

FY 2022

# VIRGINIA BEACH SHERIFF'S OFFICE



## ANNUAL REPORT

SHERIFF KENNETH W. STOLLE





<b>I.</b>	<b>Sheriff's Message &amp; Biography.....</b>	<b>2</b>
<b>II.</b>	<b>Sheriff's Office Overview.....</b>	<b>5</b>
	Mission Statement, Organizational Values & Statutory Authority	
	Services Provided	
	Awards, Promotions & Retirements	
<b>III.</b>	<b>Fiscal Year Highlights.....</b>	<b>9</b>
	Savings Money for the City of Virginia Beach & Taxpayers	
	Combatting COVID-19	
	Honoring Our 5/31 Heroes	
	Focusing on Accountability	
	Reinventing Mental Health Treatment	
	Creating A Public Safety Force for the 21st Century	
	Training Our Leaders	
	Preparing Inmates to Reenter Society	
	Providing Alternative Sentencing Options	
	Supporting Our Community	
<b>IV.</b>	<b>Division Updates.....</b>	<b>28</b>
	Corrections	
	Criminal Intelligence Unit & Classification	
	Courts	
	Training	
	Maintenance	
	Information Technology	
	Accreditation & Emergency Planning	
	Human Resources	
	Legal	
	Finance	
	Public Information Office	
<b>V.</b>	<b>Appendices.....</b>	<b>43</b>
	Appendix A – Organizational Chart	
	Appendix B – Sheriff and Corrections Finance Report	
	Appendix C – Agency Statistics	

## Message from the Sheriff

Into my fourth term as Sheriff of the great City of Virginia Beach, I reflect upon where this office stood in 2010 as I took my first oath as Sheriff to uphold the constitutions of the United States and Commonwealth of Virginia and where it is in 2022. In just 12 years, the Virginia Beach Sheriff's Office has become a model for the rest of the state. We are second to none.

This did not happen in a vacuum. I inherited a great office from former Sheriffs Paul Lanteigne and Frank Drew. And it happened thanks to the hard work of every man and woman here and with the support of our leadership, including Undersheriff Brian Struzzi, who has dedicated his entire career to this office. When I became Sheriff, I had two major goals for the VBSO. I wanted to elevate the reputation of our deputies to reflect their status as public safety professionals as respected and esteemed as their police counterparts. I also wanted to achieve pay parity between our deputies, police officers and firefighters. In 2022, we have accomplished both of those goals, and I stand proud of the VBSO's reputation in the community and in the Commonwealth. I am also grateful to Mayor Bobby Dyer and the Virginia Beach City Council for supporting these efforts.

We have also increased our presence in the community during the summer months while working as a force multiplier for the Virginia Beach Police Department. We walk the Virginia Beach Oceanfront with our law enforcement brethren from April through Labor Day, ensuring the safety of our residents and visitors. And together we've made a difference. There has been a noticeable reduction in violent crime at the Oceanfront, and Virginia Beach Police Chief Paul Neudigate has said time and time again that the assistance of the VBSO – thanks to hundreds of deputy man hours – was instrumental to that success. Virginia Beach remains the safest city of its size in the nation, and we are proud to help uphold that standard.

This achievement demonstrates our commitment to protecting the citizens of Virginia Beach, our No. 1 priority. It was accomplished despite the number of unprecedented vacancies we experienced for the second year in a row, vacancies totaling more than 60 deputies at one point. Nonetheless, we continued to provide unmatched public safety services in the jail, courthouse and civil process, in addition to our work in Training, Community Outreach and more.

We also persevered in our commitment to providing inmates with rehabilitative and mental health services to prepare them to be successful when they leave the Virginia Beach Correctional Center. We are completing the third year of a three-year, \$3 million grant from the Virginia General Assembly and, in that time, our mental health program has become the envy of jails throughout the Commonwealth. So much so that many are looking to implement our program, which the Virginia Sheriffs' Association champions as a model for the state. Our partnership with the Virginia Beach Department of Human Services has been instrumental to this success, allowing us to more accurately assess each inmate's mental health and connect them with the help they need to get better during their incarceration and continue their progress after they're released. They are connected with counseling, medication, housing and follow-ups, resulting in a recidivism rate of just 2% for those who received services through the program this year. This program works, this program saves lives, and I am pursuing continued funding to keep it going.

In addition to mental health, we have invested in programs that allow inmates to use their time productively and return to the community better than when they came to us. These include our Reentry, Substance Abuse, Workforce, Trusty and GED programs. The criminal justice system is



*Sheriff Ken Stolle*

designed not just to punish, but to rehabilitate those who have broken the law. We take both of those roles seriously and run a tight ship at the Virginia Beach Correctional Center. But if we succeed only in locking up offenders without rehabilitating them, then we simply feed a cycle of recidivism and fail our larger public safety mission. That's why we are always on the lookout for outside-of-the-box solutions to provide programs, skills and opportunities for the outside world.

One new opportunity is our partnership with Tidewater Community College and its Transitional Jobs Skills Training Pilot Program. The program provides part-time jobs, workplace readiness training, supportive services and financial empowerment skills to former inmates and others with criminal records. At the conclusion of the eight-week program, successful participants will have the opportunity to convert to full-time jobs with the City of Virginia Beach. Another new opportunity is that we began allowing artists incarcerated with us to paint murals in the Correctional Center, a one-of-a-kind chance to showcase their talent and improve the jail. The first will be completed in August and will be masterful tribute to our great city and its military.

These opportunities are opening up more and more since the abatement of the COVID-19 pandemic. We are back in the community full-force, bringing back programs, including our docent tours of the jail for high school civics classes. COVID-19 was a tremendous challenge, and I'm proud of how we operated during the two-year shutdown, keeping the jail and courthouse safe for our staff, the inmates and the public. I'm also glad to see the worst of the pandemic in our rear-view mirror.

Many of our programs – including our tremendously successful Reentry Program – are funded by inmate fees on purchases that they and their loved ones make in the Canteen, CareMart, Fresh Favorites, etc. There's a misguided proposal in the Virginia General Assembly to eliminate these inmate fees. This would make it impossible for us to provide these vital programs and devastate our budget. I will be fighting hard against this proposal this year, working hand-in-hand with my fellow sheriffs.

We have also modernized the Virginia Beach Sheriff's Office during the last 12 years. We upgraded our Master Control room, replaced our analog security cameras with digital versions, implemented a Radio Frequency Identification (RFID) system and improved Electronic Home Incarceration Program, installed jail-safe tablets so inmates can stay better connected with friends and family, and more. Along with the Virginia Beach Police Department, we also began encrypting our portable radio transmissions this year. This will prevent public safety communications from being intercepted, improving safety for deputies, police officers and the public. As technology continues to evolve, we are always looking for new ways to achieve our mission while saving taxpayers money, enhancing efficiency and improving safety. Whether that be through the use of drones or improved RFID systems, I am committed to making the VBSO a leader in technology, just like we are a leader in mental health.

This year we also began training a new drug-detecting K9, provided active shooter training for local churches and much more, as you can see in the rest of this report.

In closing, 2022-2023 will provide more opportunities for the VBSO and our stellar deputies and civilian workforce to shine, improve and thrive. Most importantly, we will continue to protect and serve this community alongside our public safety partners. I am proud to be Sheriff of Virginia Beach, and I'm grateful to have been entrusted by our citizens with another four years in office. I will not let you down. It has been an incredible 12 years and I know the best is yet to come. Thank you.



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 fourth term as Sheriff of Virginia Beach, having been elected in 2009, 2013, 2017 and 2021.

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 outstanding 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.

Before he was 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><b>Correctional Operations &amp; Administration</b></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><b>Correctional Support</b></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><b>Criminal Intelligence Unit/Classification/K9</b></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><b>Food Services</b></p> <p>Operates the Canteen and the Inmate and Staff kitchens.</p>	<p><b>Courts/Civil Process/Transportation</b></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><b>Training</b></p> <p>Provides staff training to include indoctrination, Basic Academy and ongoing in-service training</p> <p><b>Administration</b></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><b>Community Outreach/Maintenance/Workforce</b></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 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. Jessica Thomson

**American Legion Princess Anne Post 11 Law and Order Award**

Deputy Daniel Fantino

**Life Saving Medal**

Sgt. Lisa Hicks

Deputy Duane Huddleston

Deputy Joe McBride

**Medal of Merit**

Master Deputy (retired) Troy Wilkerson

**Commendation**

Capt. John Vargas

**Deputy of the Quarter**

Deputy Bryan Drew

Master Deputy Crystal Repass

Deputy Daniel Fantino

Deputy Austin DeMay

**Civilian of the Quarter**

Keri Kubicki

Nancy Woodard

Luanne Austin



*Please see pages 11-14 for those who received awards this year for their actions on May 31, 2019.*



## **PROMOTIONS**

Lt. Wayne Thomas (from Sergeant)  
Sgt. Nancy Bass (from Master Deputy)  
Sgt. Kendra Eller (from Master Deputy)  
Sgt. Michele Midgette (from Corporal)  
Sgt. Heather Payton (from Master Deputy)  
Sgt. Marlon Ramirez (from Master Deputy)  
Sgt. Jessica Thomson (from Master Deputy)

## **RETIREMENTS**

Sgt. Ronny Watts—30 years  
Cpl. Bobby Winn—30 years  
Sgt. Christopher White—28 years  
Cpl. Tamara Neighbors—23 years  
Master Deputy Donald Hanson— 20 years  
Cpl. Michael B. Brown— 16 years  
Master Deputy Jerry Robinson—16 years  
Master Deputy Bobby Miller—13 years  
Master Deputy Curtis White—13 years  
Deputy II Thomas Zimmerman—12 years  
Deputy II Wendy Faust—6 years

*Thank you for your incredible service to the Virginia Beach Sheriff's Office and City of Virginia Beach.*

---

## *Fiscal Year Highlights*

---

### **Saving Money for 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 profits for the 2021-2022 fiscal year totaled **\$652,000 for the Canteen** and **\$3.1 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 \$36,500** this fiscal year.



*Workforce inmates enjoy a "thank you" breakfast.*

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 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, Thanksgiving and Christmas breakfast, and cookouts throughout the year recognize the 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, an average of 53 inmates per month volunteered for the Trusty Program, working 161,988 hours and saving taxpayers \$1.8 million.**

**The Workforce Division is staffed by nine deputies who oversee inmate work crews, including one sergeant and two corporals, and is supervised by a lieutenant and the Community Outreach Captain. The Inmate Workforce Program takes approximately 15-**



**20 inmates out into the community to work.** They must meet certain criteria to qualify, ensuring the safety of both the inmates and the public.

At little to no cost to taxpayers, Workforce and Trusty inmates assist with landscaping and maintenance of City property, City office moves, snow removal, litter removal, cleaning the Virginia Beach Law Enforcement Training Academy, VBSO office spaces, gym and Staff Kitchen, and setting up tents for various community and charitable events, such as Fil Fest and the Virginia African American Cultural Center Community Fall Festival. In addition, the Workforce staff frequently volunteer their off-duty time to clean up in residential and commercial areas.

This year **the Sheriff's Workforce had seven contracts/Memorandums of Understanding with the City of Virginia Beach** for roadside landscaping, resort and municipal center landscaping, Public Utilities Meter Easement clearing, janitorial services, painting City pump houses and water stations, Waste Management landfill clearing, Public Utilities and Public Works litter removal, event cleanup and other work. These contracts come at large savings to the City compared to the cost of hiring private contractors. Since the Workforce inmates are volunteers, the revenue to the Sheriff's Office goes toward offsetting the cost of running the Correctional Center, which in return saves the City money. The deputies who are assigned to the Workforce division are paid by the Sheriff's Office. This year, those **contracts generated \$729,837**, which was applied to the City's obligated share of Correctional Center expenses.

