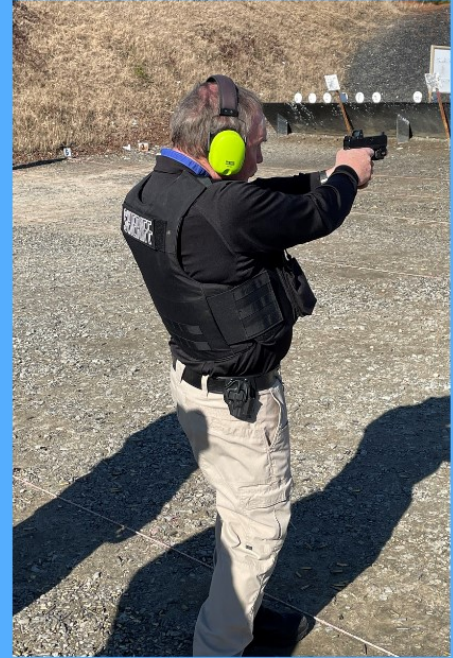


VIRGINIA BEACH SHERIFF'S OFFICE



2021 ANNUAL REPORT



SHERIFF KENNETH W. STOLLE
FY 2020/2021

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Message from the Sheriff

The last two years have brought incredible challenges, but also incredible opportunities. I could not be more proud of our accomplishments and the way that my deputies and civilians have navigated these difficult times. It has never been more apparent that I have the very best sheriff's office in the Commonwealth of Virginia.

Our biggest challenge has been the COVID-19 pandemic. We have worked tirelessly to evolve and adapt our operations to ensure the health and safety of the inmates, contractors and staff. It has been a daily struggle to keep COVID out of the jail and manage the quarantine of new admissions within the constraints of our available housing. I can say that our efforts have been a success. While many other jails and prisons have been ravaged by COVID-19, we have successfully kept COVID out of general population. This was accomplished because of the dedication of my deputy sheriffs, who continue the fight against COVID every day.

However, the pandemic and the difficulties of the job have taken a toll on our workforce, and we are experiencing a record high number of sworn vacancies. To fill those positions, we increased our recruitment efforts this year and lowered our hiring age from 21 to 18. It is my firm belief that if someone is old enough to serve in the military, they are old enough to serve in the Sheriff's Office, and I'm encouraged by the high caliber of the young men and women who have joined our team.

Despite the pandemic and staff shortages, we provided manpower support to the Virginia Beach Police Department this year, walking side-by-side at the Oceanfront and helping out during major events and holiday weekends. Public safety is a team effort, and I am incredibly proud of my deputies for stepping up to ensure the safety of our community. I am also grateful for the warm welcome they received from our brothers and sisters on the Police Department, which extended all the way up to Chief Paul Neudigate. Our citizens are best served when we work together, and I believe we have entered into a new era of teamwork and collaboration for the Virginia Beach Police Department and Virginia Beach Sheriff's Office.

I would be remiss if I didn't touch on mental health, which has been a priority for me throughout my tenure as Sheriff. Most importantly, two years ago I obtained a \$3 million, three-year grant from the state for a new mental health program, which integrated the Virginia Beach Department of Human Services into the jail. The results are astounding. Not only did we stretch the money to last for a fourth year, we also discovered that 89% of the jail population suffers from a mental illness, which is far higher than we ever knew. However, the program works. Of the 387 inmates who have been released after receiving services through the program, 97% have not returned to the jail, which is a complete reversal. The program is



Sheriff Ken Stolle

so successful that the Virginia Sheriffs' Association plans to seek its implementation statewide.

None of this happens by chance. It happens because of leadership, imagination and hard work. It happens because of the 500 men and women who come to work every day and put the safety of Virginia Beach first. I am proud to be their Sheriff. I am proud to be your Sheriff. And my commitment is that your safety will always come first.

A handwritten signature in black ink, appearing to read "K Stolle". The letters are cursive and somewhat stylized.

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 indoctrination, Basic Academy 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.

Awards, Promotions & Retirements

AWARDS

Veterans of Foreign Wars Post 392 Deputy Sheriff of the Year

Sgt. Brandon Mullen

American Legion Princess Anne Post 11 Law and Order Award

Master Deputy John Mallory

PROMOTIONS

Sgt. K. Brown

Sgt. J. Cox

Sgt. N Davison

Sgt. C. Karnes

Sgt. J. Kennedy

Sgt. M. Lemiezsek

Sgt. S. Levenduski

Sgt. K. McClellan

Sgt. B. Mullen

Sgt. E. O'Neal

Sgt. B. Parris

Sgt. J. Stewart



RETIREMENTS

Deputy S. Galloway – 31 years

Sgt. S. Allbritton – 27 years

Sgt. J. Stewart – 26 years

Deputy B. Capps – 25 years

Sgt. G. Saucier – 25 years

Deputy T. Wilkerson – 25 years

Cpl. J. Slee – 22 years

Cpl. G. Eaton – 21 years

Deputy C. Owens – 20 years

Cpl. C. Turnbull – 20 years

Deputy R. Turnbull – 20 years

Account Clerk J. Whiley – 20 years

Data Specialist R. Columbia – 17 years

Sgt. T. Moissett – 16 years

Deputy W. Sylvester-Williams – 16 years

Deputy D. Uphold – 15 years

Deputy K. McLain – 14 years

Deputy L. Batista – 5 years

Deputy R. Schule – 5 years

Combating COVID-19

The COVID-19 pandemic has presented unprecedented challenges the past two years and continues to impact operations. The Virginia Beach Sheriff's Office's COVID-19 mitigation efforts have been largely successful, with few active cases among the inmate population and among staff. **There have been 0 inmate deaths due to COVID-19.** These efforts have included:

- Implementation of an Infectious Disease Operations Plan
- Heightened screening of arrestees prior to entering the facility
- Testing all newly admitted inmates for COVID-19
- **Quarantining all new admissions for 10 days**
- Issuing masks to all general population inmates
- Stocking of medical supplies and personal protective equipment (PPE)
- Reminding everyone to take universal health precautions, such as frequent hand washing
- Reducing the jail population
- Limiting inmate movement between housing units in the jail
- Requiring face coverings for all appointees (sworn and civilian staff) and contractors, regardless of vaccination status
- Offering free, voluntary vaccinations to inmates and staff
- 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 **24 extensions of the emergency order**, continuing it through July 21, 2021. Court functions have gradually resumed, facilitated by the VBSO Courts Division. The division has been responsible for conducting health screenings for people entering the building, limiting the number of people allowed in the security checkpoints and courtrooms, and enforcing social distancing and mask-wearing.

The Judicial Emergency also impacted the VBSO's Civil Process Division, which temporarily ceased serving of some paperwork and evictions for failure to pay rent. Under the state budget, evictions for nonpayment of rent resumed on Jan. 1, 2021, if the landlord meets certain conditions, including notifying the renter of the availability of rental assistance.

To date, the VBSO's COVID-19 precautions have been tremendously successful. Up-do-date COVID testing data is published monthly at vbsos.net/coronavirus.

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. Fees added onto these purchase also help fund inmate programs, such as the Reentry Program. Gross sales for the 2020-2021 fiscal year totaled **\$1 million for the Canteen** and **\$3.2 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 \$45,700** this fiscal year.

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



A Workforce inmate cleans a staff kitchen area in the Virginia Beach Correctional Center.

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, even with the impacts of COVID-19, **95 inmates volunteered for the Trusty Program, working 143,662 hours and saving taxpayers \$4.1 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 14 deputies** who oversee inmate work crews, including one sergeant and

two corporals, 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. They also have been instrumental in cleaning and sanitizing the Correctional Center throughout the COVID-19 pandemic.

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



VBSO Workforce deputies mulching.

toward offsetting the cost of operating the Correctional Center, which in return saves the City money. This year, **those contracts and other work generated \$706,386**, which was applied to the City's obligated share of Correctional Center expenses. In total this fiscal year, the **Inmate Workforce volunteered 39,616 hours at a savings of \$1.1 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 five). 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 573 cases:**

- **149 citizen complaints**
- **66 inmate complaints**
- **37 personnel conduct reports**
- **321 inquiries***
- **0 Equal Employment Opportunity complaints**

Of those 573 cases, **554 investigations have been completed**, with the following results:

- **92 founded**
- **215 unfounded**
- **8 unsubstantiated**
- **239 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 92 founded cases, 8 were citizen complaints, 4 were inmate complaints, 58 were personnel conduct reports and 22 were inquiries.

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.

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. **The Virginia Beach Correctional Center is awaiting its annual Virginia Department of Corrections Life, Health and Safety inspection, which evaluates its compliance with 41 standards. The most recent inspection was conducted in March 2020 and resulted in a 98% score.**

Other agencies that have oversight over the Sheriff's Office and/or Correctional Center include the U.S. Department of Justice , 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).

PSO began phasing in its new Administrative Investigations Management (AIM) system for managing incident reports, complaints and inquiries last year. The software provides better accountability and oversight.

Reinventing Mental Health Treatment

Mental health remains a top priority for the Virginia Beach Sheriff's Office. Two years ago, 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**. Due to sound fiscal management, **that funding was stretched to cover the fourth year of the program**. State and local funding will be sought to continue the program into the future, and the Virginia Sheriffs' Association plans to push for its implementation state-wide during the 2022 legislative session.

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.

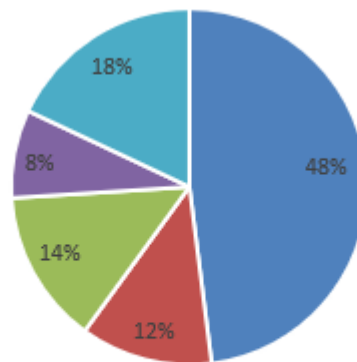
Changes under the new program include:

- 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.

