

# Office of the Sheriff

## Mission

To operate the Adult Detention Center; provide security for the courtrooms, courthouse, and surrounding complex; and serve/execute civil law process on behalf of the courts. In addition to our core functions, the Office of the Sheriff is actively engaged with the diverse community we serve.

## Connection to the Countywide Strategic Plan

The Fairfax County Board of Supervisors adopted the first-ever Countywide Strategic Plan on October 5, 2021. The Countywide Strategic Plan serves as a road map to help guide future work, focusing on the 10 Community Outcome Areas that represent the issues of greatest importance to the community. In February of 2023, the first Annual Report on the work of the strategic plan was released to the public. The report contains point-in-time progress highlights for each of the proposed plan strategies, plus a sample data dashboard and data story that is being replicated across all of the outcome areas, and a number of additional initiatives to embed the elements of the plan within department-level work. The report also includes a Year Two Implementation Model, which focuses on identifying the specific strategies that will move forward to implementation under the guidance of the Board of Supervisors. For more information on the Countywide Strategic Plan, please visit [www.fairfaxcounty.gov/strategicplan](http://www.fairfaxcounty.gov/strategicplan). The Office of the Sheriff primarily supports the following Community Outcome Areas:



Community Outcome Area	Vision Statement
<b>Effective and Efficient Government</b>	<i>All people trust that their government responsibly manages resources, is responsible to their needs, provides exceptional services and equitably represents them.</i>
<b>Healthy Communities</b>	<i>All people can attain their highest level of health and well-being.</i>
<b>Lifelong Education and Learning</b>	<i>All people at every stage of life are taking advantage of inclusive, responsive and accessible learning opportunities that enable them to grow, prosper and thrive.</i>
<b>Safety and Security</b>	<i>All people feel safe at home, school, work and in the community.</i>

## Focus

The Sheriff's Office of Fairfax County was established when the County was formed in 1742. The Virginia Constitution, Article VII, Section 4; and the Code of Virginia, Sections 8.01-295; 53.1-68; 53.1-133; 53.1-119 and 120, establish the Sheriff's Office as the primary law enforcement authority over the courthouse, local jail, and correctional facilities, and as the provider of courtroom security. The Sheriff's Office is responsible for managing the Fairfax County Adult Detention Center (ADC) and Alternative Incarceration Branch (AIB), providing security in all courthouses and in the judicial complex, and executing civil law processes. The Sheriff's Office works in partnership with the Fairfax County Police Department, the Fire and Rescue Department, and other local, state, and federal law enforcement agencies. The Sheriff's Office has civil and concurrent criminal jurisdiction in the County of Fairfax, City of Fairfax, and the Towns of Vienna and Herndon.

The Sheriff's Office receives funding support from the State Compensation Board for a portion of salaries and benefits for a limited number of sworn positions. Other sources of revenue include reimbursement from the Virginia Department of Corrections for the housing of state prisoners and room and board fees collected from individuals incarcerated in the ADC. The Sheriff's Office also receives revenue from medical co-pay fees collected from inmates, Alternative Incarceration room and board fees, court security fees, and Sheriff's fees.

Four agency cost centers define and support the agency's mission: the Administrative Services Division, the Courts Services Division, the Confinement Division, and the Support Services Division.

The Administrative Services Division provides managerial direction for the agency. This division incorporates Command and Internal Affairs, and five branches: Human Resources, Training, Information Technology, Professional Services, and Financial Services.

The Human Resources Branch handles recruitment, retention, employee relations, classification, and payroll for an agency of over 600 positions. The Training Branch operates the In-Service Section of the Fairfax County Criminal Justice Academy, which has the responsibility to ensure all Police and Sheriff staff members meet their annual Mandatory In-Service Training Requirements (MIR). The Information Technology Branch splits its duties between servicing the technology-related needs of staff and for the operation of the ADC, and those related to services for the inmate population.

Professional Services ensures the appropriate data is collected for accreditation audits. This branch also coordinates the Sheriff's Office community relations programs, such as child safety seat inspections and the child identification program. The Financial Services Branch manages the financial responsibilities of the agency to include the agency's warehouse, which orders and issues equipment and supplies for both inmates and staff.

Included in the Administrative Services Division is the salary supplement paid by the County for eligible State Magistrates per the Code of Virginia, Section 19.2-46.1. Magistrates are state employees and are not part of the organizational structure of the Sheriff's Office.

The Court Services Division provides for the security of courtrooms and County courthouses, and the service of legal process, such as evictions, subpoenas, levies, seizures, and protective custody orders. This division is composed of the Court Security Branch and the Civil Enforcement Branch. Deputy sheriffs also protect special justices who conduct commitment hearings for persons with mental illness.