In total this fiscal year, **Workforce inmates volunteered 22,240 hours at a taxpayer savings of \$251,312.** The VBSO Workforce Division continues to strive to be self-sufficient by generating enough revenue to fund its deputy positions and operations and ensure consistent provision of services to the citizens of Virginia Beach.



*Workforce inmates working on the Pleasant Ridge Elementary School renovation.*

This year the Workforce Division took on and completed the restoration of the Pleasant Ridge Elementary School in Pungo, which was originally founded in 1886. Workforce inmates, led by Master Deputies John Carlson and Nathan Hall, completed the restoration, with assistance from Master Deputies Jake Harris, Richard Rommel and John Joyner.

Chief Deputy and City Councilman Rocky Holcomb and City Councilwoman Barbara Henley requested that the VBSO Workforce repair and renovate this historic school.

Repairs commenced on May 3 and were completed on June 6, **taking 23 work days and a 533 man hours.** The **total cost to complete the project, including volunteer inmate labor and repairs, was \$7,536**, an incredible savings. Repairs included removing and replacing decayed wood, sealing, prepping the whole schoolhouse to paint, painting, repairing windows

and window panes, building and installing new handrails, and landscaping. The wood used and work done was completed to be as authentic as possible to the original schoolhouse period. The VBSO used Cygnus Lumber & Millworks in Pungo to obtain the lumber for the project and PPG for painting supplies.



*A Workforce deputy hangs the American flag at the newly renovated Pleasant Ridge Elementary School.*

## **Combatting COVID-19**

The COVID-19 pandemic presented unprecedented challenges during the past two years; however, the Virginia Beach Sheriff's Office's COVID-mitigation efforts were largely successful, with few active cases among inmates and staff and **0 inmate deaths due to COVID-19**. These efforts included implementing an Infectious Disease Operations Plan, frequent testing of inmates and staff, heightened screening of arrestees prior to entering the facility, quarantining new admissions, enhanced cleaning, reducing the jail population and offering free vaccinations to inmates and staff.

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 **issued 40 extensions of the emergency order**, continuing it through June 22, 2022. During the pandemic, the Courts Division was responsible for conducting health screenings of people entering the building, limiting the number of people allowed in the security checkpoints and courtrooms, and enforcing social distancing and mask-wearing.

The expiration of the Supreme Court's emergency order and prevalence of COVID vaccines allowed the VBSO's operations to largely return to normal this year, including resuming the Weekender Program, community outreach efforts and other programs put on hold during the pandemic.

## **Honoring Our 5/31 Heroes**

The Virginia Beach Sheriff's Office this year presented awards to its deputies who responded to the mass shooting at the City's Municipal Center Building 2 on May 31, 2019. Their brave and selfless actions saved lives, assisted the Virginia Beach Police Department with bringing the tragedy to a swift end, and brought comfort to those impacted. The awards were:



*Some of the VBSO's heroes from May 31, 2019, at an awards ceremony recognizing their bravery.*

**Life Saving Medal with Valor, Silver Cross & Significant Incident Ribbon**

Former Deputy Tyler Nehlen

**Silver Cross & Significant Incident Ribbon**

Sgt. (Ret.) Todd Moissett

**Silver Cross & Significant Incident Ribbon**

Former Deputy Evan Hancock

**Award of Merit & Significant Incident Ribbon**

Lt. Nicholas Curtis

**Award of Merit & Significant Incident Ribbon**

Sgt. Rainey Heine

**Award of Merit & Significant Incident Ribbon**

Sgt. Ryan Velazquez

**Award of Merit & Significant Incident Ribbon**

Cpl. Brandon Speers

**Significant Incident Ribbon**

Capt. Alvie Culanding

Capt. Rick Norris



Lt. Billy Gilbert

Lt. Wayne Thomas

Sgt. Nicholas Davison

Sgt. Joseph Franze

Sgt. Lisa Hicks

Sgt. Mark Kimener

Sgt. Santa Levenduski

Sgt. (Ret.) Coleen McCauley

Sgt. Heather Payton

Sgt. John Phelps

Sgt. Mark Rupert

Sgt. Demetrius Taylor

Sgt. (Ret.) Christopher White

Sgt. David Wilkes

Cpl. Ronald Asuncion

Master Deputy Eric Baptiste

Master Deputy Eric Dickinson

Master Deputy William Eller

Master Deputy Joseph Falletta

Master Deputy Albert Garcia

Master Deputy Jacob Gilbert

Master Deputy Edward Gleason

Master Deputy Shae Hardy

Master Deputy William McClellan

Master Deputy Amada Mengel

Master Deputy William O'Dell

Master Deputy Jeffrey Pearson

Master Deputy Rose Rodriguez

Master Deputy (Ret.) Walter Sylvester-Williams

Master Deputy (Ret.) Curtis White



Deputy Bryan Drew  
Deputy Jeanette Franklin  
Former Deputy Scott Klepacz  
Former Deputy Christopher Landress  
Deputy Benjamin Whitt

## **Focusing 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 334 cases:**

- **82 citizen complaints**
- **64 inmate complaints**
- **42 personnel conduct reports**
- **146 inquiries\***
- **0 Equal Employment Opportunity complaints**

Of those 334 cases, **328 investigations have been completed**, with the following results:

- **102 founded**
- **157 unfounded**
- **9 unsubstantiated**
- **85 other\*\***

\*Inquiries include staff complaints, possible policy infractions, annual and preemptive 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 **102 founded cases, five were citizen complaints, eight were inmate complaints, 60 were personnel conduct reports and 29 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 outstanding audit, inspection and accreditation scores from those organizations. The Virginia Beach Correctional Center is awaiting its three-year Virginia Department of Corrections audit, which is scheduled for October 2022 and **evaluates compliance with 160 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).





*Sheriff Ken Stolle, Accreditation Assistant Michele Evins and Professional Standards Office Sgt. Timothy Grindle with the VBSO's Certificate of Accreditation.*

In October 2021, members of the Virginia Law Enforcement Professional Standards Commission (VLEPSC) visited the Virginia Beach Sheriff's Office to conduct an on-site re-accreditation assessment. This assessment occurs every four years to ensure the Sheriff's Office's policies and procedures adhere to state-mandated standards. Following the assessment, **VLEPSC recognized the VBSO as meeting all 190 standards** and awarded it full reaccredited status.

The Professional Standards Office recently hired Miles Meek, a Regent University graduate, as its new Legal Affairs Officer. Mr. Meek coordinates with other members of the

VBSO to answer Virginia Freedom of Information Act requests and track legal cases involving the Virginia Beach Sheriff's Office. He also manages all Off Duty and Extra Duty Employment (ODE) requests for staff members, ensuring insurance and other requirements are met and documented.

## **Reinventing Mental Health Treatment**

Mental health remains a top priority for the Virginia Beach Sheriff's Office. Three 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 statewide.

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 provided **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. **Six of those positions have been filled.**

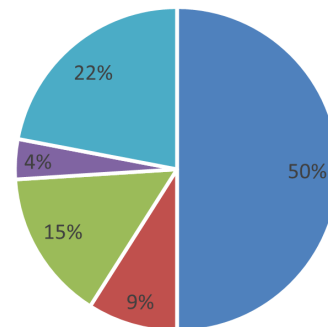
Changes under the new program included:

- 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. Until then, DHS staff work with inmates’ families as they transition back into the community.

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 **1,680 inmate screenings conducted this year, 1,060 suffered from at least one mood, psychotic, anxiety, substance use or trauma disorder. That is 63% of the jail population. Their diagnoses were:**

- **50% mood disorder**
- **9% psychotic disorder**
- **15% anxiety disorder**
- **22% substance use disorder**
- **4% trauma disorder**
- **43% co-occurring medical condition**



**The screenings also found that:**

- **18% were homeless**
- **44% were previously incarcerated**
- **62% received previous treatment for a behavioral health disorder**
- **62% were insured**

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

- **92% had natural supports**

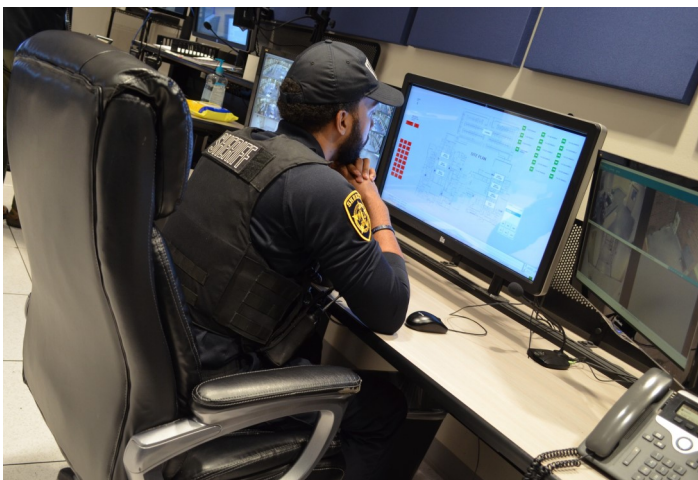
This year the program **discharged 394 inmates** from the jail after receiving treatment. The results are promising:

- **94% were released with housing in place**
- **100% had an adequate supply of medications**
- **84% engaged in outpatient behavioral health appointments**
- **98% 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 **186 inmates were released prior to completing the behavioral health admissions process and 312 refused services.**

## **Creating A Public Safety Force for the 21st Century**

Bringing the Virginia Beach Sheriff's Office into the future by leveraging new technology has been a central focus of the past seven years and will continue to be an important focus going forward. This effort includes completing several major projects this year and laying the groundwork for others to come in the near future. These projects impact every division of the Sheriff's Office. They are essential to implementing the right tools to continue successfully providing for the public safety of the citizens of Virginia Beach. They are also essential to the safety of both the deputies and civilians who work for the department and the inmates entrusted to the jail's care. Those goals cannot be met with outdated, defective technology. Thanks to support from the Virginia Beach City Council and other sources, including federal grants, the Sheriff's Office is modernizing and implementing new technology. During the 2021-2022 fiscal year, the Virginia Beach Sheriff's Office conducted the following projects:



*A deputy working in the newly renovated Master Control.*

- **Master Control upgrade:** Less than one year after construction started, the Sheriff's Office completed its project to upgrade its Master Control center. **The Virginia Beach City Council funded the \$5 million, multi-year project.** The former Master Control was built in 2005 and contained outdated and discontinued systems. Due to lack of parts and old software that could no



longer be upgraded, it became necessary to replace those systems with newer technology. The completed project included replacing the outdated systems to improve security and emergency responses as well as additional upgrades: better acoustics, new desks and chairs, new control centers, and switching from analog to digital security cameras. Master Control is the central communications hub for the entire Sheriff's Office and serves as the central control center for camera viewing and door control throughout the Correctional Center. Before starting this Master Control upgrade, the jail's old video recording system had to be updated because it was insupportable due to lack of parts and outdated software. The Master Control upgrade was delayed from its initial 2015-2016 fiscal year start to make the necessary video system updates, but it was well worth the wait. Approximately **642 cameras were installed throughout the Correctional Center**, all fiber lines connected and **85% of intercoms replaced**. The updates included a new recording system that helps monitor inmate housing units and jail entrances and exits. The new system also better facilitates the prevention, detection, investigation and prosecution of any criminal activity that occurs within the jail. Work began on Nov. 1, 2020, and finished ahead of schedule in October 2021.

- **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**



*Master Control*

**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 Office has implemented the Guardian Radio Frequency Identification (RFID) system for recording

jail activities. The system, which uses short-range wireless technology, is integrated with the Offender Management System 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 and sensors located throughout the facility and integrated into inmates' identification cards. 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. The VBSO then 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**, improving accountability and record-keeping and allowing the Sheriff's Office to account for the location of every inmate within the jail at all times. It also enables deputies to see operational information as soon as it's entered into the system, improving safety and security. For example, it notifies deputies when there are potentially dangerous items, such as razors, hair clippers or cleaning supplies, inside a housing area. It has also improved productivity by allowing deputies to electronically log tasks as they're performed in a quick and efficient way. On Jan. 3, 2022, the VBSO got rid of paper logs and went entirely to the new electronic tracking system.