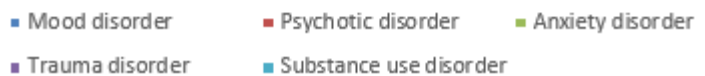
The program had tremendous results and was called "wildly successful" by WAVY TV10. In the past, **the VBSO estimated that 35% of its inmate population suffered from a mental illness**, while **the Community Service Board estimated that number at just 10%**. The problem is much larger. Based on the **499 inmate screenings conducted this year, 442 suffered from at least one mood, psychotic, anxiety, substance use or trauma disorder. That is 89% of the jail population. Their diagnoses were:**

- **48% mood disorder**
- **12% psychotic disorder**
- **14% anxiety disorder**
- **18% substance use disorder**
- **8% trauma disorder**
- **55% co-occurring medical condition**



The screenings also found that:

- **18% were homeless**
- **48% were previously incarcerated**
- **37% received previous treatment for a behavioral health disorder**



- **48% were insured**
- **55% had natural supports**

Since the program started, it has **discharged 387 inmates** from the jail after receiving treatment. The results are promising:

- **70% were released with housing in place**
- **100% had an adequate supply of medications**
- **67% 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**

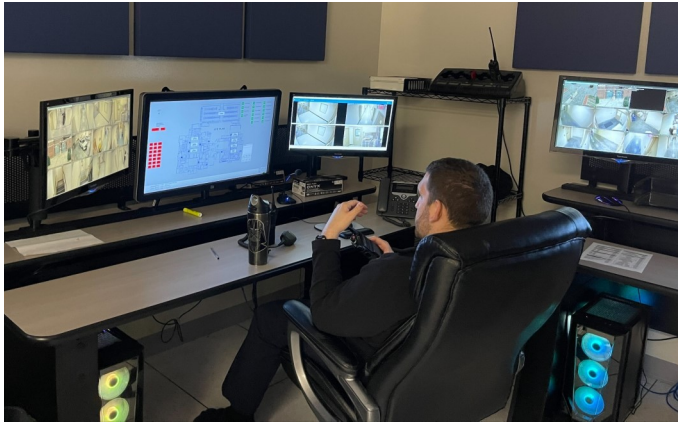
The number of discharges was impacted by the fact that **153 inmates were released prior to completing the behavior health admissions process** and **10 refused services**.

There are currently **330 inmates in the program**.

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 six 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 2020-2021 fiscal year, the Virginia Beach Sheriff's Office conducted the following projects:

- **Master Control upgrade:** This year the Sheriff's Office neared completion of its project to upgrade its Master Control Center. **The \$5 million, multi-year project was approved and funded by the Virginia Beach City Council.** The former Master Control was built with C Building in 2005 and contained outdated and discontinued systems. Those systems had become very difficult to keep running due to lack of parts and old software that could no longer be upgraded. The project included replacing those systems to improve security and emergency responses as well as additional upgrades, including



The upgraded Master Control.

better acoustics, new desks and chairs, new control centers and switching from analog to digital cameras. Master Control serves as the central control center for camera viewing and door control throughout the Correctional Center and is a central communications hub for all divisions within the Sheriff's Office. This project was initially planned for the 2015-2016 fiscal year, but had to be

delayed in order to first upgrade the jail's old video recording system. That system became unsupportable due to lack of parts and outdated software, so it had to be replaced before moving forward with the Master Control upgrade. That upgrade was completed, 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 R&S Construction.** Work began on Nov. 1, 2020. Despite having to halt work during the jail's COVID-19 shutdown, RNS is scheduled to complete the work ahead of schedule in October 2021. In preparation for the Master Control remodel, approximately **642 cameras were installed throughout the Correctional Center**, all fiber lines connected and **85% of intercoms replaced.**

- **Real-Time Inmate Tracking:** The Virginia Beach Sheriff's Office identified the need to improve upon the outdated processes used 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 did not allow for real-time recording of activity as it occurred. This problem was exacerbated by the **jail's population of more than 1,100 inmates** and staff of **400+ sworn deputies and supervisors.** The former method of pen and paper record-keeping was burdensome and far less reliable than other proven public safety technologies. That system was also vulnerable to human error. To remedy this issue, the Sheriff's



A deputy demonstrate how to use the RFID scanner.

Office has implemented a Radio Frequency Identification (RFID) system for recording jail activities. The system is integrated with the Offender Management System (OMS) and enables 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 utilizes RFID barcodes that are located throughout the facility and integrated into the 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 subsequently installed in Classification to track inmates' locations. Last year, the VBSO installed the infrastructure for the new system and obtained the necessary equipment, such as handheld scanners. The system went live following deputy training in the fall of 2020. **In addition to tracking security checks, which must be conducted at least twice per hour, the system logs all important events during a shift.** The system improves accountability and record-keeping and allows the Sheriff's Office to account for the location of every inmates within the jail at all times.

- **Administrative Investigations Management (AIM) System:** The Professional Standards Office (PSO) has been phasing in its new Administrative Investigations Management (AIM) system for managing incident reports, complaints and inquiries last year. The software provides better accountability and oversight.

Leadership Foundations Course

As part of the Career Development Progression plan, deputies were required to attend the newly developed Leadership Foundations course to progress to Master Deputy. In 2021, the Training Division assisted with swiftly rolling out multiple dates to accommodate the individuals who needed to attend. **After the June 5, 2021 class, two instructors have taught 112 deputies.** The evaluations have been extremely positive, and the feedback shows the need to continue these leadership discussions.



The June 2021 Leadership Foundations class.

The Leadership Foundations curriculum was developed by Correctional Operations Capt. Kathy Vargas, a graduate of the FBI National Academy, and taught by Training Cpl. Ronald Asuncion and Training Sgt. Wayne Thomas. These instructors truly understand the skills

necessary to facilitate healthy leadership discussions that benefit the deputies and the Sheriff's Office as a whole. They are currently working on the lesson plan for Leadership Foundations 2.0.

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 the 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. Participants are called "returning citizens".

In addition, the program works with the Virginia Department of Corrections and Virginia Beach Probation and Parole to provide home care plans and community resources for people leaving the jail. Reentry staff works with City Social Services and the Re-entry Council to provide job fairs, informational bulletins and other services. The program has offered financial classes through Bank On and previously partnered with Tidewater Community College to connect inmates with educational opportunities and trade skills once they are released from custody.

In the first five years of the program, 474 inmates graduates and 68% did not reoffend after their release.

The Reentry Program was suspended in the spring of 2020 when the Correctional Center closed to volunteers and non-VBSO personnel due to COVID-19. However, the program maintained connections with the community and the Re-entry Council and conducted virtual meetings and job fairs for the public and returning citizens. In addition, the jail's telephone contractor, GTL, made calls to treatment and housing centers free to assist with inmates' reintegration into society. The Reentry Program will be re-instated on Aug. 1, 2021, and will welcome a new instructor and program outlook. There are currently **16 inmates on the waitlist.**

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.

The program received 948 inmate correspondences and provided 509 correspondence services this year (292 refused services).

ASP consists of three programs:



An inmate is fitted with an ankle bracelet 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 an offenders' wages must first go toward paying any required child support and restitution. Last 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, **58 offenders participated in the program, with two currently enrolled.**

- **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 operated intermittently this year based on COVID-19 case loads in the jail and the community. Appropriate COVID-19 precautions were in place, including taking temperatures, giving each offender a COVID-19 rapid test, conducting a medical screening and providing a mask/face covering. Reporting dates were staggered to allow for social distancing in the Weekender housing areas. Anyone who tested positive for COVID-19 or was symptomatic was sent home and given a new reporting date. This year, **1,213 inmates served time in the Weekender Program, with an average of 134 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.

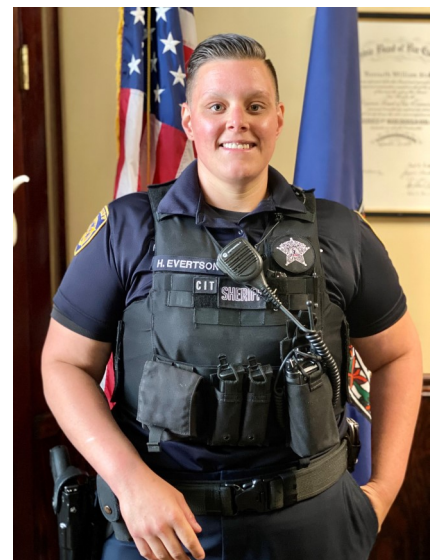
The Veterans Program was suspended this year in order to free up housing for COVID-19 quarantine. However, the ASP continued to work with a Veterans Affairs representative and provided virtual meetings and counseling services to incarcerated veterans on a case-by-case bases. **There are typically about 80 veterans in the jail at any given time.**

In addition, because the mobile DMV Connect program was temporarily suspended due to COVID-19, the ASP staff provided a notarized jail identification letter to inmates being released from the facility so that they could make an appointment and obtain an I.D. from the Virginia Department of Motor Vehicles after their release.

Community Outreach & Support

Community Outreach Capt. Rick Norris oversees the Sheriff's Office's extensive community involvement efforts, including its senior initiatives, Recruitment Team and Honor Guard. Capt. Norris is tasked with unifying and strengthening the VBSO's efforts to serve and engage with the community. He is also in charge of the Inmate Workforce, Maintenance and Information Technology, serves as a liaison to the Virginia Beach Human Rights Commission and oversees the VBSO's Lesbian, Gay, Bisexual and Transgender (LGBT) Liaison.

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



LGBT Liaison Heidi Everson

of the community.