The Confinement Division is the largest component of the Sheriff's Office. The Confinement Division manages the operation of the ADC, which includes four confinement squads, the Classification Section, and the Records & Transportation Section. The Classification Section is responsible for determining appropriate housing locations for inmates in the ADC, as well as performing disciplinary hearings for inmates who have been charged with violating the rules of the ADC.

Diversion First is the result of a collaboration between the Sheriff's Office, Police Department, Fire and Rescue Department, Fairfax County court system, and the Fairfax-Falls Church Community Services Board, to reduce the number of people with mental illness in local jails by diverting non-violent offenders experiencing mental health crises to treatment instead of incarceration. Positions supporting Diversion First have continued to allow the Sheriff's Office to dedicate additional staff and provide support 24 hours a day, 7 days a week at the Merrifield Crisis Response Center where non-violent offenders who may need mental health services can be served by a trained Crisis Intervention Team (CIT) instead of being taken to jail. Having diversion services available around the clock is a foundational aspect of Diversion First and is recognized as a best practice in crisis intervention.

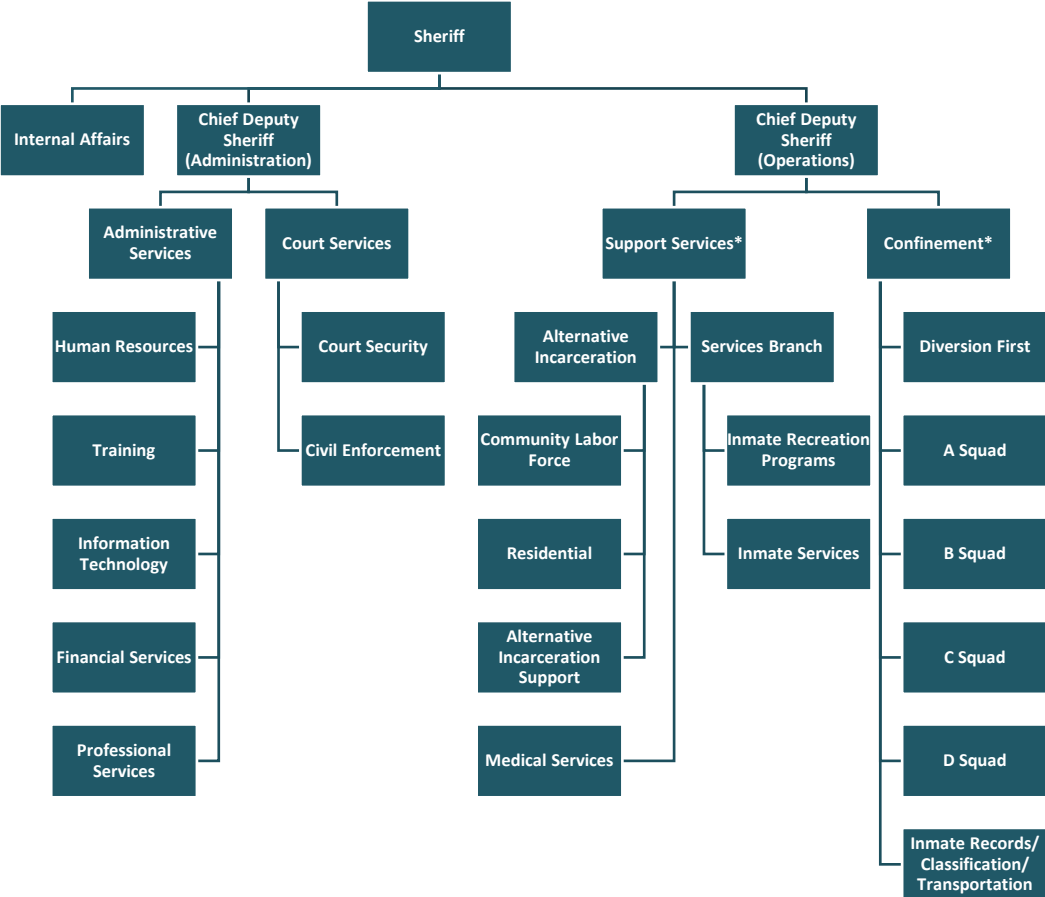
The Support Services Division provides the services necessary to support the operations of the ADC and AIB. The Support Services Division has three branches: Alternative Incarceration, Services, and Medical Services.