- **Administrative Investigations Management System:** This year the VBSO Professional Standards Office (PSO) phased in its new Administrative Investigations Management (AIM) system for managing incident reports, conducting statistical analysis, investigating complaints and inquiries. This software system allows for better oversight and accountability. In addition, PSO is evaluating its possible investigative capabilities.
- **Body-Worn Cameras and Tasers:** The Virginia Beach Sheriff's Office is working on the implementation of body-worn cameras and Tasers and anticipates beginning staff testing in the fall of 2022 after completion of training. The goal is to improve accountability, transparency and safety.



*Deputies participating in body-worn camera training.*

## **Training Our Leaders**

As part of the Career Development Progression plan, deputies were required to attend the newly developed Leadership Foundations Course to progress from Deputy to Master

Deputy. In 2021, **two instructors, Training Lt. Wayne Thomas and Cpl. Ronald Asuncion, took on the challenge, teaching 112 deputies the Leadership Foundations course.** Student evaluations showed extremely positive feedback, demonstrating the need to continue these leadership discussions.

Professional Standards Office Capt. Kathy Vargas, a graduate of the FBI National Academy, developed the original Leadership Foundations curriculum and updated it this year, creating Leadership Foundations 2.0. This year **instructors taught one Leadership Foundations 2.0 class and four Leadership Foundations classes, with a total of 53 graduates.** While Leadership Foundations provides basic leadership skills, Leadership Foundations 2.0 expands on that curriculum. Topics include providing feedback, growing as a supervisor and effective communication. Students also learn about coaching and motivating employees to reach their full potential and how to use emotional intelligence to be a better leader.



*Capt. Kathy Vargas*

Altogether, **228 deputies, corporals and sergeants have taken the classes.**

## **Preparing Inmates to Reenter Society**

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—including inmate fees—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.

The VBSO suspended the Reentry Program 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 resumed on Aug. 1, 2021, allowing **42 inmates to successfully complete the program this year. In total, 1,571 inmates have graduated from the Reentry Program since its inception.**

### **Providing Alternative Sentencing Options**

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 990 inmate correspondences and provided 733 correspondence services this year.**

ASP consists of three programs:

- **Electronic Home Incarceration Program (EHIP):** Allows offenders who have secured employment to be released from the jail under the supervision of the Sheriff's Office utilizing GPS-enabled ankle bracelets. Participants must maintain employment, comply with a curfew and pass monthly drug and alcohol testing. Only nonviolent offenders with less than 12 months to serve are eligible. Disqualifying offenses include sexual assault, drug distribution and anything that would deem the offender a threat to society. To defray the cost of the program, offenders permitted to participate in the EHIP pay an **\$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. Two years ago, 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 to 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, **four offenders participated in the program.**

- **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 in 2020 and 2021 based on COVID-19 caseloads in the jail and the community. It resumed normal operations on Feb. 25, 2022, with appropriate COVID-19 precautions in place, including temperature and medical screenings. Anyone who tested positive for COVID-19 or was symptomatic was sent home and given a new reporting date. This year, **1,593 inmates served time in the Weekender Program.**

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.

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. **Staff issued 118 of these letters this year.**

## **Supporting Our Community**

Community Outreach oversees the Virginia Beach Sheriff's Office's extensive community involvement efforts, including its senior initiatives, Recruitment Team and Honor Guard. It is led by Capt. Rick Norris and Lt. Lois Thompson, who work to unify and strengthen the VBSO's efforts to serve and engage with the community. They also oversee the Inmate Workforce, Maintenance and Information Technology, serve as liaisons to the Virginia Beach Human Rights Commission, and oversee the VBSO's Lesbian, Gay, Bisexual and Transgender (LGBT) Liaison.

LGBT Liaison Master Deputy Heidi Evertson addresses the needs of the lesbian, gay, bisexual, transgender and questioning (LGBTQ) community—both inside and outside the Virginia Beach Sheriff's Office— and connects that community with law



*PrideFest 2021*

enforcement. She **participated in 15 Pride events** in Hampton, Norfolk and Virginia Beach this year.

This year the Recruitment Team participated in various community events, job fairs and college recruitment fairs and spoke at local high schools and trade centers to recruit new personnel. The **Honor Guard presented colors at 20 community events and participated in 10 joint Honor Guard events** with the Virginia Beach Police and Fire departments at parades, festivals,

memorials and funerals.

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 2021-2022 fiscal year, even with some programs being suspended due to COVID-19, the Sheriff's Office logged a total of **187,342 hours** with help from **1,407 volunteers**, including chaplains, auxiliary deputies, interns and inmates giving their time for the Workforce and Trusty programs. This equated to **\$2.1 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.



*The Recruitment Team at the Virginia Beach Farmers Market.*

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. These included the Little Feet Meet, Cover a Cruiser at Wawa and **Tip-A-Cop at Texas Roadhouse, which raised \$1,500 for local athletes**. The VBSO also participated in the Polar Plunge, with **37 staff taking the plunge and 10 volunteering at registration**, and the Law Enforcement Torch Run, with **20 staff running 3 miles to pass the Flame of Hope to the Norfolk Sheriff's Office** as it made its way to

Richmond to open the 2022 Summer Games.

**The Sheriff's Office held five blood drives this year to support the American Red Cross, collecting 166 units of blood.** It also raises money for charity through the Sheriff Community Fund and supports Virginia Beach Crime Solvers, The Salvation Army Christmas Depot and more, including:

- The Foodbank of Southeastern Virginia and the Eastern Shore, providing security for the three-day Mayflower Marathon food drive at Pembroke Mall and hosting the **Stuff-a-Cruiser food drive, filling six units and collecting \$400 in donations;**



*A deputy donating blood.*



*VBSO food drive for the Mayflower Marathon.*

- **National Night Out, with 20 staff members in six neighborhoods;** and
- **Cops and Kids, with more than 40 VBSO staff members volunteering** with the Virginia Beach Police Department to take underprivileged children Christmas shopping.

The office is actively involved in Law Enforcement United and its annual Road to Hope, a **250-mile bicycle ride to Washington, D.C., to honor fallen**

**officers and raise money** for their families and related charities.

The VBSO is active in schools, with volunteers helping on the first day, collecting school supplies, attending "Lunch with a Deputy" and giving their time at other 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 to provide 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 boards of Project



Lifesaver and Senior Services of Southeastern Virginia (SSEVA) and serves as chair of the SSEVA's Services Advisory Council. He is also a commissioner on the Mayor's Commission on Aging.



*Community Outreach Coordinator Gary Zalas with members of the VBSO, Virginia Beach Police Department and Coastal Edge at Local Heroes Day at Pembroke Mall.*

This year Community Outreach Coordinator Zalas with support from Auxiliary Deputies and staff:

- Participated in **104 events**;
- Conducted **one senior home security assessment and large peephole installation**;
- Provided displays and presentations to various senior organizations, **educating 580 seniors** on available services in the area and issues such as senior safety, frauds and scams, summer safety TRIAD, Project Lifesaver and other programs offered to the senior community;
- Delivered **178 5-pound boxes of nonperishable food for Comfort Care Seniors** through Senior Services of Southeastern Virginia, in addition to conducting periodic wellness checks to ensure their health and welfare, confirm they've received their meals with no issues and offer additional assistance;
- Held **two Senior Citizens Police Academies consisting of 10 three-hours sessions, graduating 29 seniors**;
- Conducted **routine visits to 124 Project Lifesaver clients** to change batteries, re-attach trackers and check transmitter frequencies to ensure a strong signal and **signed up 26 new clients** for the program;
- Made more than **15 calls to seniors for Senior Services of Southeastern Virginia's Meals on Wheels Program**;
- Participated in food drives at Harris Teeter and Pembroke Mall (the Mayflower Marathon food drive for the Foodbank of Southeastern Virginia and the Eastern Shore);
- Hosted a **four-hour Shred Day for seniors** at Marian Manor Assisted Living,

**shredding 4,000 pounds of material and collecting \$370 and 1,000 pounds of food** for the Foodbank of Southeastern Virginia and the Eastern Shore;

- Taught CPR and standard first aid for the VBSO's indoctrination classes and deputies requiring recertification and assisted with the OC spray portion of indoc;
- Coordinated in **nine child ID events providing 372 ID cards**;
- Participated in Hooked on Fishing Not on Drugs and the Red, White & Blue Youth Fishing Experience, which **provided the opportunity for more than 300 children to go fishing**;
- Delivered a Jazzy Power Chair to a senior in need at the Harmony at Independence senior living facility.



*Community Outreach Coordinator Gary Zalas and Auxiliary Deputies at a child ID event.*

---

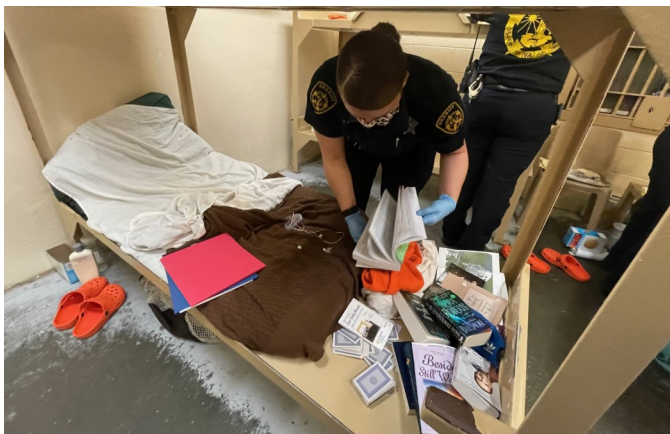
## *Division Updates*

---

### **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.



*Deputies search inmate housing units during the March 2022 jail-wide search.*

Correctional Operations conducted a jail-wide search on March 9, 2022. Deputies and supervisors from Corrections A and B Teams, Courts, Intake and Release, Classification, the Criminal Intelligence Unit, Maintenance and Workforce participated, in addition to **five K9 units from the Portsmouth Police Department and Norfolk Sheriff's Office**. As a result, **staff wrote 27 violations to inmates in possession of contraband**, including tattoo kits, hooch

(alcohol) and excessive trash. No weapons or drugs were located, which is a testament to the safety of the facility. In addition to routine cell inspections, these biannual searches are important to locate and remove contraband and maintain the health and safety of the Correctional Center. Teamwork from throughout the VBSO resulted in a safe, efficient and productive search.

The Emergency Response Team (ERT) is an elite group of deputies that receives 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). Several ERT members became certified in teaching active-



shooter training through Texas State University this year and began plans to provide trainings at local churches in the upcoming fiscal year.

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, Advanced Correctional Healthcare, Inc. This year, the Medical Division completed:

- **3,821** nurse sick calls;
- **4,909** physician sick calls;
- **358** chronic care visits; and
- **312** obstetrics and gynecology (OB/GYN) appointments.

In addition, **Medical oversaw 4,764 inmates placed on detoxification protocol** for substance abuse issues and **1,104 inmates placed on suicide watch**. The Medical Division



*ACH nursing staff during Nurses Week.*

has also played an essential role in the VBSO'S COVID-19 response and development of its Infectious Disease Operations Plan the last two years. Those efforts resulted in minimal inmate cases and **zero inmate deaths due to COVID-19**. In addition, those efforts helped keep the VBSO's deputies and civilians safe on the job.

This year the Virginia Beach Sheriff's Office welcomed Advanced Correctional Healthcare, Inc. (ACH) of Franklin, Tenn., as its new medical provider for the Virginia Beach Correctional Center. Its **\$5.8 million contract was awarded through the City's competitive procurement process and is for one year with an option for four one-year extensions**. ACH began working in the jail under an interim contract on Feb. 1, 2022, and began its one-year term on May 1, 2022. The previous medical provider was Richmond-based MEDIKO.