During the 2020-2021 fiscal year, even with some programs being suspended due to COVID-19, the Sheriff's Office logged a total of **185,553 hours** with help from **624 volunteers**, including chaplains, auxiliary deputies, interns and inmates giving their time for the Workforce and Trusty programs. This equated to **\$5.3 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.



VBSO volunteers at the Special Olympics Virginia flag football tournament.

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.

The Sheriff's Office held three blood drives this year to support the American Red Cross, collecting 95 units of blood. It also raises money for charity through the Sheriff Community Fund and supports Virginia Beach Crime Solvers, the Foodbank of Southeastern Virginia and the Eastern Shore, The Salvation Army Christmas Depot and more. The office is

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 modified this year.

The VBSO is active in schools, with volunteers helping on the first day and giving their time at school events.

The Virginia Beach Sheriff's Office Community Outreach Coordinator Gary Zalas is involved in numerous VBSO volunteer events, with his primary focus being providing child I.D.s and safety initiatives for senior citizens. He 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



The first day of school at Kempsville Meadows Elementary School.

Virginia and serves as vice chair on the organization's Advisory Council. He is also a commissioner on the Mayor's Commission on Aging.

While community outreach activities were impacted by COVID-19 restrictions, in FY21, Community Outreach Coordinator Zalas:

- Installed **1 door viewer (peephole) and provided a home safety assessment for a senior** under Operation Lookout Expanded;
- Provided **2 displays and 3 virtual and in-person presentations reaching more than 275 seniors** on topics including senior safety, fraud and scams, summer safety and available programs;
- Provided a Career Day display for the Boys & Girls Club of America;
- **Delivered 164 5-pound boxes of nonperishable food to seniors** for Senior Services of Southeastern Virginia and conducted regular health and welfare checks on the recipients;
- Made meal deliveries for Mercy Chef;
- Conducted **2 Senior Citizens Police Academy consisting of 10 3-hour sessions, graduating 27 seniors**;
- Made **96 visits to various Project Lifesaver clients** to change transmitter batteries and check transmitter frequency to ensure a strong signal;
- Signed up **4 new Project Lifesaver clients**;
- As a member of the **Project Lifesaver Executive Board, hosted a golf tournament that raised \$12,094**;
- Made **78 calls to seniors for Senior Services of Southeastern Virginia's Meals on Wheels program**;
- 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;
- Assisted with the Sheriff's Office's blood drives for the American Red Cross; and
- Taught CPR and standard first aid during indoctrination for new hires and deputies requiring recertification.



Honking in the Holidays at Marian Manor senior living home.

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.

In March 2020, the Virginia Department of Corrections conducted its last Life, Health and Safety inspection of the Virginia Beach Correctional Center, evaluating its compliance with 41 health and safety standards. The inspectors awarded the VBSO a 98% score. The Correctional Center is awaiting its annual Life, Health and Safety inspection for 2021.

In addition, on February 15, 2021, a jail-wide search was conducted. **As a result, 16 rule violations were written for various reasons to include: tattoo kits, altered items and excessive trash.** No serious contraband – weapons or drugs – was located. In addition to routine cell inspections, these searches are important to locate and remove contraband and maintain the health and safety of the facility.

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).

Deputies from the ERT and other divisions within the Sheriff's Office supplemented police manpower at the Oceanfront during Week 17 or "College Beach Weekend" from April 23-25, 2021. It was a successful event with no major public safety incidents. **Total VBSO staffing was 1 captain, 2 lieutenants, 7 sergeants and 36 deputies, for a total of 46 (about 12% of the VBSO's sworn workforce).**

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, MEDIKO. This year, Medical

completed:

- **5,776 nurse sick calls;**
- **3,972 physician sick calls;**
- **1,044 chronic care visits; and**
- **111 obstetrics and gynecology (OBGYN) appointments.**

In addition, Medical oversaw **3,756 inmates placed on detoxification protocol for substance abuse issues** and **1,021 inmates placed on suicide watch.**



Members of the Virginia Beach Correctional Center nursing staff.

The Medical Division has played an essential role in the VBSO'S COVID-19 response and development of its Infectious Disease Operations Plan (outlined on pages 8) the last two years. **Those efforts resulted in minimal inmate cases— just 1 active case as of the end of the fiscal year—and 0 inmate deaths due to COVID-19. In addition, those efforts helped keep the VBSO's deputies and civilians safe, with only 1 active case among staff as of the end of the year.**

MEDIKO, which is based in Richmond, took over providing medical and mental health care at the jail on Aug. 1, 2020. **It was awarded the \$6.4 million medical contract through the City of Virginia Beach procurement process. The City received 5 responsive proposals for the contract, and awarded it based on the input of an evaluation committee that rated the bidders' proposals on their experience, capability, services to be provided and price. The contract is for 1 year with an option for 4 1-year extensions. Under the contract, MEDIKO is responsible for providing medical, mental health, dental, pharmaceutical, laboratory, dialysis and other ancillary services for the jail's 1,100 inmates.**

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 3,309 regular meals and 430 special diet meals per day, totaling 1.2 million meals this year. Of those meals, 157,091 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 220 cases of inmate-on-inmate assaults, inmate-on-staff assaults, contraband, Canteen fraud, unemployment fraud and gang activity and 72 cases involving Prison Rape Elimination Act (PREA) allegations. There are also more than 150 known and/or suspected gang members in the facility.** CIU investigators work with various federal, state and local agencies to help solve cases all over Hampton Roads. In addition, **its Disciplinary Hearing Officers reviewed 1,410 institutional incidents (which could involve multiple inmates receiving multiple institutional violations), which resulted in 556 board hearings.**



Sheriff Ken Stolle presents the Criminal Intelligence Unit with the inaugural Ken Stolle Award from Virginia Beach Crime Solvers.

Investigations of note for the Criminal Intelligence Unit this year included a case of malicious wounding involving an inmate-on-inmate assault and assisting a local task force with recovering illegal guns from the street. These cases are still pending trial. The CIU also prosecuted multiple indecent exposure cases in which inmates exposed themselves on tablet visits. The deputies assigned to the CIU attended Task Force Officer training and became certified HSI Task Force Officers. The CIU also received the first annual Virginia Beach Crime Solvers Ken

Stolle Award for their work on a case involving an attempt to smuggle drugs into the facility. Deputies, acting on an anonymous tip, conducted an investigation, including surveillance of the suspected delivery location, and intercepted the illegal drugs before they were introduced into the facility. **Their investigation resulted in 23 felony warrants on 3 inmates and 2 civilians.** The CIU investigators assisted local law enforcement with identifying suspects and witnesses in several high-profile cases.

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 9-year-old German Shepherd trained in narcotics detection. **She and her new handler, Deputy Anthony Natalzia, completed 216 operational searches and assisted in seizing more than 6 pounds of marijuana this year.** K9 Gaston is a 4-year-old German Shepherd trained in explosives detection. K9 Gaston is assigned to Deputy Aaron Whitehead. 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 533 operational searches for explosives this year. The VBSO K9 Unit established a new training partnership with the Portsmouth Police Department (PPD) K9 Unit. Deputy Natalzia received his K9 handler training and certification from the PPD's K9 Master Trainer. Since then, they have trained with the PPD on multiple occasions in both Portsmouth and Virginia Beach. Deputy Whitehead is also working toward his certification as a K9 trainer.

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.

Classification's efforts to prevent COVID-19 from entering the facility are ongoing. The division continues to quarantine inmates newly admitted to the facility. Many programs were suspended to prevent the introduction and spread of COVID-19. However, in an effort to continue these valuable services, Classification worked with the program providers to offer many of them virtually. As guidelines evolve, the division is working to reimplement these programs in-person. They are expected to resume in August 2021 barring any new restrictions or changes to guidance from the Centers for Disease Control and Prevention.

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Training

The Virginia Beach Sheriff's Office Training Division is responsible for staff training, including initial and continuing in-service training. This division meets or exceeds all of the state-mandated requirements set by the Department of Criminal Justice Services. During the 2020-2021 fiscal year, the Training Division conducted a General Instructor School, an Emergency Vehicle Operations Instructor Course, a Firearms Instructors School, Rifle Training, Crisis Intervention Train-the-Trainer Courses, Leadership Foundations and Combat Medic courses. These schools ensure that the VBSO continues to set a standard of performance unparalleled by any other law enforcement



K9 Deputy Anthony Natalzia and K9 Candy



Basic Academy Class 49-20

agency in the region.

This year, the training division conducted more than 12,036 hours of training, including three Basic Academy classes totaling 45 deputy recruits, and eight Indoctrination classes.

