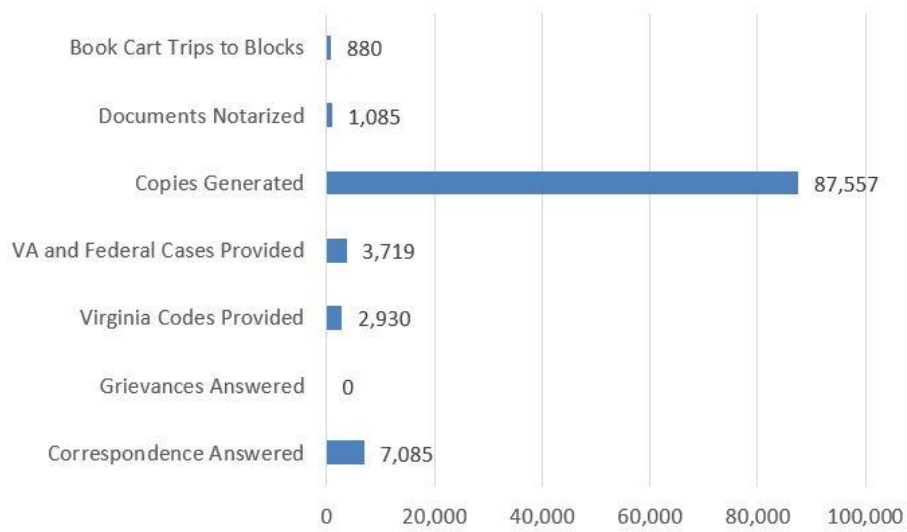


Total Findings 312

Founded Cases



Library



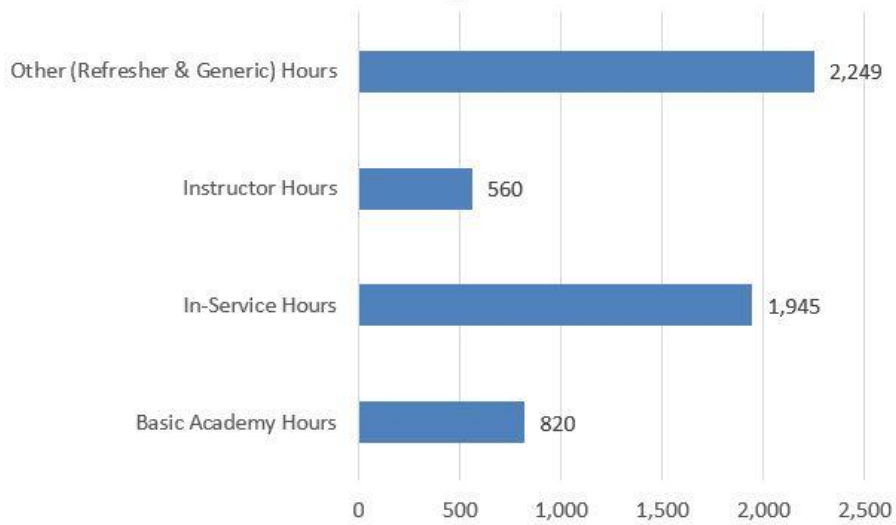
Laundry



Mail

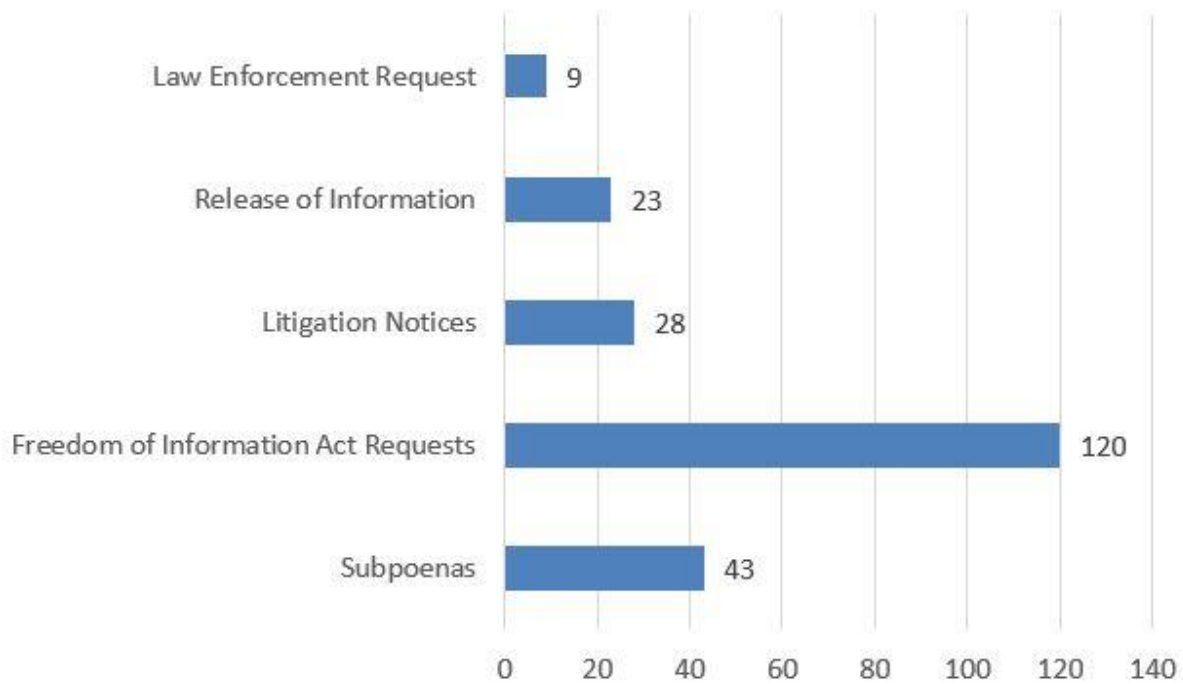


Training Division



Total Training Hours 5,574

Legal Division





Virginia Beach Sheriff's Office
2501 James Madison Blvd.
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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