Under the contract, **ACH is responsible for providing medical, mental health, dental, pharmaceutical, laboratory, dialysis and other ancillary services for the jail's daily inmate population of around 1,100 inmates**. The City received six responsive proposals for the contract, including from ACH, and the Purchasing Division made the award based on the input of an evaluation committee that rated the respondents' proposals on their experience, capability, services to be provided and price.

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 meal every day. This year, the Inmate Kitchen served an average of 2,888 regular meals and 422 special diet meals per day, totaling 1.1 million meals this year. Of those meals, 154,067 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 inmates and staff.

**This year, the CIU investigated 166 inmate-on-inmate assaults, 23 inmate-on-staff assaults and 144 cases involving Prison Rape Elimination Act (PREA) allegations. There are 179 known and/or suspected gang members in the facility.** CIU investigators also work with various federal, state and local agencies to help solve cases all over Hampton Roads, totaling **214 cases this year.** In addition, its **Disciplinary Hearing Officers reviewed hundreds of institutional incidents (which could involve multiple inmates receiving multiple institutional violations), which resulted in 1,031 board hearings.**

The CIU obtains warrants against inmates who commit crimes within the jail, including securing **10 felony warrants and seven misdemeanor warrants for a gang-affiliated assault** that occurred in August 2021 and a warrant for possession of a weapon by an inmate in March 2022. VBSO investigators also assisted in a case in which an individual attempted to mail narcotics into the Correctional Center, resulting in a multi-jurisdictional investigation with the Virginia Department of Corrections and Virginia State Police. The CIU also prosecuted multiple indecent exposure cases in which inmates exposed themselves during online visits conducted via the jail's tablet system.

This year the CIU assisted local and federal law enforcement agencies with investigating a murder-for-hire case, human trafficking at a massage parlor, a firearms case a gentlemen's club and more. They provided intel on MS-13 and provided information on active drug and firearm activities.

The CIU includes **the K9 Unit, which was formed in 2014 and consists of two deputies and three canines.** K9 Candy is



*Master Deputy Anthony Natalzia and K9 Pablo.*

a 10-year-old German shepherd trained in narcotics detection, K9 Gaston is a 4-year-old German Shepherd trained in explosives detection and the newest addition, K9 Pablo, is 17-month-old Belgian Malinois trained in narcotics detection.

**The VBSO acquired K9 Pablo in April 2022 thanks to a \$7,500 Edward Byrne Memorial Justice Assistance Grant (JAG) from the Department of Justice.** K9 Pablo was the first VBSO canine trained entirely in-house, with assistance from the Portsmouth Police Department. He and his handler, Master Deputy Anthony Natalzia, **accumulated approximately 320 hours of training during basic narcotics handling school** from April through August 2022.

Both K9s Candy and Gaston were also recertified this year. K9 Candy will be retiring in the next year, in part because her training includes marijuana detection, which is no longer needed after the decriminalization of marijuana in Virginia.

**K9 Candy and Master Deputy Natalzia completed 269 operational searches in FY22.**



*Master Deputy Aaron Whitehead and K9 Gaston.*

**K9 Gaston and his handler, Master Deputy Aaron Whitehead, completed 282 operational searches for explosives this year.**

Their work includes searches of the Virginia Beach Courthouse and Correctional Center and assisting local, state and federal law enforcement agencies.

Master Deputy Whitehead is the VBSO's first K9 explosives trainer since the K9 program's inception, earning his certification in June

2022 from the Virginia Police Work Dog Association.

Other highlights of the K9 Unit this year include:

- K9 Gaston and K9 Candy assisted Homeland Security Investigations (HSI) in screening Norfolk International Airport for the 10-year anniversary of the Sept. 11, 2021, attacks. During the operation, both K9s were used for high visibility and were readily available to respond to suspicious people or packages.
- K9 Gaston and K9 Candy participated in an HSI operation at the Chesapeake Bay Bridge-Tunnel on Oct. 6, 2021, to look for illegal weapons and drugs.
- K9 Candy assisted HSI in screening Norfolk International Terminal on Oct. 7, 2021,

checking the exterior and interior of all incoming and outgoing trailers and vehicles.

- K9 Gaston and K9 Candy helped the Portsmouth Police Department by screening Manor High School for firearms and narcotics on March 25, 2022, and March 28, 2022.

The Classification Division is responsible for assigning safe housing to each of the 1,100+ 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.

Many programs have been reimplemented following the abatement of COVID-19. The Classification Division was instrumental throughout the pandemic in keeping inmates and staff safe by minimizing the spread of COVID-19.

## **Courts**

The Courts Division of the Virginia Beach Sheriff's Office is charged with 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 63 arrests this year.**

Although COVID-19 continued to impact our community this year, after nearly two years of disturbances, regular hearings returned to the Virginia Beach Courthouse this year, thanks to medical advancements and vaccinations. The Supreme Court of Virginia ended the Judicial Emergency on June 22, 2022, allowing courts to resume normal operations. However, the VBSO continues to utilize technology that was relied upon during the pandemic when circumstances allow, including having inmates appear in court virtually for some hearings using the Polycom Telecommunications System and iPads. This reduces the manpower needed to transport inmates to and from court and improves safety.

Civil Process experienced an increase in evictions this year following the resumption of evictions for nonpayment of rent. This was likely due to the backlog of those evictions caused by the moratorium that was in place during the height of the COVID-19 pandemic.

## Training

The Virginia Beach Sheriff's Office Training Division is responsible for staff training including indoctrination, basic academy and ongoing in-service training. This division meets or exceeds all state-mandated requirements set by the Virginia Department of Criminal Justice Services. During the 2021-2022 fiscal year, the Training Division conducted an Emergency Vehicle Operations Instructor Course (EVOIC), Rifle Training, Crisis Intervention Train-the-Trainer Courses, Leadership Foundations and introduced a new Basic Combat Medic Course. 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 6,311 hours of training, including two Basic Academy Classes totaling 22 graduates and eight indoctrination classes.** Indoctrination is the first training that new hires receive and teaches them the policies and



*Basic Academy Class 51-21.*

procedures of the Sheriff's Office.

Without properly trained law enforcement officers, society cannot successfully function, and the training curriculum 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 17-week Basic Academy curriculum is focused on providing recruits with 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 sheriffs' offices in respect to both the training process and the 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 also evolve and 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 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 scrutiny on the training they received, law enforcement instructors have an awesome responsibility and bare a great deal of liability for the performance of their students.



*Basic Academy carbine rifle training.*

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 their 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, and the Virginia Beach Sheriff's Office has established a diverse training curriculum taught by instructors with extensive experience. 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 ensuring that all deputies attending the Basic Academy walk away with the actionable skills and knowledge necessary to improve their performance in their respective positions and have long, successful careers.

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

- **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.
- **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.



*Basic Academy night shooting at the range.*

## **Maintenance**

The **Maintenance Division is staffed by one sergeant, one civilian supervisor, one civilian**

**and nine deputies** and is supervised by a lieutenant and the Community Outreach Captain. The Maintenance Division is responsible for all of the maintenance and mechanical functions of the Correctional Center and Law Enforcement Training Academy. **The division completes work orders 24 hours a day, 365 days a year, totaling more than 13,065 work orders this year.** That equates to **16,225 labor hours** provided by the Maintenance staff.

This year, the Maintenance Division completed the following projects within the Correctional Center:

- Rehabilitated the large steel Sally port gates, including installing new hinges and performing preventive maintenance;
- Installed high-security feed/chuck holes in the disciplinary housing blocks;
- **Distributed 508 new encrypted radios** and collected the old radios;
- Painted the Administration offices, conference room, lobby and break area;
- **Constructed three new rooms/offices in Administration;**
- Escorted contractors for the electrical and computer camera system upgrade in Classification;
- **Escorted contractors for the elevator overhaul in all three Correctional Center buildings;**
- Installed new Information Technology data drop lines in A Building;
- Constructed scent walls for the K9 Unit for dog training and enrichment;
- Refurbished an office and installed a storage unit at the Holland Road compound for the K9 Unit;
- Poured a new concrete pad for the K9 Unit kennels;

- Coordinated and assisted with water removal in an Administration area flooded by inmates in an adjacent housing unit;
- Assisted the City with repairing a water pipe in the Staff Kitchen dining area;
- Constructed a steel-gated wall in the old Sally port area to create more storage space for the Staff Kitchen;
- Assisted and escorted City contractors with replacement of an emergency generator;
- Updated the jail's video recording system;



*The upgraded Master Control center.*

- Completed the Master Control upgrade;
  - Completed phase two of the generator replacement for Buildings A and B; and
  - Remodeled the Muster Room and Visitation Lobby.
- Ongoing projects include:
- Floor buffing and grinding throughout the Correctional Center;
  - Refurbishing cell blocks and showers throughout the Correctional Center;
  - Refurbishing and painting common areas and hallways throughout the Correctional Center;
  - Fabricating and replacing the feed slots in the Building C housing pods;
  - Replacing lightbulbs inside of the Correctional Center with LED bulbs to reduce energy consumption; and
  - Power washing and vent cleaning of Correctional Center living and public areas.

## **Information Technology**

While the Virginia Beach Sheriff's Office utilizes City of Virginia Beach Information Technology (IT) for the care and maintenance of its technology, it also **employs two full-time staff members to assist with its daily operations and ongoing projects** due to high security demands and departmental requirements.

Luanne Austin is in charge of software projects, including:

- Edge/Internet Explorer mode search engine removal and transfer (completed);
- New medical contractor server switchover (AIIM/ACH) (completed);
- Inmate visitation system RENOVO upgrade (completed);
- Intake/Release area AXON/PISTOL program system switchover and upgrade (ongoing);
- Staff Kitchen digital signage program (ongoing);
- Inmate Canteen TouchPath system programming and updating (ongoing); and
- Offender Management System programming, updating and formatting (ongoing).

Ralph Latta is in charge of hardware projects, including:

- Medical WiFi connection (ongoing);
- Computer upgrades throughout the Correctional Center (completed);
- New camera in the Administration Lobby (completed);
- **Five monitors received for replacement**, as needed (completed);
- Maintenance support (completed);
- HeartLand yearly security check (completed);
- New Canteen tablet in-service (completed); and
- Audiovisual projects for the Administration Conference Room, Muster Room and Sheriff's Conference Room (completed).

## **Accreditation & Emergency Planning**

Accreditation and Emergency Planning are functions of the VBSO's Professional Standards Office (PSO). The Sheriff's Office is accredited by the Virginia Law Enforcement Professional Standards Commission (VLEPSC).

In October of 2021, members of the Virginia Law Enforcement Accreditation Committee visited the Virginia Beach Sheriff's Office to conduct an on-site re-accreditation assessment. **This assessment occurs every four years to ensure the Sheriff's Office's policies and procedures adhere to state standards.** Following the assessment, **the committee recognized the VBSO as meeting all 190 standards and awarded it full re-accredited status for the fourth time.**

The VBSO recognizes the importance of preparing for severe weather events, natural disasters and mass casualty events. It prepares for these contingencies by regularly reviewing its emergency plans and conducting exercises to ensure operational readiness



if and when an emergency occurs.

## Human Resources

The Human Resources (HR) 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: 62 deputies, which is 14% of the office's budgeted sworn positions.** Normal attrition, competition with other public safety agencies and recruitment challenges all contributed to these vacancies.



*Human Resources Director April Brumley.*

Sheriff Stolle's continued pay-parity discussions with the City of Virginia Beach resulted in the Sheriff's Office receiving the same education and longevity pay as other City public safety departments this year. 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. Since that time, the VBSO has completed implementing the career progression plans for the ranks of deputy II, master deputy I and master deputy II. The new career progressions align with the VBSO's Workforce Planning and Development Plan. Pay parity is now into its fourth year of addressing the pay differences between VBSO and the VBPD. The goal is to offer competitive pay and career development plans to retain sworn staff.