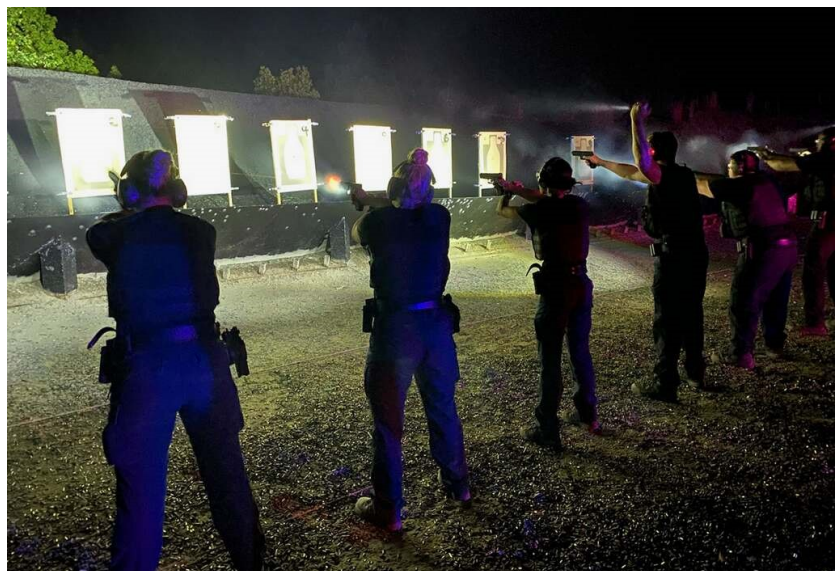
Without properly trained law enforcement officers, society cannot successfully function. The curriculum that is devised for law enforcement is critical to officers' success in their chosen career path. Officer/

deputy training is also very important to their department and to the community they serve. **The 16-week Basic Academy curriculum that is offered to new recruits is focused on providing the best overall training that will give them the tools necessary to become the best deputies possible.**

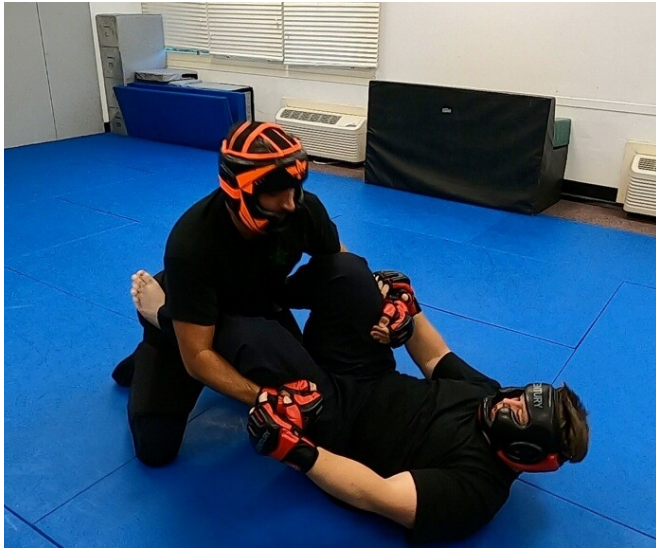
Basic Academy training for newly hired deputies varies across locations and regions in both the training process and content. Initial Basic Academy training and education develops the mind and establishes the career goals and attitudes of the future law enforcement officers who will be in charge of social order. The needs and demands of our modern-day society have evolved and it is essential that law enforcement training academies keep up with current practices in the profession.

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

It's no secret that law enforcement careers are



Basic Academy recruits training at the range.



Defensive tactics training

dangerous. Training officers work hard to make sure their recruits and fellow deputies receive the best training possible to help keep them safe and get them home at the end of their shifts. Because the actions of officers/deputies later in their careers will often bring focus on the training they received, law enforcement instructors have an awesome responsibility and incur a great deal of liability for the quality of their instruction.

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 important jobs in their respective agencies.

The Basic Academy provides realistic and up-to-date training courses to deputies. The Virginia Beach Sheriff's Office has established a diverse training curriculum taught by instructors with extensive experience. The Basic Academy instructors are carefully vetted to ensure they have subject matter expertise, are dynamic presenters and are passionate about their course material. The VBSO has an unparalleled commitment to ensure that all deputies attending the Basic Academy walk away with actionable skills and knowledge to increase their performance in their respective positions.

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

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

Maintenance

The Maintenance Division of the Virginia Beach Sheriff's Office is staffed by **7 full-time deputies, 2 part-time employees, 1 sergeant and 1 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.

Maintenance played an integral role in the Master Control upgrade this year. The control room was completely upgraded and made over with better acoustics, new desks and chairs, control centers and an upgrade from analog to digital cameras. Maintenance worked closely with the contractor R&S Construction Co. to make this project a huge success despite COVID-related delays. Additional information is on pages 14-15.

Maintenance was also busy this year refurbishing showers throughout the jail, including in the indoor recreation yard, where Weekender Program inmates are housed.

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. In addition, **Courts works with Virginia Beach Community Corrections and Pretrial to safely arrest clients with outstanding warrants, resulting in 51 arrests this year.**

For a second consecutive year, the biggest impact on Courts in FY2021 was the COVID-19 pandemic. The Supreme Court of Virginia issued a 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 has been renewed 24 times, with the courts gradually reopening to accommodate additional hearings.** Courts was responsible for conducting COVID-19 screenings, limiting the number of people allowed in each courtroom and in the security checkpoint areas, and enforcing social distancing and mask-wearing.

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 under certain circumstances. Under the state budget, evictions for nonpayment of rent resumed on Jan. 1, 2021, if the landlord meets certain conditions, including notifying the renter of the availability of rental assistance.

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**.

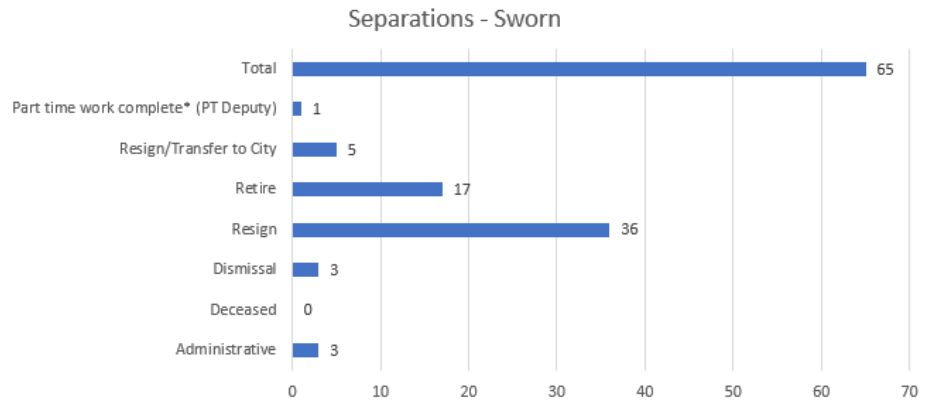
The VBSO consistently reviews and exercises its emergency plans to ensure operational readiness if and when a situation occurs. This includes preparing for severe weather, natural disasters and mass casualty events.

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. **The Sheriff's Office was impacted by a record number of sworn vacancies this year: 50 deputies, which is 12% of the office's budgeted sworn positions.** The difficulties of the COVID-19 pandemic, social unrest, normal attrition and recruitment challenges were all factors.

Human Resources Director Sherry White was actively involved in Sheriff Stolle's pay parity discussions with the City of Virginia Beach during the past few years, which resulted in the Sheriff's Office being 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. This involved aligning the

VBSO's rank structure and career progression plan with the Virginia Beach Police Department's. Full implementation of the career progressions (per the Workforce



Development Plan) and addressing horizontal and vertical compression is taking 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 3 of a 4-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.

In the last year HR has developed processes for the implementation of the Deputy II, Master Deputy and Master Deputy II ranks. The new career progressions are in line with the Workforce Planning and Development Plan.

Recruitment strategies have included reducing the hiring age from 21 to 18 for sworn positions. In 2021 the Sheriff's Office also introduced a Physical Ability Test as a prerequisite for hiring (part of a multi-step hiring process). This process was streamlined to reduce the amount of time spent in the pre-qualifying stage of the background-check process. As other law enforcement agencies also experience staffing shortages, the VBSO finds itself competing for the same applicant pool. VBSO HR continues to explore new ways to attract and retain qualified individuals in both sworn and civilian positions.

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 FY21, the VBSO's total budget was \$52.6 million, with \$26.8 million in funding coming from the City, \$20.3 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 secure funding of almost \$200,000 to finalize the inmate tracking video wall system in

Classification. This was made possible through the Coronavirus Aid, Relief, and Economic Security (CARES) Act, and provided more grant money than in years past. 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 an inflationary economy still plagued by COVID-19 and its variants.

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



Public Information Officer Kathy Hieatt and members of the Virginia Beach Sheriff's Office at the Virginia Sheriffs' Institute Spring Conference.

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 received and responded to 85 media requests this year.

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 **5,700 people on Facebook, 3,500 on Twitter and 1,700 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:

- The new mental health program with the Virginia Beach Department of Human Services, which was called "wildly successful" by WAVY TV 10;
- Lowering the hiring age for deputy sheriffs;
- Appointment of a new LGBT Liaison; and
- The ongoing response to the COVID-19 pandemic.