The AIB provides housing for offenders granted alternative sentencing options, such as Work Release, Electronic Incarceration, and the Community Labor Force (CLF) program. Effective September 24, 2022, the AIB and CLF programs were suspended due to low staffing in the Sheriff's Office. This closure is temporary and once staffing levels improve, both the AIB and CLF programs will resume.

The Services Branch is responsible for providing food services, educational programs, recreation, laundry services, and facility cleanliness and maintenance. This branch provides classes and a number of self-help and skills development programs that allow offenders to improve their education and develop their social abilities and vocational skills so that they may become better residents.

The Medical Services Branch is accredited by the National Council on Correctional Health Care which assures compliance with national standards. The Medical Services Branch provides 24 hours a day, seven days a week health care including screenings, checkups, dental, eye care, radiology, physical therapy, lab testing, chronic disease care, and emergency response within the ADC and AIB. The Medication Assisted Treatment (MAT) program is managed by the medical team as part of chronic care services. This service includes behavioral health services and linkages to community providers upon release, coordinated reentry services, and peer support. It is one of the County's Opioid Task Force treatment strategies and has demonstrated strong outcomes. Specialty care is coordinated with community providers as required. The team includes licensed nurses, nurse practitioners, and a phlebotomist. In addition, the medical director/physician, dentist, optometrist, and on-call nurses are contracted services.

# Organizational Chart



\* Public Safety Program Area

## Budget and Staff Resources

Category	FY 2022 Actual	FY 2023 Adopted	FY 2023 Revised	FY 2024 Advertised	FY 2024 Adopted
<b>FUNDING</b>					
<b>Expenditures:</b>					
Personnel Services	\$58,343,308	\$66,556,624	\$63,256,624	\$68,533,363	\$70,300,567
Operating Expenses	10,583,304	9,833,404	14,257,031	9,851,300	9,866,163
Capital Equipment	639,078	0	81,264	0	0
<b>Total Expenditures</b>	<b>\$69,565,690</b>	<b>\$76,390,028</b>	<b>\$77,594,919</b>	<b>\$78,384,663</b>	<b>\$80,166,730</b>
<b>Income:</b>					
Inmate Medical Copay	\$12,885	\$18,780	\$12,885	\$12,885	\$12,885
City of Fairfax Contract	893,436	1,133,102	961,081	946,527	946,527
Inmate Room and Board	224,965	268,712	224,965	224,965	224,965
Boarding of Prisoners	114,530	14,551	114,530	114,530	114,530
State Shared Sheriff Expenses (Comp Board)	17,952,396	15,881,093	17,425,739	18,950,000	18,950,000
State Shared Retirement	338,922	321,445	321,445	337,517	337,517
State Share Adult Detention Center	1,227,387	1,255,001	1,109,809	1,109,809	1,109,809
Court Security Fees	591,042	630,413	630,413	661,934	661,934
Jail / DNA Fees	24,610	35,267	25,650	25,650	25,650
Sheriff Fees	66,271	66,271	66,271	66,271	66,271
Miscellaneous Revenue	0	21,000	21,000	21,000	21,000
<b>Total Income</b>	<b>\$21,446,444</b>	<b>\$19,645,635</b>	<b>\$20,913,788</b>	<b>\$22,471,088</b>	<b>\$22,471,088</b>
<b>NET COST TO THE COUNTY</b>	<b>\$48,119,246</b>	<b>\$56,744,393</b>	<b>\$56,681,131</b>	<b>\$55,913,575</b>	<b>\$57,695,642</b>
<b>AUTHORIZED POSITIONS/FULL-TIME EQUIVALENT (FTE)</b>					
Regular	603 / 602	606 / 605	604 / 603	606 / 605	604 / 603
Exempt	4 / 4	4 / 4	4 / 4	4 / 4	4 / 4
State	2 / 2	2 / 2	2 / 2	2 / 2	2 / 2

## Public Safety Program Area Summary

Category	FY 2022 Actual	FY 2023 Adopted	FY 2023 Revised	FY 2024 Advertised	FY 2024 Adopted
<b>FUNDING</b>					
<b>Expenditures:</b>					
Personnel Services	\$40,998,927	\$48,642,082	\$45,342,082	\$49,795,977	\$50,948,360
Operating Expenses	6,224,054	5,775,708	8,155,971	5,627,112	5,628,293
Capital Equipment	6,463	0	42,778	0	0
<b>Total Expenditures</b>	<b>\$47,229,444</b>	<b>\$54,417,790</b>	<b>\$53,540,831</b>	<b>\$55,423,089</b>	<b>\$56,576,653</b>
<b>Total Income</b>	<b>\$17,378,263</b>	<b>\$15,821,455</b>	<b>\$16,884,504</b>	<b>\$18,155,325</b>	<b>\$18,155,325</b>
<b>NET COST TO THE COUNTY</b>	<b>\$29,851,181</b>	<b>\$38,596,335</b>	<b>\$36,656,327</b>	<b>\$37,267,764</b>	<b>\$38,421,328</b>
<b>AUTHORIZED POSITIONS/FULL-TIME EQUIVALENT (FTE)</b>					
Regular	438 / 437.5	441 / 440.5	438 / 437.5	441 / 440.5	438 / 437.5