Recruitment strategies have included reducing the hiring age from 21 to 18 for sworn positions. In addition, the VBSO plans to dedicate a sworn position to recruitment full-time next year.

The VBSO continues to streamline the multi-step hiring process to reduce the amount of time that candidates spend pre-qualifying for the initial background check. In addition, when COVID-19 restrictions lifted, the VBSO resumed jail tours for deputy recruit candidates. As other law enforcement agencies also experience staffing shortages, the VBSO must compete for the same applicant pool. Human Resources continues to explore

new ways to attract and retain qualified personnel, in both sworn and civilian support positions.

Human Resources Director April Brumley and Sgt. Brandon Mullen this year created the Virginia Beach Sheriff's Office Inclusion and Diversity Council (IDC). The goal of the IDC is to foster a positive culture of inclusion while increasing diversity in the workforce. The **council consists of 13 appointees who facilitate and support inclusion and diversity** through training, community events, programs and initiatives that support an environment where respect for all people is fundamental.

In October 2021, the VBSO and City of Virginia Beach implemented VBTime, a new timekeeping system that tracks time and leave more efficiently for appointees via time-clock desktop and mobile applications.



*VBSO Staff Attorney G. Timothy Oksman.*

## Legal

The Office of Legal Counsel, led by attorney G. Timothy Oksman, provides legal advice, primarily to command staff, on a wide variety of subjects. During FY 2021-22, activities included:

- Working with the General Assembly delegation to make it a misdemeanor for an inmate to disable a video monitoring system. The bill was passed by the General Assembly and signed by the Governor;
- Working with the Virginia Sheriffs' Association on several bills affecting sheriffs and deputies and helping defeat bills that would have barred deputies from serving on local governing bodies and abolish sovereign immunity and qualified immunity;
- Responding to Virginia Beach City Council questions regarding accountability for deputies;
- Assisting with various legal issues involving the VBSO's medical services provider;
- Answering Freedom of Information Act questions;
- Assisting with matters that arose under the federal Religious Land Use and Institutionalized Persons Act;

- Proposing revisions to several City ordinances that can be enforced by police officers but not by deputies, ensuring equal enforcement power;
- Drafting a request from Sheriff Stolle for an official Attorney General opinion;
- Reviewing and advising on proposed revisions to VBSO policies;
- Preparing a comprehensive Cooperation Agreement between the Virginia Beach Police Department and VBSO;
- Responding to requests for advice about various operational issues, including marijuana legally possessed at Intake, the use of MK63 devices, roadblocks, suicide prevention, curfews, the Health Insurance Portability and Accountability Act (HIPAA), inmate sentence calculation, and inmate law libraries; and
- Assisting in responding to an inquiry about an inmate death from the State Board for Local and Regional Jails.

## **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 FY22, the VBSO's total budget was \$56.6 million, with \$28.7 million in funding coming from the City, \$21.8 million in funding coming from the state and the rest supported by local fees and savings.** 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.

## **Public Information Office**

The Public Information Office handles internal and external communications for the Sheriff's Office, including managing its social media accounts, pitching news stories and responding to media inquiries. This year the office welcomed two new public information officers (PIOs): civilian Toni Guagenti and Deputy Recruit Margie Hobbs. Former PIO Kathy Hieatt, who relocated due to a military move, also continued to provide services on a contract basis as a strategic communications consultant.

The PIOs produce the annual report and regular announcements for the staff. They are

involved in all media and communications efforts and are active in the VBSO's 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, which unfortunately has been



*PIOs Margie Hobbs, Kathy Hieatt and Toni Guagenti.*

canceled the last three years due to the COVID-19 pandemic. The **PIOs received and responded to 109 media requests this fiscal year.** The PIOs also continued to expand the VBSO's social media presence and following to engage with the public. **The VBSO's following has surpassed 6,200 people on Facebook, 4,350 on Twitter and 1,910 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 news media. Positive news coverage this year included stories published online, in print and on television about:

- A VBSO investigator's role as the City of Virginia Beach's first black marriage counselor;
- Deputies receiving education and longevity pay, thanks to efforts by Sheriff Stolle;
- Honoring its deputies who responded to the mass shooting at Municipal Center Building 2 on May 31, 2019; and
- Hiring a new medical provider for the jail.

The PIOs also continued to produce regular video updates from Sheriff Stolle for the staff addressing COVID-19, pay parity, education incentives, efforts to serve as force multipliers for the Virginia Beach Police Department and more. PIO Guagenti also undertook a redesign of the VBSO's staff announcements, publishing them biweekly



through the Mailchimp platform. The redesign resulted in a more professional and engaging product for both staff and retirees.

The Public Information Office also began working to produce a Heritage Album, which should publish next year and will include staff portraits, VBSO history and more.

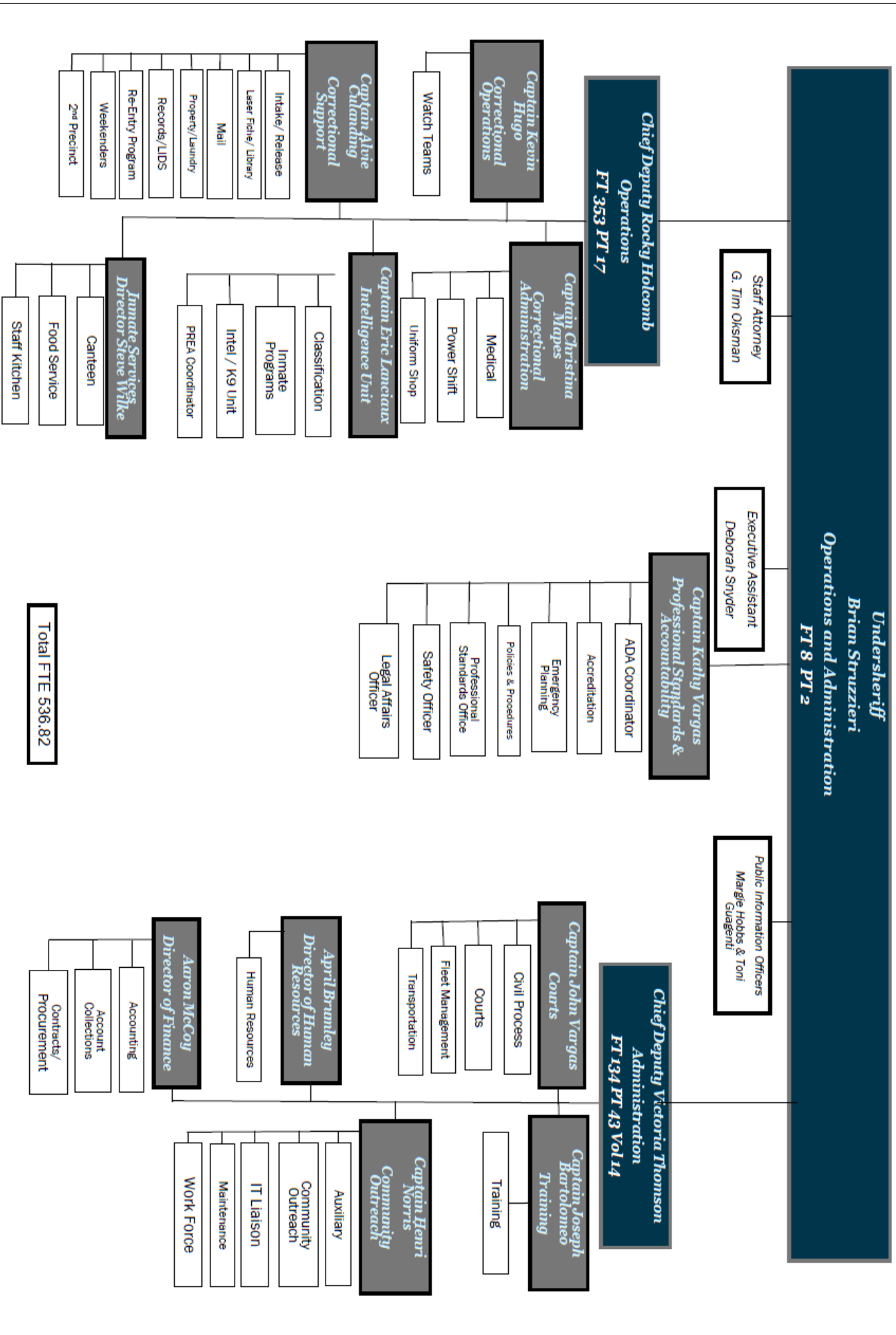
The office also undertook a blog series called “Back to Basics,” which follows Deputy Recruit Hobbs’ return to basic training. The blog, written by Hobbs and posted on vbso.net, chronicles her efforts to graduate from the VBSO Basic Academy and earn the law enforcement certifications required to resume her career as a sworn deputy sheriff. She previously served 17 years as a Virginia Beach Police officer before going to work for Virginia Beach Emergency Communications & Citizen Services. Despite suffering a serious knee injury during her training with Basic Academy Class 52-22, Hobbs fought back after having meniscus surgery in June 2022 to join Basic Academy Class 53-22, which is set to graduate in November 2022.

# **APPENDIX A**

## **Organizational Chart**

# Kenneth Stolle

Virginia Beach Sheriff's Office as of January 2022



## **APPENDIX B**

### **Sheriff and Corrections Finance Report**

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



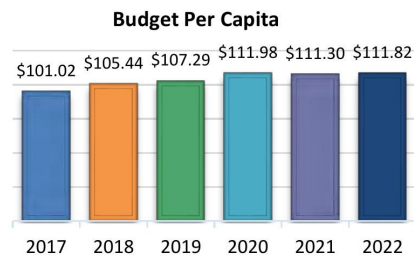
## SHERIFF'S OFFICE



*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 local, Commonwealth, and federal revenues. Funds from the Commonwealth are based on requirements stipulated in the Code of Virginia and appropriations made by the General Assembly and are distributed by the Compensation Board of the Commonwealth of Virginia. Local funds provided by the City are for Central Booking, Workforce Services, employee salary enhancements, 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 VBSO, as well as program development.
- Court Support - Provides security and order in the various courts for Virginia Beach 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 offering 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 first approved in 1991 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	2018	2019	2020	2021 EST	2022 PROJ
Percent of Residents Who Agreed Virginia Beach is a Safe Place to Live	88.2%	88.2%	96%	96%	96%
Departmental Performance Metrics	2018	2019	2020	2021 EST	2022 PROJ
Civil Documents Served	109,525	130,000	130,000	130,000	130,000
Arrestees Processed	19,237	20,062	14,187	20,000	20,000
Number of Courtrooms Secured	23	23	23	23	23
Daily Cost Per Inmate	\$90	\$89	\$90	\$90	\$90
Average Daily Jail Population	1,347	1,394	1,253	1,160	1,300
Inmates over the Department of Corrections Certified Capacity	562	505	364	411	411

## Trends & Issues

### → Inmates Medical Care

Traditional medical care for inmates is the single largest expense in the VBSO's Operating Budget. In FY 2020-21, the VBSO entered into a new medical provider agreement. The new contract is based upon a cost estimate in excess of the prior base contract. As the new agreement has been operative for less than a year, the total actual contract cost remains to be determined and may cause adjustments to the VBSO's base budget in future years. Additionally, the pandemic has resulted in higher costs for personal protective equipment, other medical supplies, and routine testing. As a result of the pandemic, the VBSO has adapted its facility to allow for quarantines. As a result, many services normally provided in the Correctional Center have been subject to the changing conditions.