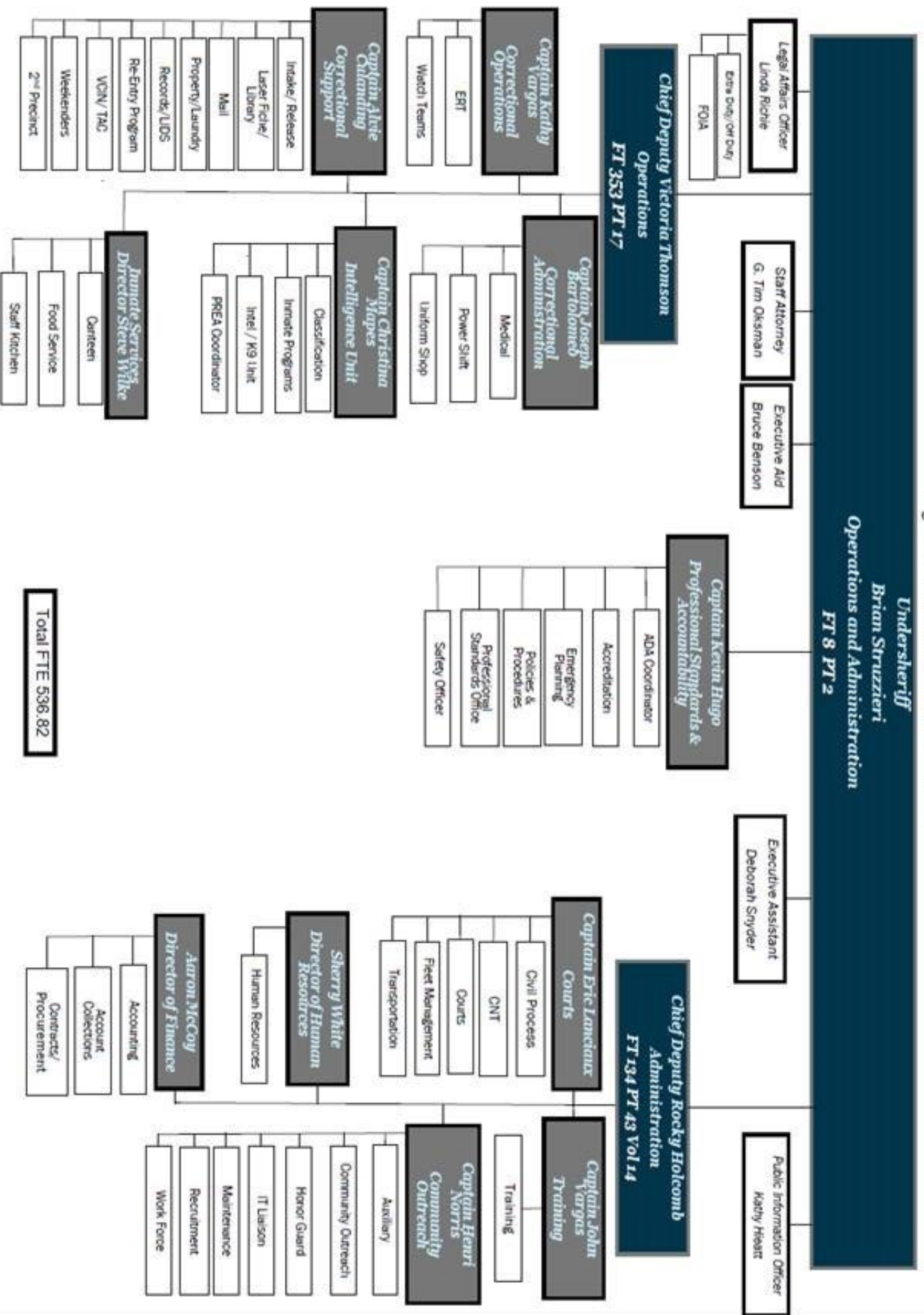
In addition, the PIO was heavily involved with communicating with the staff and the public about COVID-19 the last two years. Those efforts included frequent social media posts and creating and regularly updating a COVID-19 page on the VBSO website. The PIO also produced a series of video updates from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

Next year, the Sheriff's Office plans to expand its Public Information Office by adding a second, sworn position.

APPENDIX A

Organizational Chart

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



APPENDIX B

Sheriff and Corrections Finance Report

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

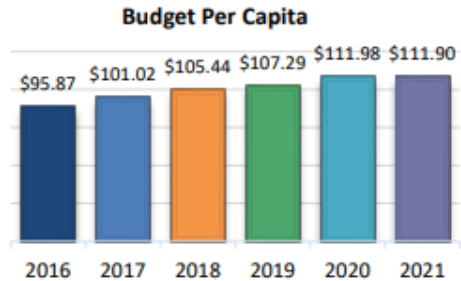
SHERIFF'S OFFICE



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.

Department Overview

The Virginia Beach Sheriff's Office (VBSO) 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 below illustrates how 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.



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

Community Outcome Measures	FY 2017	FY 2018	FY 2019	FY 2020	FY 2021 PROJ
Percent of Residents Who Agreed Virginia Beach is a Safe Place to Live	94.0%	88.2%	88.2%	96%	96%
Departmental Performance Metrics	FY 2017	FY 2018	FY 2019	FY 2020 EST	FY 2021 PROJ
Civil Documents Served	130,000	109,525	130,000	130,000	130,000
Arrestees Processed	20,325	19,237	20,062	20,000	20,000
Number of Courtrooms Secured	23	23	23	23	23
Daily Cost Per Inmate	\$85	\$90	\$89	\$90	\$90
Average Daily Jail Population	1,347	1,362	1,394	1,420	1,450

Trends & Issues

→ Inmates Medical Care

Traditional medical care for inmates is the single largest expense item in the VBSO's Operating Budget. Final negotiations are ongoing regarding a new medical services contract. It is possible that the finalization 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 overtime costs and greater workload on staff.

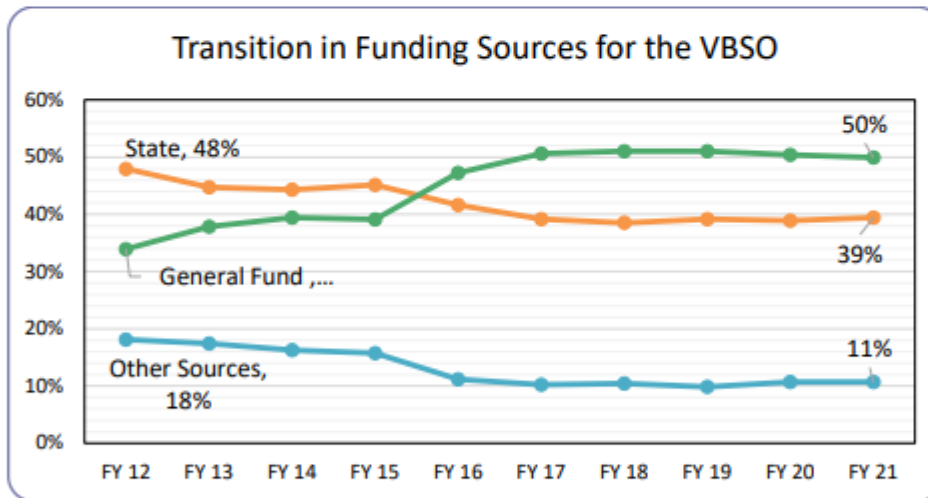
As this is a topic of great concern, the Virginia General Assembly has now authorized the State Board of Corrections to establish minimum standards for health care services. Although the Virginia Beach Correctional Center meets the minimum standards according to the text of the legislation, it is plausible 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 health conditions. Over 1/4th of the inmates in the Virginia Beach Correctional Center have been prescribed medicine for a mental health condition and these patients are responsible for 10% of the overall medical contract. Recognizing that the Correctional Center is increasingly being used as an alternative to local behavioral and mental health services, the 2019 Virginia General Assembly funded the initialization of a Jail and Re-entry Service Coordination Pathway. In partnership between the VBSO and the Department of Human Services, this program allows for on-site inmate screening and treatment. While beneficial for the inmates, 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. Therefore, additional positions may be needed if this program produces long-term success.

→ **Sources of Financing for Local Jails**

Over the past decade, there has been a transition in the primary funding source for the VBSO. Whereas at the start of the decade, the Commonwealth of Virginia was the largest source of VBSO 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 as the limited inflow of additional state revenue is unable to keep pace with the needs of the office. While there are individual legislators in Richmond who are interested in enhancing the Commonwealth's commitment to funding local sheriff offices and correctional facilities, thus far the extra resources been directed to this aspect of Commonwealth operations have been minimal.



Major Budget Changes

Change	Impact
<p>↓</p> <p>Part-Time Position Reduction</p> <p>-1.00 FTEs</p>	<p>An existing part-time pool position, equal to 1.0 FTEs, was unfunded.</p>
<p>↑</p> <p>General Fund Medical Contract Reserve</p>	<p>\$1.7 million was appropriated in the General Fund Reserves to cover expected increases in the recently negotiated medical contract. These funds will be held in reserve until necessary to pay for additional expenses incurred beyond the base level of the prior medical contract.</p>

City of Virginia Beach, Virginia
Sheriff's Office - Departmental Resource Summary

	FY 2019 Actual	FY 2020 Adjusted	FY 2021 Adopted	Variance from FY 2020
<u>Program Summary</u>				
<u>149 Sheriff's Department Special Revenue Fund</u>				
<u>Expenditures</u>				
Sheriff's Office	3,048,500	3,865,829	3,218,214	(647,615)
Court Support Services	4,924,467	5,282,396	5,114,118	(168,278)
Correctional Operations	31,618,439	31,505,743	32,558,433	1,052,690
Sheriff's Care Mart	414,061	411,712	403,771	(7,941)
Centralized Booking	3,641,824	3,457,272	3,637,494	180,222
Sheriff's Workforce	1,225,800	1,128,401	1,230,970	102,569
Inmate Support	2,825,894	2,970,800	2,750,367	(220,433)
Inmate Services	349,452	0	0	0
Law Enforcement Training	1,197,532	2,062,961	1,919,620	(143,341)
Total Expenditures	<u>49,245,968</u>	<u>50,685,114</u>	<u>50,832,987</u>	<u>147,873</u>
<u>Revenues</u>				
Fees	4,933,172	5,129,608	5,297,608	168,000
State	18,828,875	20,085,626	20,085,626	0
Federal	144,910	140,000	150,000	10,000
Transfers	24,907,613	25,329,880	25,299,753	(30,127)
Total Revenues	<u>48,814,570</u>	<u>50,685,114</u>	<u>50,832,987</u>	<u>147,873</u>
General City Support	<u>431,398</u>	<u>0</u>	<u>0</u>	<u>0</u>
<u>183 Grants Consolidated Fund</u>				
<u>Expenditures</u>				
Sheriff - Grants	31,077	0	0	0
Total Expenditures	<u>31,077</u>	<u>0</u>	<u>0</u>	<u>0</u>
<u>Revenues</u>				
Federal	31,077	0	0	0
Total Revenues	<u>31,077</u>	<u>0</u>	<u>0</u>	<u>0</u>
General City Support	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>
Total Department Expenditure	49,277,045	50,685,114	50,832,987	147,873
Total Department Revenue	48,845,647	50,685,114	50,832,987	147,873
Total General City Support	431,398	0	0	0

City of Virginia Beach, Virginia
Sheriff's Office - Departmental Resource Summary