## Judicial Administration Program Area Summary

Category	FY 2022 Actual	FY 2023 Adopted	FY 2023 Revised	FY 2024 Advertised	FY 2024 Adopted
<b>FUNDING</b>					
<b>Expenditures:</b>					
Personnel Services	\$17,344,381	\$17,914,542	\$17,914,542	\$18,737,386	\$19,352,207
Operating Expenses	4,359,250	4,057,696	6,101,060	4,224,188	4,237,870
Capital Equipment	632,615	0	38,486	0	0
<b>Total Expenditures</b>	<b>\$22,336,246</b>	<b>\$21,972,238</b>	<b>\$24,054,088</b>	<b>\$22,961,574</b>	<b>\$23,590,077</b>
<b>Total Income</b>	<b>\$4,068,181</b>	<b>\$3,824,180</b>	<b>\$4,029,284</b>	<b>\$4,315,763</b>	<b>\$4,315,763</b>
<b>NET COST TO THE COUNTY</b>	<b>\$18,268,065</b>	<b>\$18,148,058</b>	<b>\$20,024,804</b>	<b>\$18,645,811</b>	<b>\$19,274,314</b>
<b>AUTHORIZED POSITIONS/FULL-TIME EQUIVALENT (FTE)</b>					
Regular	165 / 164.5	165 / 164.5	166 / 165.5	165 / 164.5	166 / 165.5
Exempt	4 / 4	4 / 4	4 / 4	4 / 4	4 / 4
State	2 / 2	2 / 2	2 / 2	2 / 2	2 / 2

This department has 2/1.0 FTE Grant Positions in Fund 50000, Federal-State Grants.

### FY 2024 Funding Adjustments

The following funding adjustments from the FY 2023 Adopted Budget Plan are necessary to support the FY 2024 program. Included are all adjustments recommended by the County Executive that were approved by the Board of Supervisors, as well as any additional Board of Supervisors' actions, as approved in the adoption of the Budget on May 9, 2023.

**Employee Compensation** **\$5,214,251**  
 An increase of \$5,214,251 in Personnel Services includes \$3,538,396 for a 5.44 percent market rate adjustment (MRA) for all employees and \$117,607 for performance-based and longevity increases for non-uniformed merit employees, both effective July 2023, as well as \$1,537,637 for FY 2024 merit and longevity increases (including the full-year impact of FY 2023 increases) for uniformed employees awarded on the employees' anniversary dates. The remaining increase of \$20,611 is included to support employee retention and recruitment efforts that will reduce pay compression and align the County's pay structures with the market based on benchmark data.

**Department of Vehicle Services Charges** **\$32,759**  
 An increase of \$32,759 in Department of Vehicle Services Charges is based on anticipated billings for maintenance and operating-related charges.

**Reduction** **(\$1,000,000)**  
 Consistent with action approved by the Board of Supervisors as part of the *FY 2022 Carryover Review*, a decrease of \$1,000,000 reflects savings based on efficiencies and a historically smaller inmate population.

**Targeted Vacancy Savings** **(\$470,308)**  
 A decrease of \$470,308 is included to recognize targeted vacancy savings. Although the County has taken actions to reduce the vacancy rate, it is anticipated that vacancies will remain high for the foreseeable future, generating flexibility in agency budgets.

**Changes to  
FY 2023  
Adopted  
Budget Plan**

The following funding adjustments reflect all approved changes in the FY 2023 Revised Budget Plan since passage of the FY 2023 Adopted Budget Plan. Included are all adjustments made as part of the FY 2022 Carryover Review, FY 2023 Third Quarter Review, and all other approved changes through April 30, 2023.

**Carryover Adjustments** **\$2,204,891**  
As part of the FY 2022 Carryover Review, the Board of Supervisors approved encumbered funding of \$2,204,891, including \$2,123,627 in Operating Expenses and \$81,264 in Capital Equipment.

**Reduction** **(\$1,000,000)**  
As part of the FY 2022 Carryover Review, the Board of Supervisors approved a decrease of \$1,000,000 based on efficiencies and a historically smaller inmate population. These savings will offset increased costs in the Facilities Management Department due to the suspension of the Community Labor Force program, as well as the transition from state to County leadership in the General District Court.