### → Inmates Behavioral Health Services

Additional costs are incurred by the VBSO due to the increased number of inmates with mental health conditions. Over 25% of the inmates in the Virginia Beach Correctional Center have been prescribed medicine for a mental health condition, and these patients are responsible for about 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

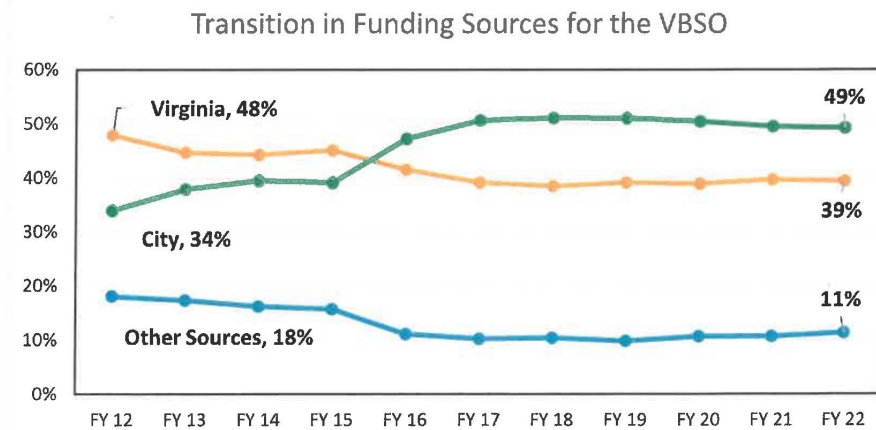
and Re-entry Service Coordination Pathway, which was refunded in both years of the 2020-2022 Virginia Biennium Budget. A partnership between the VBSO and the Department of Human Services, this program allows for on-site inmate screening and treatment. While beneficial for the inmates, the ratio of deputies 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.

→ **Aging Facility**

One of the buildings in the Virginia Beach Correctional Center is nearly 15 years old with much of its original equipment still in use. It is not likely that this equipment will last much longer, having been subject to constant repairs. In the past few years, the VBSO has had to repurpose unused appropriations in their budget to replace equipment through mid-year Council approved adjustments, such as for a shelving system in their property storage room and for pieces of kitchen appliances. Due to the rising costs associated with the pandemic, the VBSO does not have available capacity in their budget or sufficient reserves to fund full-scale replacement of this facility. A Renewal / Replacement project for the Correctional Center has been included in the Capital Improvement Program beginning in FY 2024-25; however, this project is budgeted at \$500,000 per year to fund a total project need of over \$10 million. A comprehensive plan project will be developed and funded in future years of the Capital Improvement Program as funding becomes available.

→ **Sources of Financing for Local Jails**

Over the past decade, there has been a transition in the primary funding source for the VBSO. 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 Commonwealth 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 revenue from the Commonwealth 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 for local sheriff offices and correctional facilities, thus far, minimal extra resources have been directed to this aspect of Commonwealth operations, with focus being placed on funding portions of identified staffing needs in offices across the Commonwealth, rather than increases in the local jail per diem rate.



### Major Budget Changes

	Change	Impact
↔	Part-Time Position Recognition +4.17 FTEs	Several existing part-time positions have been separated out from pooled positions and given individual personnel records in this year's budget. This action increases the number of positions recognized for the VBSO FTE count, but has not increased the VBSO budget or the actual workforce.
↔	General Fund Medical Contract Reserve	\$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.



**City Of Virginia Beach, Virginia  
Sheriff - Departmental Resource Summary**

	FY 2020 Actuals	FY 2021 Adjusted	FY 2022 Adopted	Variance from FY 2021
<b>Program Summary</b>				
<b>FD233: Sheriff's Office Special Revenue Fund</b>				
<b>Expenditures</b>				
Training, Learning, and Development	1,239,632	1,919,620	1,886,820	(32,800)
Sheriff's Care Mart	441,003	403,771	507,008	103,237
Sheriff's Workforce	1,244,520	1,230,970	1,168,705	(62,265)
Inmate Support	2,965,329	2,750,367	2,778,702	28,335
Inmate Services	375,584	-	-	-
General Operating Expenses	45,029,684	44,263,424	44,645,892	382,468
<b>Total Expenditures</b>	<b>51,295,752</b>	<b>50,568,152</b>	<b>50,987,127</b>	<b>418,975</b>
<b>Revenue</b>				
Charges for Services	4,590,898	5,276,608	5,626,608	350,000
Permits, Fees, and Regulatory Licenses	2,876	4,000	4,000	-
Miscellaneous Revenue	6,403	3,000	3,000	-
From the Use of Money and Property	7,303	14,000	14,000	-
Revenue from the Commonwealth	19,245,665	20,085,626	20,563,054	477,428
Revenue from the Federal Government	254,557	150,000	150,000	-
Transfer In	25,421,343	25,034,918	24,626,465	(408,453)
<b>Total Revenues</b>	<b>49,529,046</b>	<b>50,568,152</b>	<b>50,987,127</b>	<b>418,975</b>
<b>General City Support</b>	<b>1,766,706</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>FD270: Consolidated Grants Special Revenue Fund</b>				
<b>Expenditures</b>				
General Operating Expenses	80,000	-	-	-
<b>Total Expenditures</b>	<b>80,000</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>Revenue</b>				
Revenue from the Federal Government	80,000	-	-	-
<b>Total Revenues</b>	<b>80,000</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>General City Support</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>

**City Of Virginia Beach, Virginia  
Sheriff - Departmental Resource Summary**

	FY 2020 Actuals	FY 2021 Adjusted	FY 2022 Adopted	Variance from FY 2021
<b>FD233: Sheriff's Office Special Revenue Fund</b>				
<b>Position Summary</b>				
Training, Learning, and Development	15.00	15.00	14.00	(1.00)
Sheriff's Care Mart	7.80	7.80	9.24	1.44
Sheriff's Workforce	12.00	12.00	12.00	-
Inmate Support	43.00	41.00	41.22	0.22
General Operations	459.02	456.02	459.53	3.51
<b>Total Positions</b>	536.82	531.82	535.99	4.17

City of Virginia Beach  
Department Organizational Chart

<b>Sheriff</b>	<b>FTEs</b>	<b>535.99</b>
<b>Administration and Support</b>	<b>FTEs</b>	<b>37.76</b>
<b>Courts and Court Support Services</b>	<b>FTEs</b>	<b>76.39</b>
<b>Operational Management</b>	<b>FTEs</b>	<b>377.84</b>
<b>Centralized Booking</b>	<b>FTEs</b>	<b>44.00</b>