	FY 2019 Actual	FY 2020 Adjusted	FY 2021 Adopted	Variance from FY 2020
<u>Position Summary by Program</u>				
<u>149 Sheriff's Department Special Revenue Fund</u>				
Sheriff's Office	35.67	35.47	35.47	0.00
Court Support Services	79.85	79.65	76.65	-3.00
Correctional Operations	295.70	298.90	301.90	3.00
Sheriff's Care Mart	9.60	7.80	7.80	0.00
Centralized Booking	45.00	45.00	46.00	1.00
Sheriff's Workforce	13.00	12.00	12.00	0.00
Inmate Support	41.00	43.00	41.00	-2.00
Law Enforcement Training	17.00	15.00	15.00	0.00
Total	<u>536.82</u>	<u>536.82</u>	<u>535.82</u>	<u>-1.00</u>
Total Position Summary	<u><u>536.82</u></u>	<u><u>536.82</u></u>	<u><u>535.82</u></u>	<u><u>-1.00</u></u>

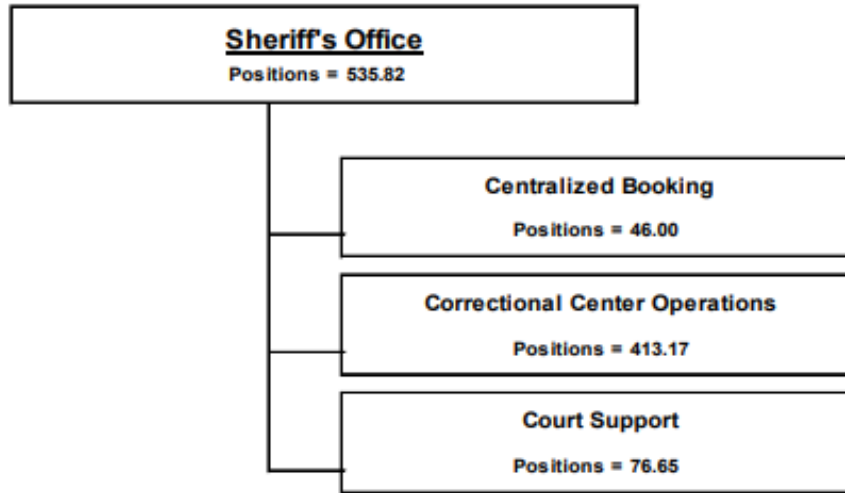
Expenditure Category by Department

Capital	75,196	0	0	0
Operating	11,011,541	10,519,475	10,307,279	(212,196)
Personnel	38,190,308	40,165,639	40,525,708	360,069
Total Expenditures:	<u>49,277,045</u>	<u>50,685,114</u>	<u>50,832,987</u>	<u>147,873</u>

Revenue Category by Department

Charges for Services	4,914,929	5,116,608	5,280,608	164,000
From the Use of Money and Property	13,936	11,000	14,000	3,000
Miscellaneous Revenue	4,306	2,000	3,000	1,000
Other Sources from the Commonwealth	18,828,875	20,085,626	20,085,626	0
Revenue from the Federal Government	175,987	140,000	150,000	10,000
Transfers from Other Funds	24,907,613	25,329,880	25,299,753	(30,127)
Total Revenue:	<u>48,845,647</u>	<u>50,685,114</u>	<u>50,832,987</u>	<u>147,873</u>