**Position Adjustments** **\$0**  
As part of an internal reorganization of positions approved by the County Executive, a total of 2/2.0 FTE positions have been redeployed to another agency to provide additional support for critical County programs in FY 2023.

**Cost Centers**

The four cost centers of the Sheriff's Office are Administrative Services, Court Services, Confinement, and Support Services. The cost centers work together to fulfill the mission of the agency and carry out the key initiatives for the fiscal year.

**Administrative Services**

The Administrative Services cost center provides managerial direction for the agency. This division incorporates six sections: Command and Internal Affairs, Professional Services, Human Resources, Training, Information Technology, and Financial Services. Each section provides the support needed to maintain an efficient and high-functioning Sheriff's Office.

Category	FY 2022 Actual	FY 2023 Adopted	FY 2023 Revised	FY 2024 Advertised	FY 2024 Adopted
<b>EXPENDITURES</b>					
Total Expenditures	\$11,704,408	\$10,124,558	\$11,895,581	\$10,563,140	\$10,788,760
<b>AUTHORIZED POSITIONS/FULL-TIME EQUIVALENT (FTE)</b>					
Regular	58 / 58	58 / 58	59 / 59	58 / 58	59 / 59
Exempt	4 / 4	4 / 4	4 / 4	4 / 4	4 / 4
State	2 / 2	2 / 2	2 / 2	2 / 2	2 / 2

### Court Services

The Court Services cost center provides the security for County courtrooms and courthouses and the service of legal process, such as evictions, subpoenas, levies, seizures, and protective orders. This division is composed of the Court Security and Civil Enforcement branches.

Category	FY 2022 Actual	FY 2023 Adopted	FY 2023 Revised	FY 2024 Advertised	FY 2024 Adopted
<b>EXPENDITURES</b>					
Total Expenditures	\$10,631,838	\$11,847,680	\$12,158,507	\$12,398,434	\$12,801,317
<b>AUTHORIZED POSITIONS/FULL-TIME EQUIVALENT (FTE)</b>					
Regular	107 / 106.5	107 / 106.5	107 / 106.5	107 / 106.5	107 / 106.5

### Confinement

The Confinement cost center is the largest within the agency. This division manages the operation of the Fairfax County Adult Detention Center, including four Confinement Squads, the Inmate Records Section, the Classification Section, and the Transportation Section.

Category	FY 2022 Actual	FY 2023 Adopted	FY 2023 Revised	FY 2024 Advertised	FY 2024 Adopted
<b>EXPENDITURES</b>					
Total Expenditures	\$30,022,140	\$36,103,573	\$33,814,729	\$36,729,550	\$37,484,895
<b>AUTHORIZED POSITIONS/FULL-TIME EQUIVALENT (FTE)</b>					
Regular	316 / 316	316 / 316	317 / 317	316 / 316	317 / 317

### Support Services Division

The Support Services Division provides the services necessary to support the operations of the ADC and the Alternative Incarceration Branch. The Support Services Division has three branches: the Alternative Incarceration Branch, the Services Branch, and the Medical Services Branch.

Category	FY 2022 Actual	FY 2023 Adopted	FY 2023 Revised	FY 2024 Advertised	FY 2024 Adopted
<b>EXPENDITURES</b>					
Total Expenditures	\$17,207,304	\$18,314,217	\$19,726,102	\$18,693,539	\$19,091,758
<b>AUTHORIZED POSITIONS/FULL-TIME EQUIVALENT (FTE)</b>					
Regular	122 / 121.5	125 / 124.5	121 / 120.5	125 / 124.5	121 / 120.5



## Position Detail

The FY 2024 Adopted Budget Plan includes the following positions:

<b>ADMINISTRATIVE SERVICES – 65 Positions</b>			
1	Sheriff (Elected) E		
<b>Command and Internal Affairs</b>			
2	Chief Deputy Sheriffs, 2 E	2	Deputy Sheriff Sergeants
1	Deputy Sheriff Major	1	General Counsel E
1	Deputy Sheriff 1st Lieutenant	1	Administrative Assistant V
1	Deputy Sheriff 2nd Lieutenant	1	Administrative Assistant III
<b>Professional Services</b>			
1	Deputy Sheriff Captain	1	Deputy Sheriff 2nd Lieutenant
1	Deputy Sheriff 1st Lieutenant	1	Management Analyst II
1	Accreditation Manager (MA II)		
<b>Human Resources</b>			
1	HR Generalist IV	2	Deputy Sheriff 1st Lieutenants
1	HR Generalist III	1	Deputy Sheriff 2nd Lieutenant
1	HR Generalist I	2	Deputy Sheriff Sergeants
1	Administrative Assistant V	3	Deputy Sheriffs II
<b>Training</b>			
1	Deputy Sheriff Captain	1	Deputy Sheriff 2nd Lieutenant
1	Deputy Sheriff 1st Lieutenant	10	Deputy Sheriffs II
<b>Magistrates' System<sup>1</sup></b>			
2	Magistrates S		
<b>Information Technology</b>			
1	IT Program Manager I	1	Network/Telecom. Analyst II
1	Business Analyst IV	2	Network/Telecom. Analysts I
1	Network/Telecom. Analyst IV	1	Programmer Analyst III
1	Network/Telecom. Analyst III	1	Deputy Sheriff II
<b>Financial Services</b>			
1	Management Analyst IV	1	Deputy Sheriff II
1	Financial Specialist III	2	Administrative Assistants III
2	Financial Specialists I	1	Material Mgmt. Specialist III
1	Deputy Sheriff 1st Lieutenant	2	Material Mgmt. Specialists I
1	Deputy Sheriff 2nd Lieutenant	1	Buyer I
<b>COURT SERVICES – 107 Positions</b>			
1	Deputy Sheriff Major		
<b>Court Security</b>			
1	Deputy Sheriff Captain	61	Deputy Sheriffs II
2	Deputy Sheriff 1st Lieutenants	1	Management Analyst III, PT
5	Deputy Sheriff 2nd Lieutenants	1	Information Officer III
5	Deputy Sheriff Sergeants		
<b>Civil Enforcement</b>			
1	Deputy Sheriff Captain	18	Deputy Sheriffs II
1	Deputy Sheriff 1st Lieutenant	1	Administrative Assistant V
2	Deputy Sheriff 2nd Lieutenants	1	Administrative Assistant IV
2	Deputy Sheriff Sergeants	4	Administrative Assistants III
<b>CONFINEMENT – 317 Positions</b>			
1	Deputy Sheriff Major		
<b>A/B Confinement Branch</b>			
1	Deputy Sheriff Captain	89	Deputy Sheriffs II
2	Deputy Sheriff 1st Lieutenants	19	Deputy Sheriffs I
8	Deputy Sheriff 2nd Lieutenants	4	Correctional Technicians
18	Deputy Sheriff Sergeants		
<b>C/D Confinement Branch</b>			
1	Deputy Sheriff Captain	84	Deputy Sheriffs II
2	Deputy Sheriff 1st Lieutenants	18	Deputy Sheriffs I
8	Deputy Sheriff 2nd Lieutenants	4	Correctional Technicians
15	Deputy Sheriff Sergeants		

<b>Diversion First</b>			
1	Deputy Sheriff 2nd Lieutenant	9	Deputy Sheriffs II
1	Deputy Sheriff Sergeant	1	Deputy Sheriff I
<b>Inmate Records/Classification</b>			
1	Deputy Sheriff Captain	15	Deputy Sheriffs II
2	Deputy Sheriff 1st Lieutenants	1	Administrative Assistant IV
3	Deputy Sheriff 2nd Lieutenants	5	Administrative Assistants III
4	Deputy Sheriff Sergeants		
<b>SUPPORT SERVICES DIVISION – 121 Positions</b>			
1	Deputy Sheriff Major		
<b>Alternative Incarceration Branch</b>			
1	Deputy Sheriff Captain	5	Deputy Sheriffs II
1	Deputy Sheriff 2nd Lieutenant	1	Administrative Assistant III
<b>Community Services Branch</b>			
1	Deputy Sheriff 1st Lieutenant	1	Deputy Sheriff I
1	Deputy Sheriff Sergeant	1	Administrative Assistant III
7	Deputy Sheriffs II		
<b>Services Branch</b>			
1	Deputy Sheriff 1st Lieutenant	2	Deputy Sheriff Sergeants
3	Deputy Sheriff 2nd Lieutenants	15	Deputy Sheriffs II
<b>Programs and Classification</b>			
1	Deputy Sheriff Captain	3	Correctional Technicians
2	Deputy Sheriff 1st Lieutenants	1	Social Services Specialist II
5	Deputy Sheriff 2nd Lieutenants	1	Administrative Assistant IV
1	Deputy Sheriff Sergeant	1	General Building Maintenance Worker
11	Deputy Sheriffs II		
<b>Medical Services Branch</b>			
1	Correctional Health Svcs. Admin.	4	Licensed Practical Nurses
1	Correctional Health Nurse IV	4	Public Health Clinical Technicians
4	Correctional Health Nurses III	1	Correctional Technician
5	Correctional Health Nurses II	1	Management Analyst IV
26	Correctional Health Nurses I	1	Management Analyst III
3	Nurse Practitioners	1	Administrative Assistant IV
1	Peer Recovery Specialist	1	Administrative Assistant II
<b>497 Sworn Positions/113 Civilian Positions</b>			
<b>E</b>	<b>Denotes Exempt Position(s)</b>		
<b>S</b>	<b>Denotes State Position(s)</b>		
<b>PT</b>	<b>Denotes Part-time Position(s)</b>		