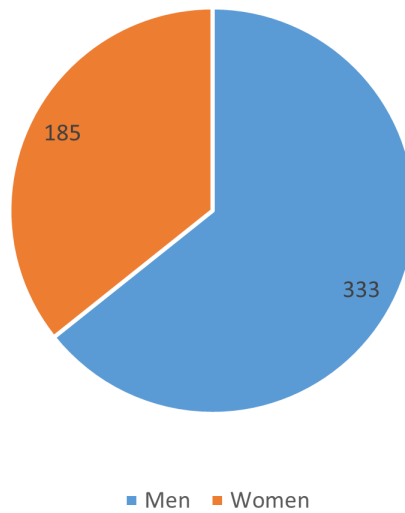
## **APPENDIX C**

### **Agency Statistics**

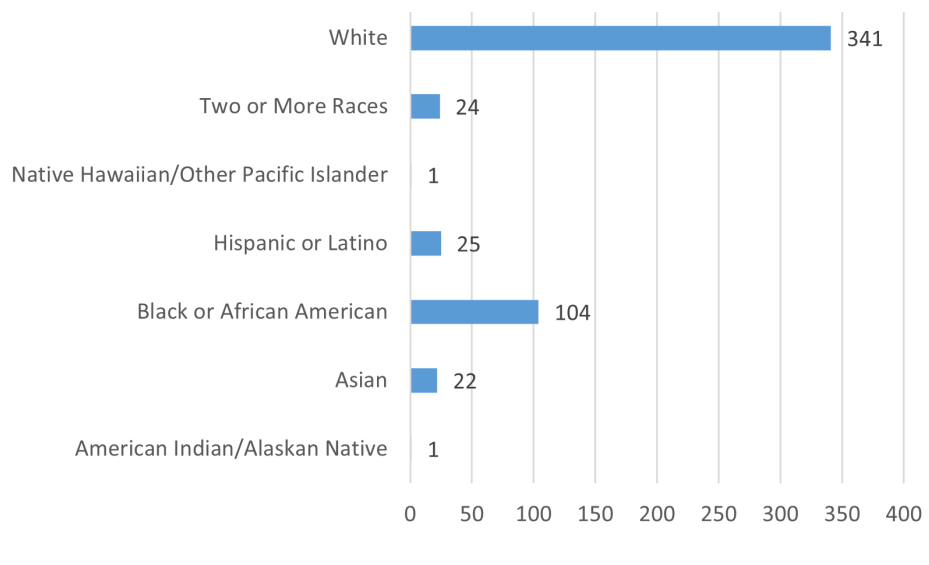
## Personnel Demographics

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



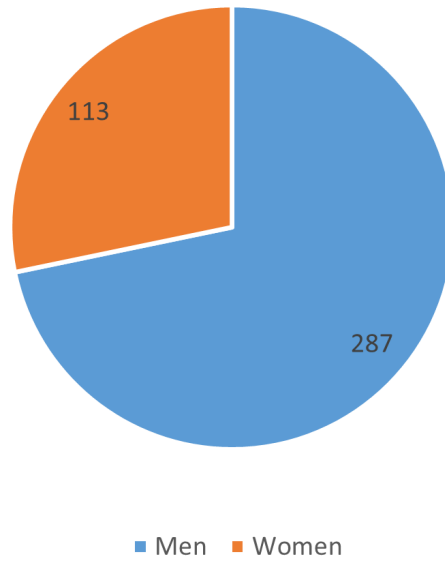
### All Personnel by Race



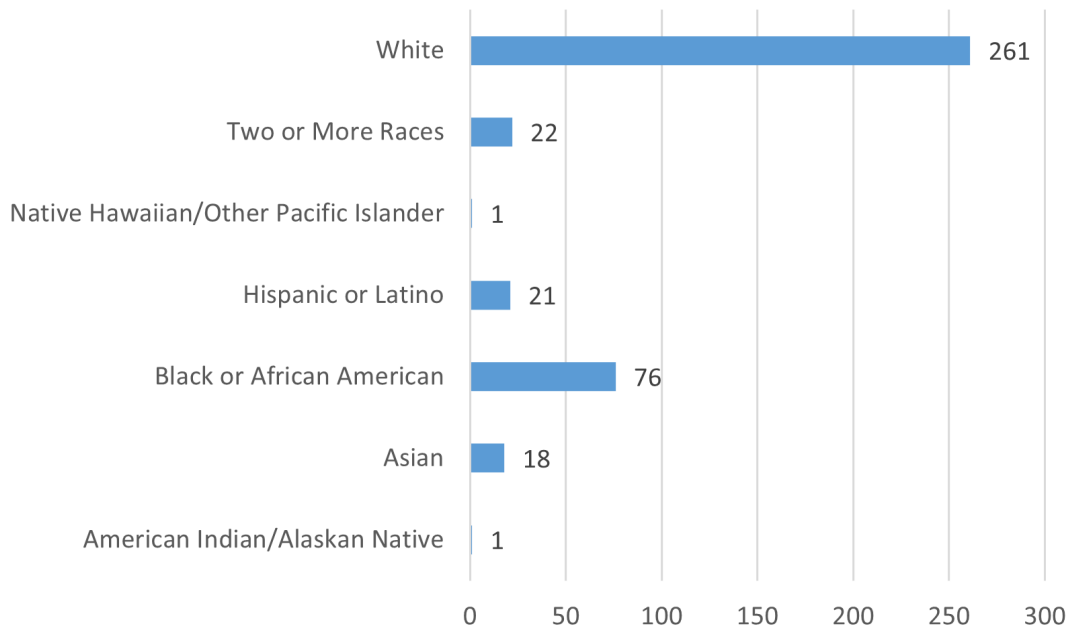
**Total Personnel 518**



### Uniformed Personnel by Gender

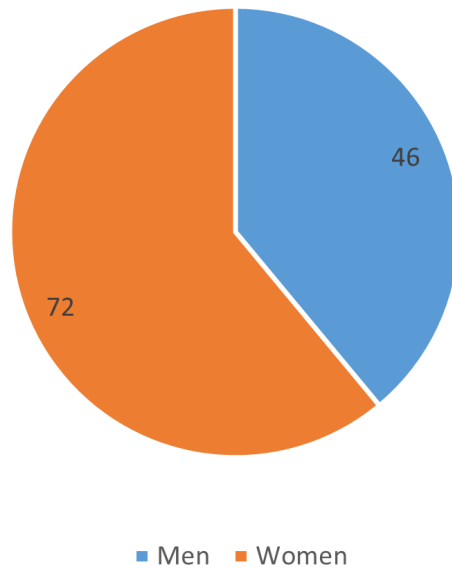


### Uniformed Personnel by Race

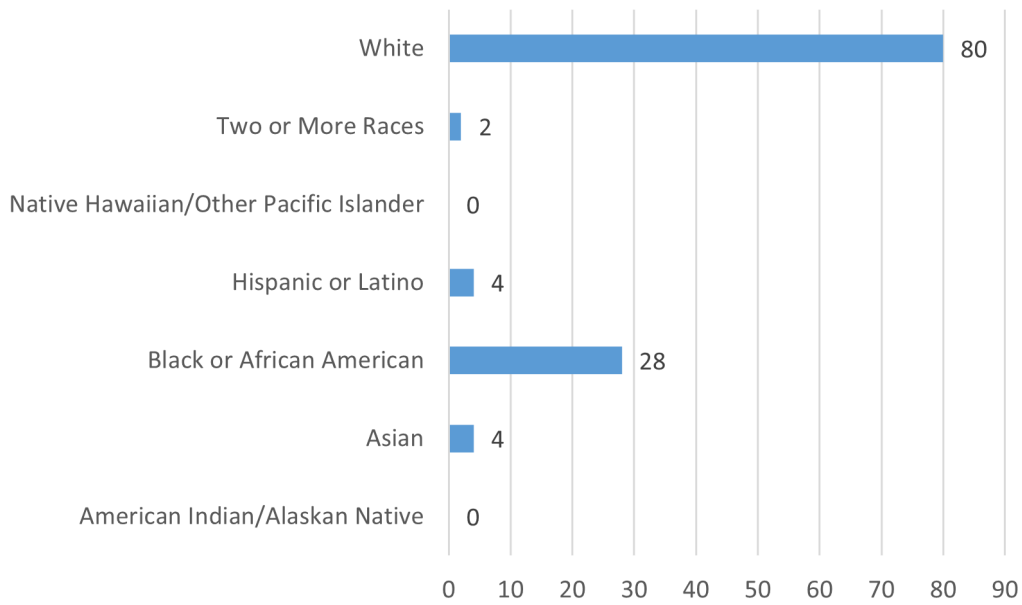


**Total Uniformed Personnel 400**

### Civilian Personnel by Gender



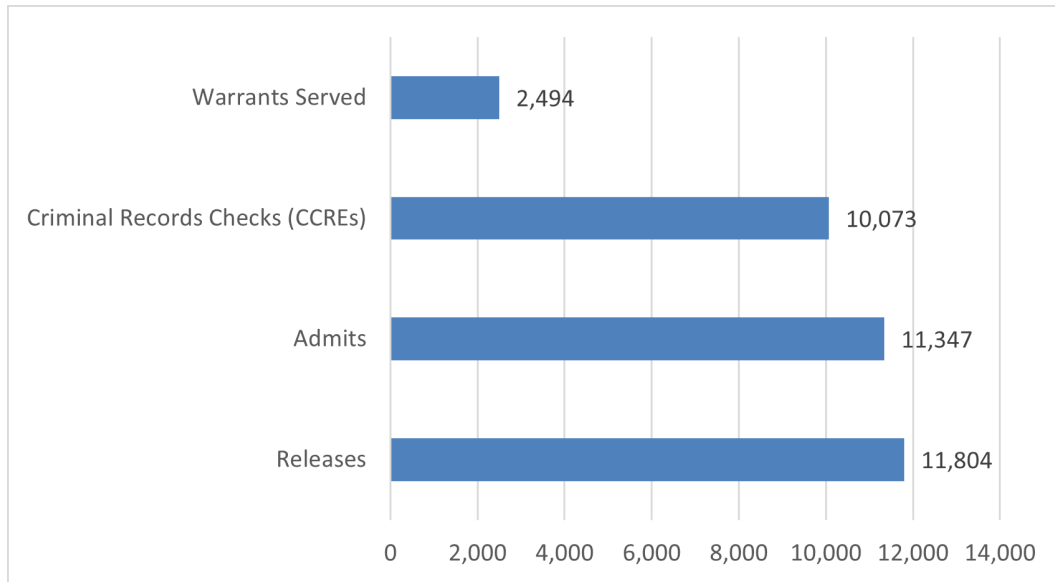
### Civilian Personnel by Race



**Total Civilian Personnel 118**

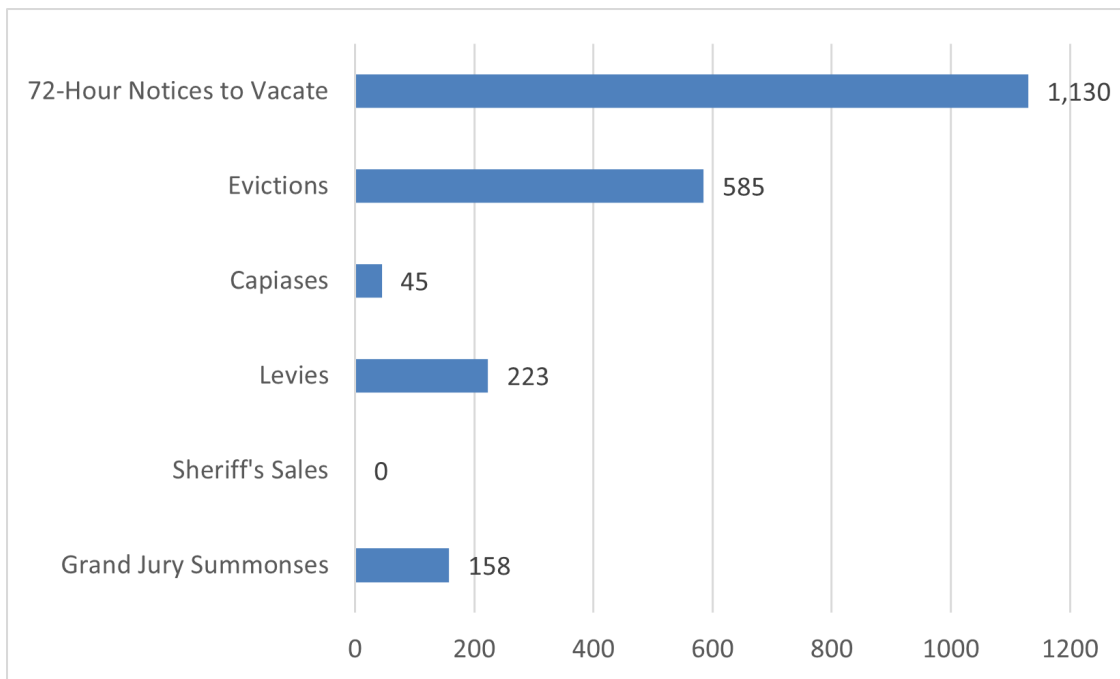
## Divisional Statistics

### Intake Division



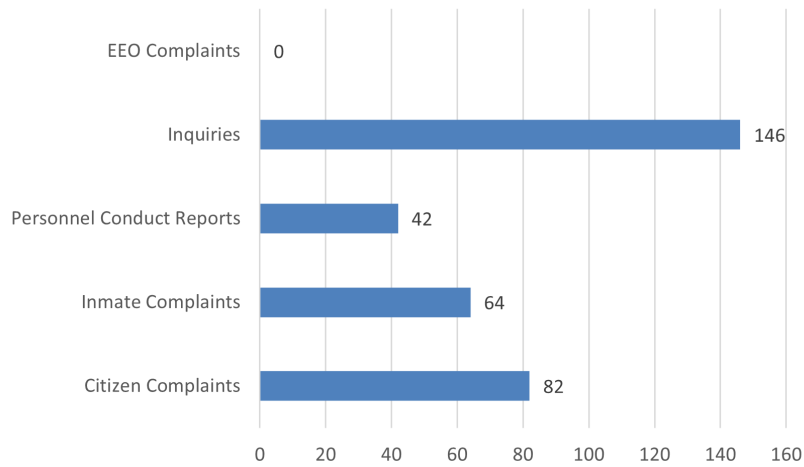
**Average Daily Jail Population 1,060**

### Civil Process Division

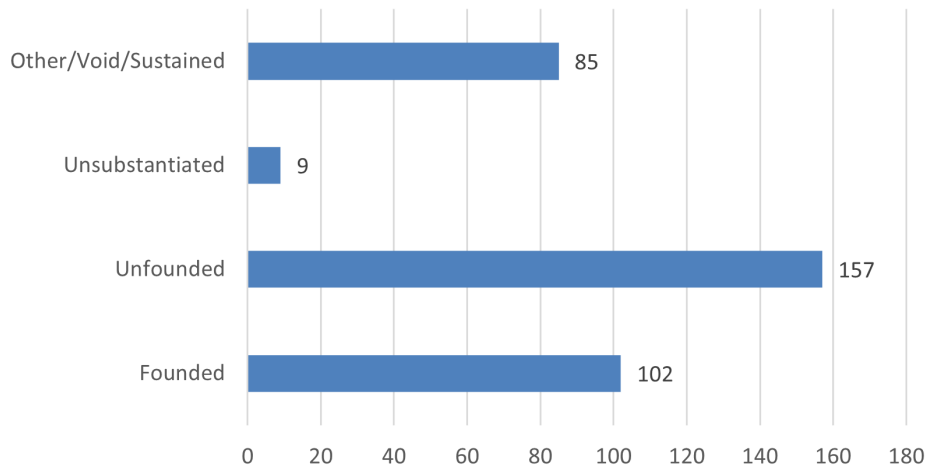


**Total Civil Documents Served 86,685**

## Professional Standards Office

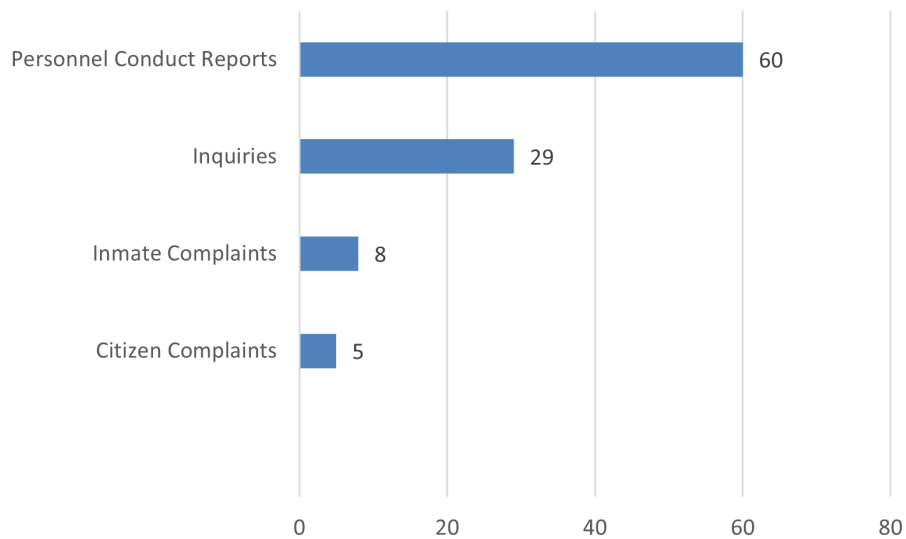