City of Virginia Beach
Fiscal Year 2021 Department Organizational Chart



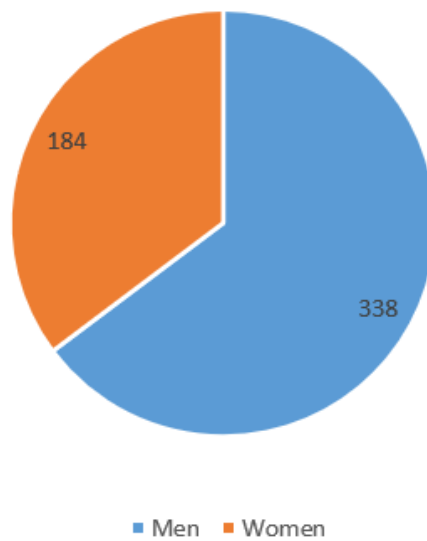
APPENDIX C

Agency Statistics

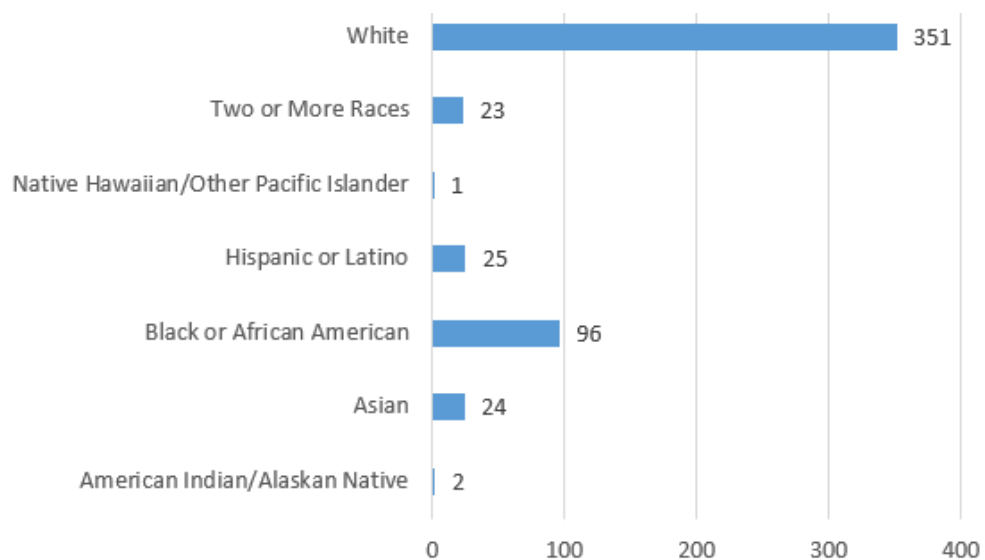
Personnel Demographics

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

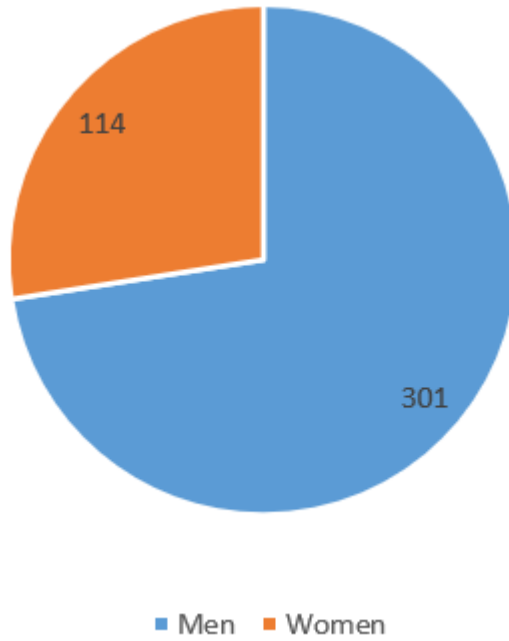


All Personnel by Race

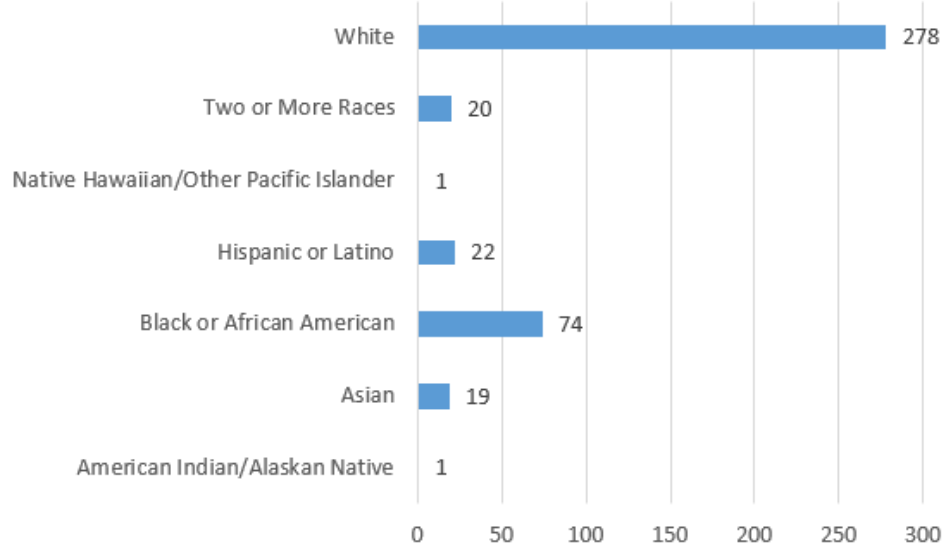


Total Personnel 522

Uniformed Personnel by Gender

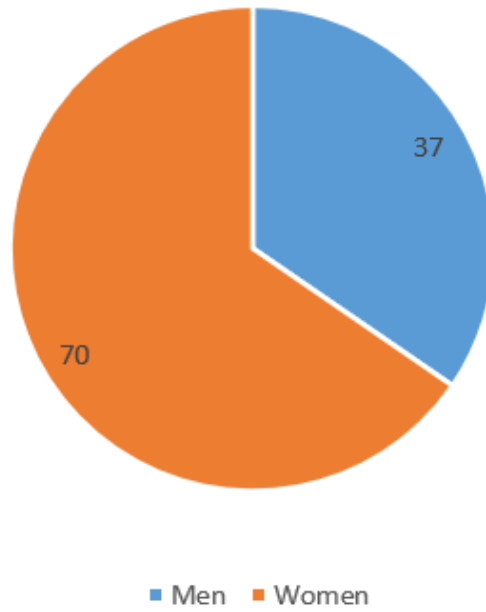


Uniformed Personnel by Race

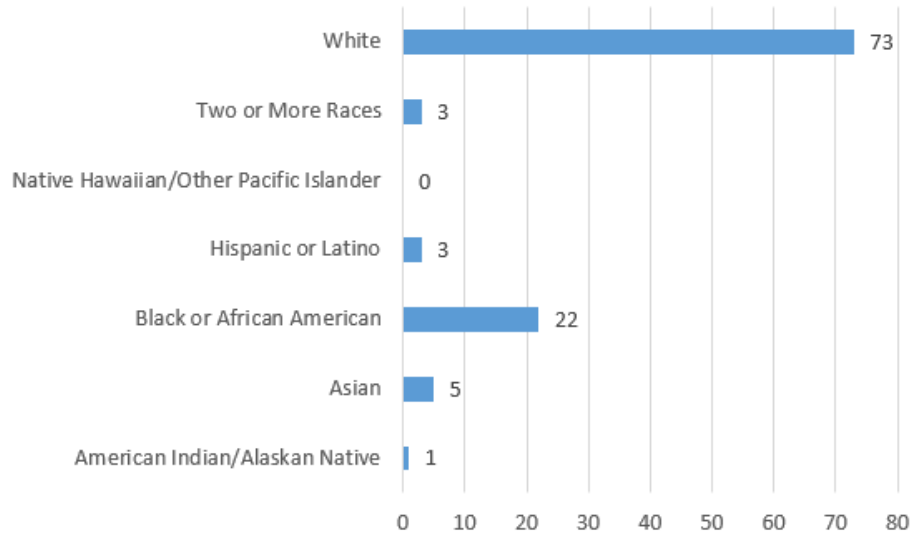


Total Uniformed Personnel 415

Civilian Personnel by Gender



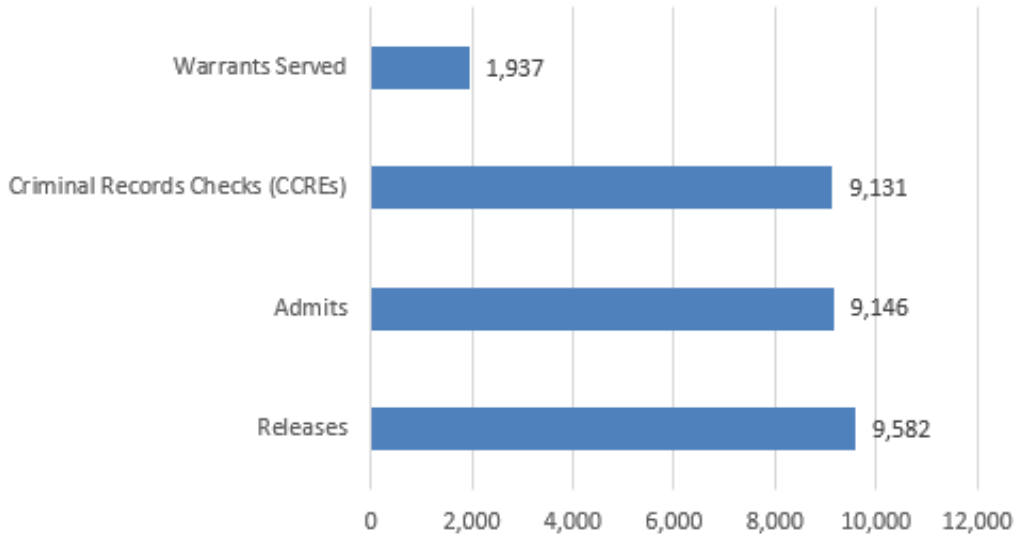
Civilian Personnel by Race



Total Civilian Personnel 107

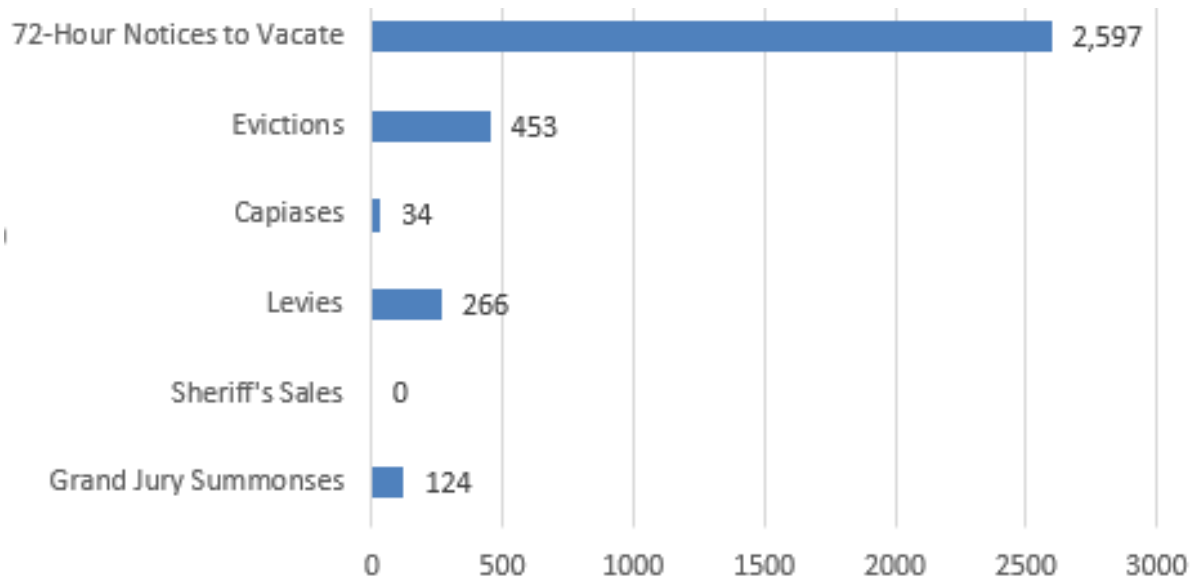
Divisional Statistics