<sup>1</sup> Initially, the County provided salary supplements to 27 Magistrates; however, the Code of Virginia Section 19.2-46.1 was revised to no longer allow supplements to Magistrates hired after June 30, 2008. Currently, there are two Magistrates still eligible to receive a salary supplement.

**Performance  
Measurement  
Results by  
Community  
Outcome Area**

**Effective and Efficient Government**

The Administrative Services Division currently provides management support for an agency of over 600 staff positions and daily banking services for approximately 607 inmates. Staff services include, but are not limited to, human resources, professional development, training, fiscal management, and technological support. In FY 2022, the Sheriff's Office had three Criminal Justice Academy classes, from which a total of 36 deputy sheriffs graduated. In recruitment, 47 percent of new hires were minorities. In FY 2022, the Sheriff's Office averaged 88 vacancies. It is projected turnover will continue to increase due to the number of staff reaching retirement age.

The Community Labor Force (CLF) is a safe, low-risk offender, public labor force under the supervision of Deputy Sheriffs. In FY 2022, the average daily number of CLF inmate participants was 13. This number does not include individuals in the Fines Options Program who are not serving jail sentences but are required to complete community service time. Inmates who meet the strict criteria for participation in the CLF are provided the opportunity to work on a crew away from the ADC under the close supervision of a Deputy Sheriff. The CLF's work offers quick and efficient elimination of trash, debris, and graffiti. In addition, the CLF performs landscape maintenance at over 50 County-owned sites, including the Public Safety Complex. The CLF maintains over 400 bus shelters/stops throughout the County by removing trash, performing basic landscaping, and removing graffiti. The CLF has also assisted in snow removal and expanded mowing operations at a significant cost savings to the County.

Effective September 24, 2022, the CLF program was suspended until further notice due to low staffing levels.

**Healthy Communities**

Medical staff contacts with inmates decreased, with 704,164 occurring in 2022. The decrease in health care contacts is attributed to changes in Center for Disease Control (CDC) and Health Department COVID-19 protocols to include symptom check procedures and quarantine monitoring timeframes. Inmate health concerns are increasingly complex and costly, with inmates in correctional facilities having significantly higher rates of disease and infectious disease than the general population, and higher levels of mental health problems and substance use disorders. The quality of service provided to inmates remains high, as national accreditation and certification standards have been maintained, and performance audits continue to be passed with high marks. It should be noted that Medical Service performance measures are reflected in the Confinement cost center because they directly relate to the Confinement Division; however, financially they are part of the Support Services cost center.

The Sheriff's Office has continued to dedicate resources to help those affected by mental illness in Fairfax County. Ten deputies from the Confinement Division and two supervisors are assigned full-time to the Diversion First program. Along with Diversion First, the Sheriff's Office also offers new technologies inside the ADC such as the use of iPads for Tele-psychiatry, which allow confined persons to communicate directly with mental health professionals when none are available inside the ADC and their services are needed.

## Lifelong Education and Learning

The Sheriff's Office offers a wide variety of programs to prepare inmates for success once they are released from jail, and most of these programs focus on education and skills development. Regardless of their previous educational experiences and learning levels, inmates without a diploma or equivalency are eligible for education programs through a partnership with Fairfax County Public Schools (FCPS). Inmates who are between the ages of 18 to 21 and enter the ADC with an Individualized Education Program can work on their high school diploma through the Interagency Alternative School program. In partnership with Fairfax County Public Schools (FCPS), inmates have the option to enroll in education programs to gain basic literacy skills or prepare for the GED exam. Both the Pre-GED and GED classes are also offered in Spanish for inmates whose primary language is Spanish. While many volunteer-led inmate programs were temporarily suspended to help prevent the spread of COVID-19, the high school diploma and GED programs were continued with a limited number of participants. In FY 2022, there were 165 inmates who received their GED or certification from one of the developmental programs.