## Total Cases 334



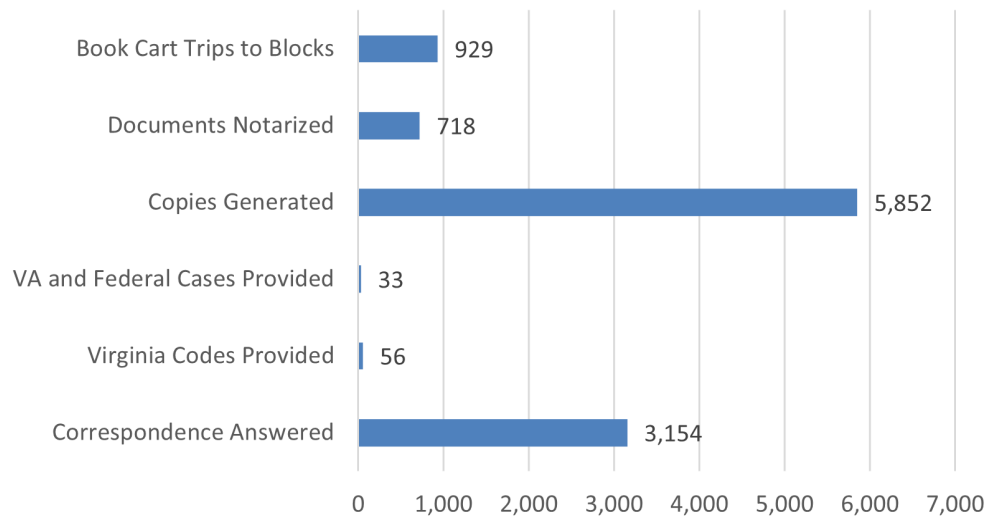
## Total Findings 353

### Founded Cases

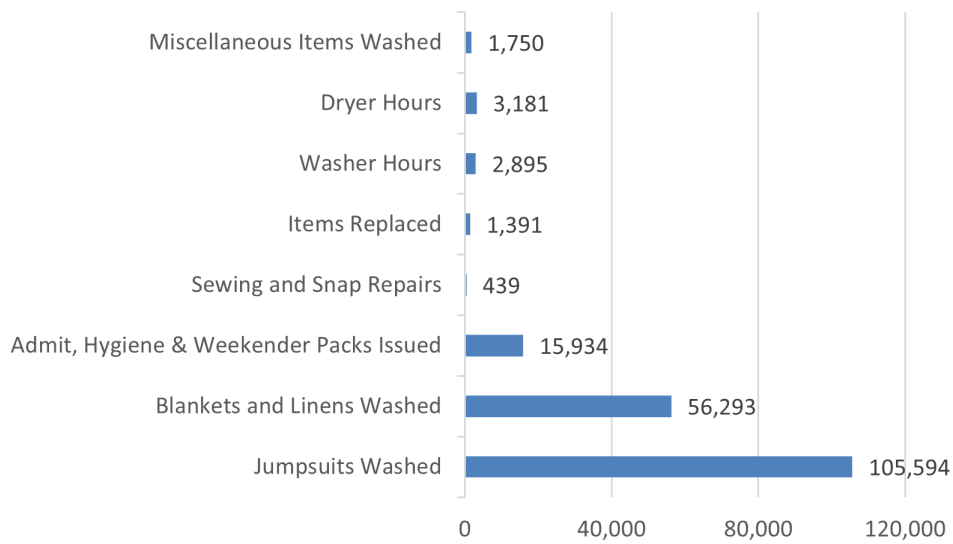




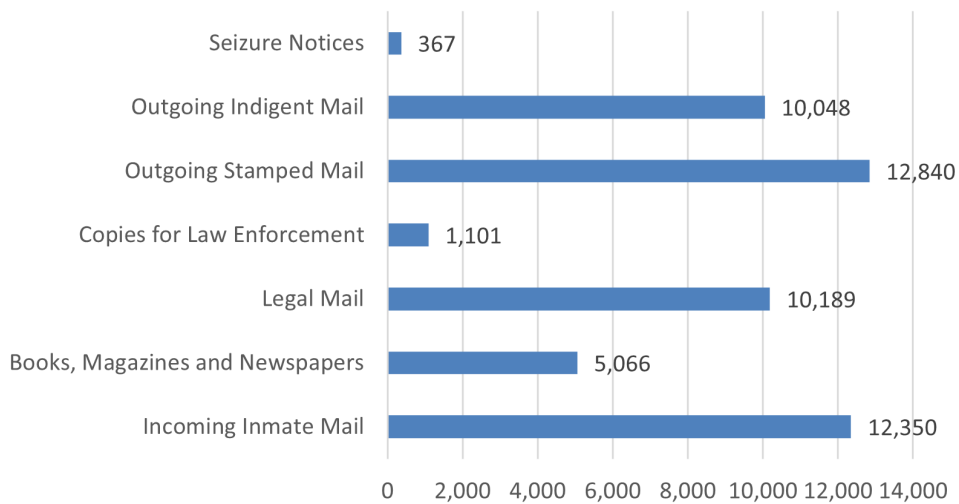
## Library



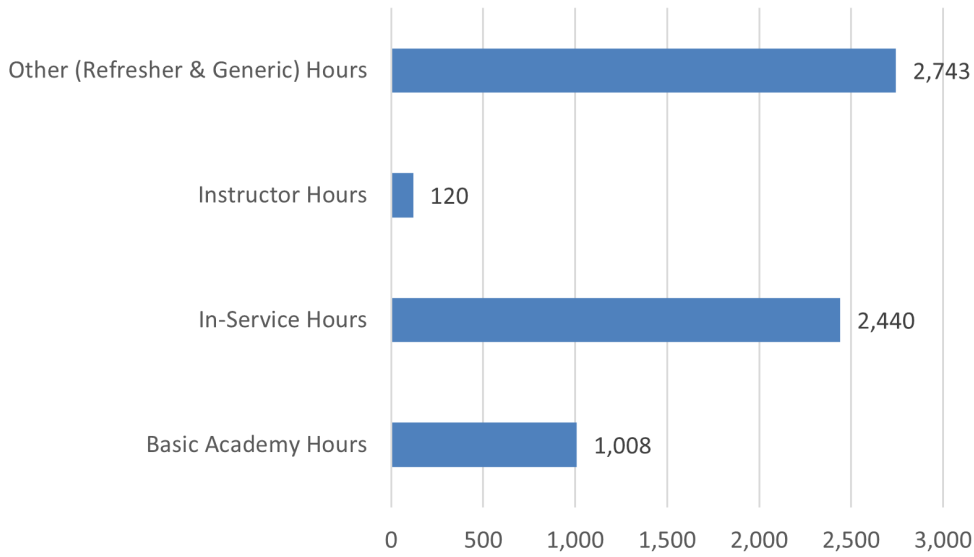
## Laundry



## Mail

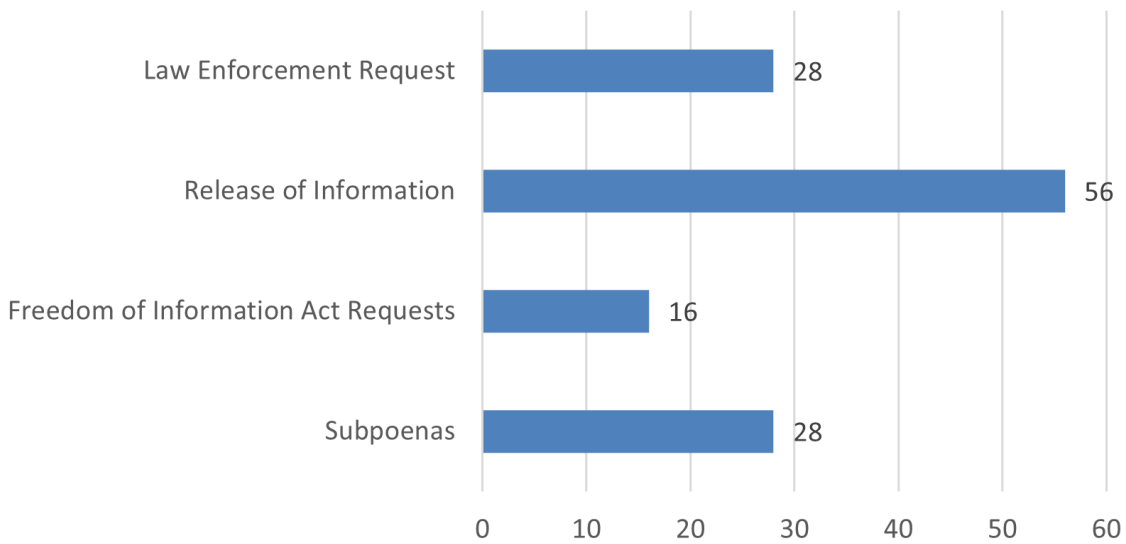


### Training Division

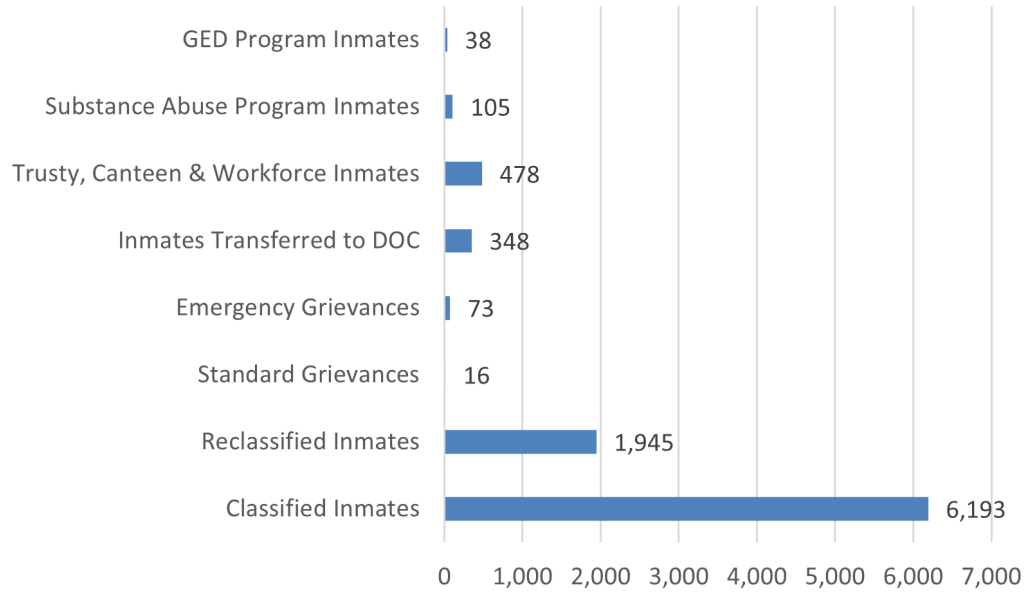


**Total Training Hours 6,311**

### Legal Division



## Classification 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](http://vbso.net).

#### **Social Media**

Follow the Virginia Beach Sheriff's Office on Facebook at [facebook.com/vbsheriffsoffice](https://facebook.com/vbsheriffsoffice), LinkedIn at [linkedin.com/company/virginia-beach-sheriffs-office](https://linkedin.com/company/virginia-beach-sheriffs-office), on Twitter at [@VBSO](https://twitter.com/VBSO) and on Instagram at [@vbsheriffsoffice](https://instagram.com/vbsheriffsoffice).

*Published Oct. 14, 2022*