Intake Division



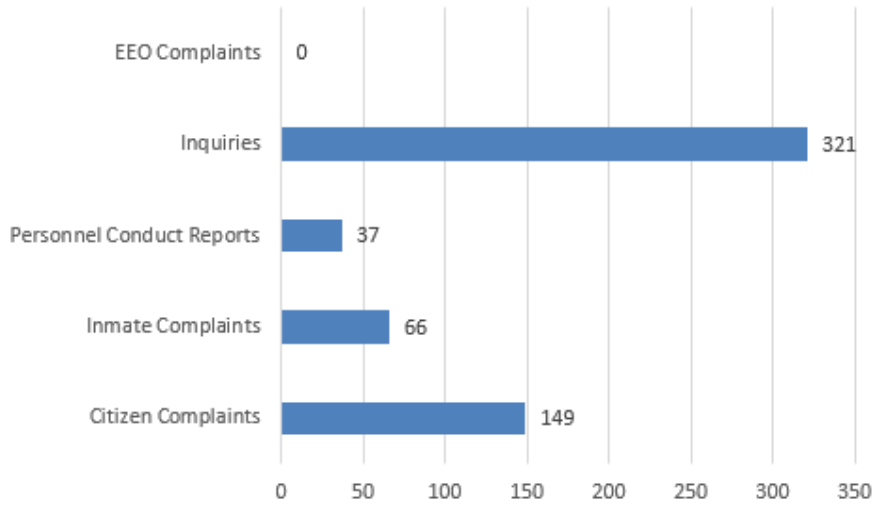
Average Daily Jail Population 1,120

Civil Process Division

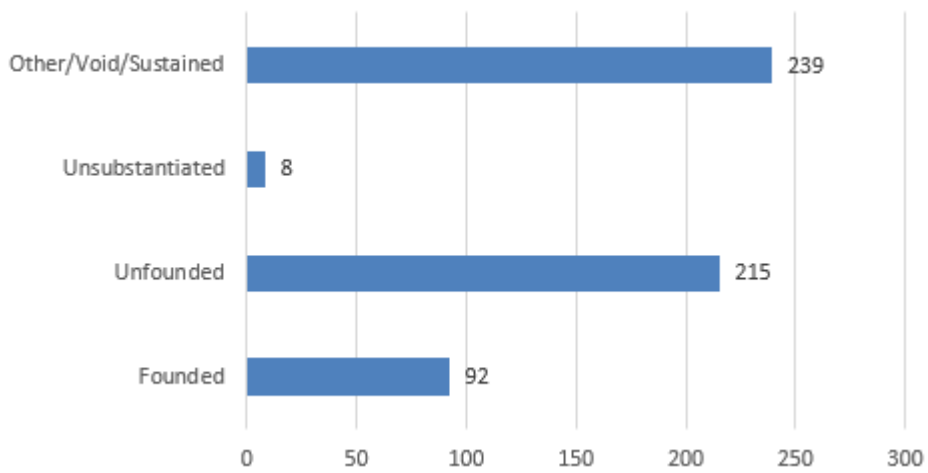


Total Civil Documents Served 94,267

Professional Standards Office

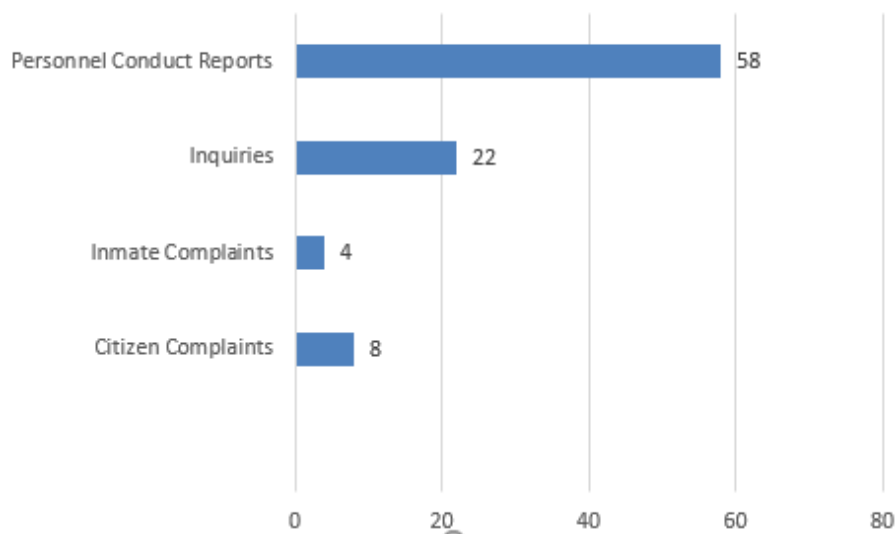


Total Cases 573

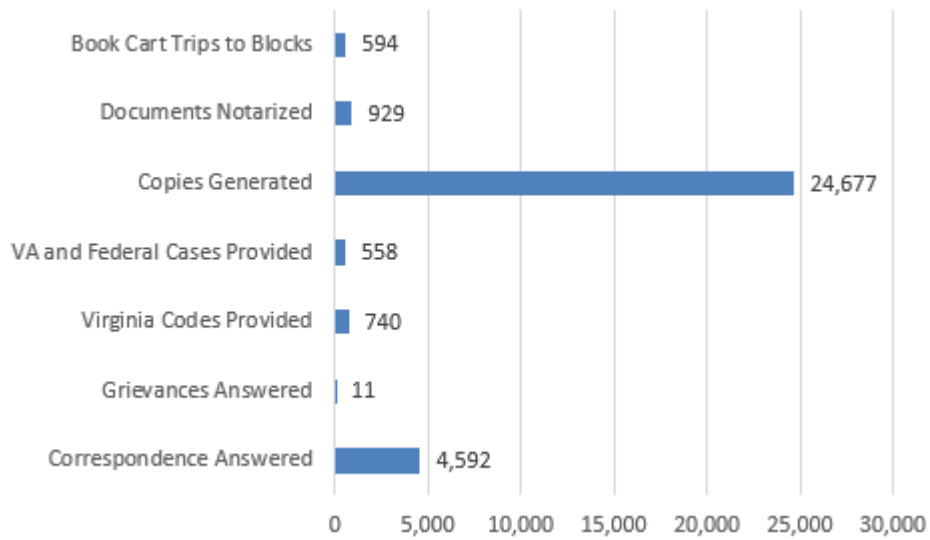


Total Findings 554

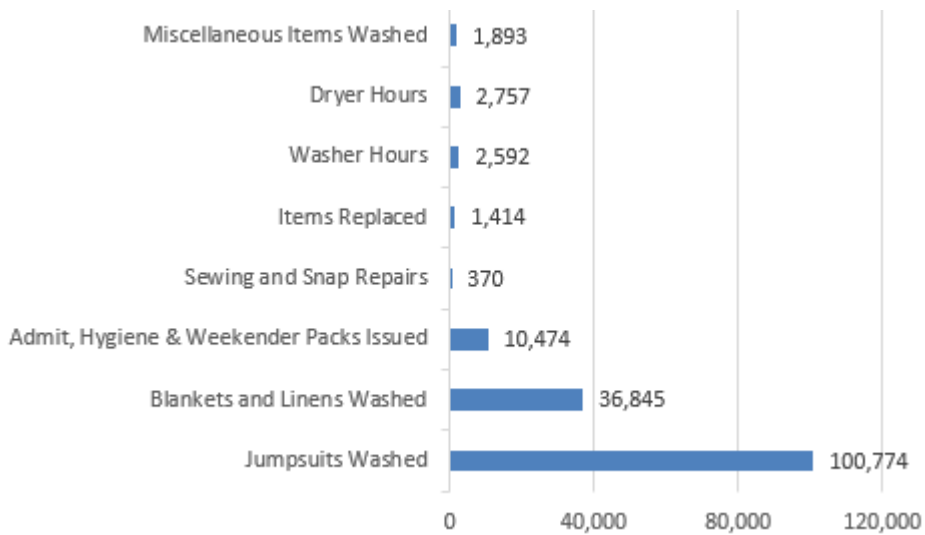
Founded Cases



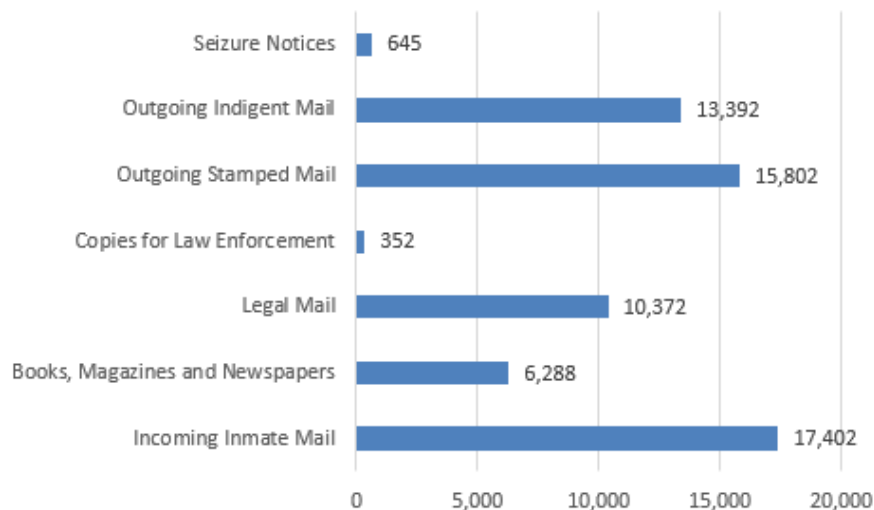
Library



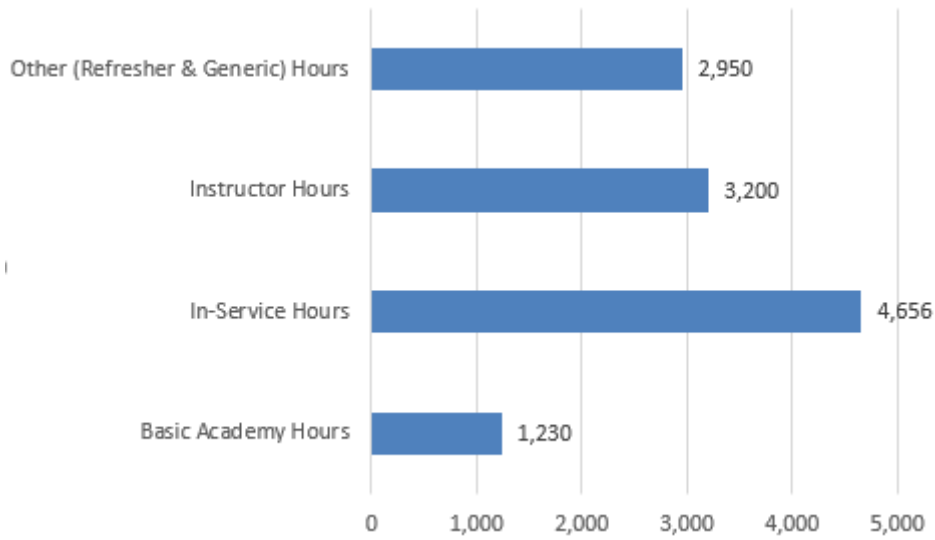
Laundry



Mail

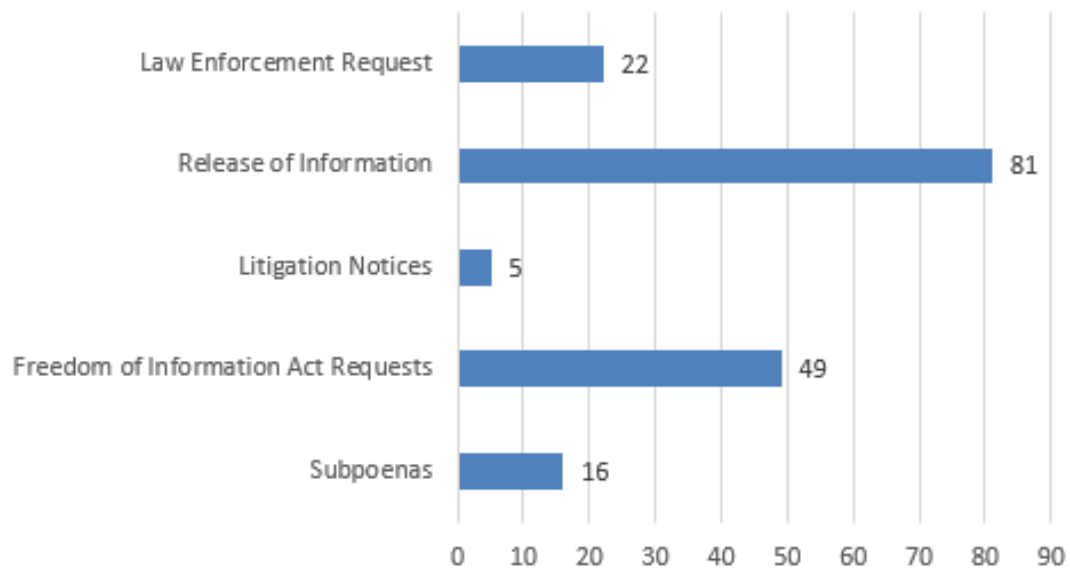


Training Division



Total Training Hours 12,036

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 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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