## Safety and Security

The Court Services Division has the largest and busiest visitor population of any of the facilities staffed by the Sheriff's Office. In FY 2022, the number of visitors to the court facilities was 527,727 with a total of 203,233 court cases heard. There were 24,861 prisoners escorted to court during this period, with no escapes. Therefore, incidents involving physical harm were prevented through good communication and proactive measures by staff. There were no incidents of willful damage to the courthouse or on the judicial complex in FY 2022. In the 85,259 attempts to serve a civil process, there were no incidents of a court case adversely affected by technical error during the service of process. As the number of civil processes served continues to increase, serving of protective orders remains a major workload indicator for Civil Enforcement Deputies.

The Confinement Division maintains order and security within the facility. The agency focus is on maintaining a secure and safe environment and preventing the escape of persons in custody. The average daily inmate population (ADP) in the Adult Detention Center and the Alternative Incarceration Branch increased from 569 in FY 2021 to 589 in FY 2022.

In FY 2022, two inmates died while in custody of the Sheriff's Office, with causes of death being officially ruled as one by suicide and the other by natural causes.

On average the Support Services Division's Alternative Incarceration Branch (AIB) managed 29 minimum and medium security inmates each day in FY 2022. These inmates were assigned to one or more of the Alternative Sentencing programs: Work-Release, Electronic Incarceration Program (EIP), Community Labor Force, Outside Workforce, Inside Workforce, or Re-Entry. One of the main focuses of the AIB is to place as many eligible and suitable inmates in the Work Release Program or the EIP as possible. In FY 2022, the average number of EIP inmates was approximately one per day. EIP inmates are not housed in the AIB but they are managed by AIB staff. Changes in FY 2014 have made it standard practice for staff to verify EIP eligibility status with the sentencing judge in order to allow consistent access to the program.

Community Outcome Area	FY 2020 Actual	FY 2021 Actual	FY 2022 Estimate	FY 2022 Actual	FY 2023 Estimate	FY 2024 Estimate
<b>Effective and Efficient Government</b>						
<b>Financial Sustainability and Trustworthiness</b>						
Percent of variance between adopted and actual expenditures	4.79%	9.36%	7.00%	4.26%	4.00%	3.00%
Total agency budget administered (in millions)	\$73.13	\$65.14	\$74.57	\$69.56	\$77.78	\$80.20
Total value of all work performed by the Community Labor Force <sup>1</sup>	\$1,042,672	\$868,628	\$1,050,000	\$842,317	\$183,224	\$0
<b>Effective and Representative County and School Workforce</b>						
Court docket items per Court Security deputy <sup>1</sup>	3,892	2,045	3,700	5,080	6,500	7,500
Percent of minorities on staff	37%	38%	36%	42%	48%	50%
Visitors utilizing the court facilities annually <sup>1</sup>	505,536	285,264	500,000	527,727	600,000	650,000
Value of services provided from inmate workforce (in millions) <sup>1</sup>	\$3.1	\$2.0	\$2.6	\$2.0	\$2.5	\$2.6
<b>Healthy Communities</b>						
<b>Access to Health Services</b>						
Average healthcare cost per prison day <sup>1</sup>	\$31.33	\$38.92	\$40.00	\$41.35	\$42.00	\$43.00
Health care contacts with inmates <sup>1</sup>	839,061	811,592	850,000	704,164	800,000	850,000
<b>Lifelong Education and Learning</b>						
<b>Supporting Academic Achievement</b>						
Inmates receiving GED and certificates from developmental programs <sup>1</sup>	928	195	500	165	200	250
<b>Safety and Security</b>						
<b>Safety-Related Prevention and Preparedness</b>						
Prisoner, staff or visitor deaths	0	3	0	2	0	0
Prisoners transported each fiscal year <sup>1</sup>	1,902	1,122	2,000	1,147	1,500	2,000
<b>Effective and Equitable Administration of Justice</b>						
Total ADC prisoner days <sup>1</sup>	266,167	214,518	243,380	222,691	240,000	250,000
<b>Timeliness and Quality of Emergency Response</b>						
Average number of vacancies	58.0	83.0	72.0	88.0	93.0	70.0

<sup>1</sup> FY 2021 Actual Data is lower than prior years due to the impact of COVID-19 on daily operations and activities. The courts were limited in response to the Supreme Court of Virginia declaring a judicial emergency. In addition, some inmates were released early by the State's Attorney reducing availability for the inmate workforce and also resulted in less qualified inmates to participate in inmates programs, such as the GED certificate and Community Labor Force programs. However, medical costs continued to increase due to staffing issues and requiring more contract nurses, as well as an increase in medical and opioid dependence issues.

A complete list of performance measures can be viewed at <https://www.fairfaxcounty.gov/budget/fy-2024-adopted-performance-measures-pm>