

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 these core functions, the Office of the Sheriff is actively engaged with the diverse community it serves.

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, and uses our One Fairfax equity policy to invest in people and places that have limited access to opportunity. On February 20, 2024, the second 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 community outcome areas, plus three data dashboards and data stories that are 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 Three Implementation Model, which will engage hundreds of County subject-matter experts to identify and champion 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. The Office of the Sheriff primarily supports the following Community Outcome Areas:



Community Outcome Area	Vision Statement
Effective and Efficient Government	<i>All people trust that their government responsibly manages resources, is responsive to their needs, provides exceptional services and equitably represents them.</i>
Healthy Communities	<i>All people can attain their highest level of health and well-being.</i>
Lifelong Education and Learning	<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>
Safety and Security	<i>All people feel safe at home, school, work and in the community.</i>

Focus

The Office of the Sheriff 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, established 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) (until AIB was suspended in September 2022 and ultimately closed as part of the FY 2025 budget), 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 more than 600 positions. The Training Branch operates the In-Service Section of the Fairfax County Criminal Justice Academy, which has the responsibility to ensure all Sheriff and Police sworn officers meet their annual Mandatory In-Service Training Requirements. Additionally, the Training Branch has deputies assigned to the Basic Training Section, Range, and Driving Track.

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, handles the inmate grievance process, coordinates the Americans with Disability Act (ADA) needs of the inmate population, and coordinates emergency response preparedness. Additionally, this branch 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 (Fairfax County, City of Fairfax, and the Towns of Vienna and Herndon), and is responsible for the service of legal process, such as evictions, subpoenas, levies, seizures, and protective custody orders. The

Court Services Division contributes to the rehabilitation of individuals participating in the Drug Court, Mental Health Docket, and Veteran's Docket. 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 in crisis with mental illness.

The Confinement Division is the largest component of the Sheriff's Office. The Confinement Division manages the operation of the ADC and is comprised of three branches. The A/B Confinement Branch and C/D Confinement Branch include a total of four confinement squads who are responsible for the 24 hours a day, seven days a week operation of the facility. The Classification Section & Records Branch includes the Classification Section and Inmate Records, Booking & 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.

The Inmate Records, Booking & Transportation Section is responsible for managing all inmate records and time calculation, handling the intake and release of all inmates, conducting all inmate transports, and Diversion First. 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 provide support 24 hours a day, seven days a week at the Sharon Bulova Center for Community Health 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.

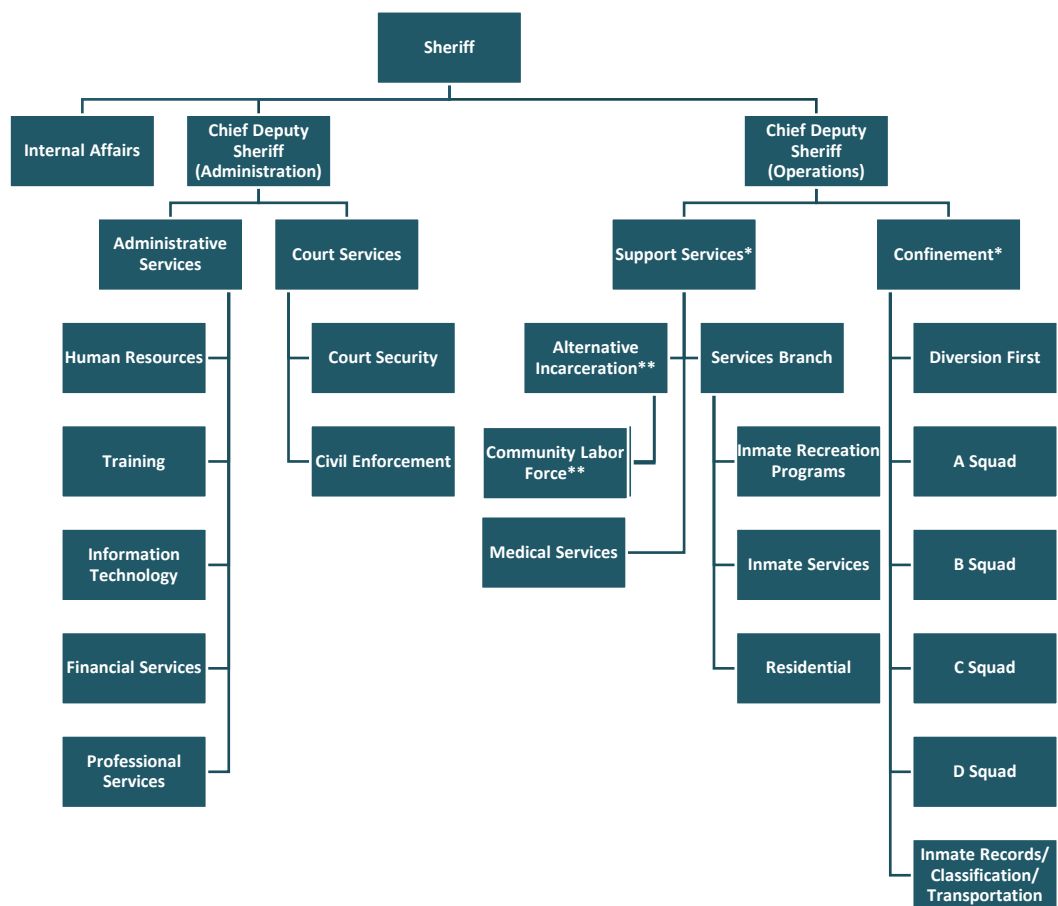
The Support Services Division provides the services necessary to support agency operations. The Support Services Division has three branches: Alternative Incarceration, Services, and Medical Services. Effective September 24, 2022, the AIB was closed and the Community Labor Force (CLF) program was discontinued due to low staffing and fewer inmates eligible for alternative sentencing in the Sheriff's Office. Funding and positions associated with the AIB have been eliminated from the budget beginning in FY 2025; however, the department will continue to monitor staffing levels and trends with alternative sentencing to determine if this program should be reestablished in the future.

The Services Branch is responsible for providing food services, educational programs, recreation, laundry services, and facility cleanliness and maintenance. This branch provides classes and several self-help and skills development programs that allow offenders to improve their education and develop their social abilities and vocational skills to increase employment opportunities post-release.

The Medical Services Branch is accredited by the National Council on Correctional Health Care which ensures 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 at the ADC. 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 links 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.

The Sheriff's Office Re-entry Team serves as a bridge between the Services Branch and Medical Services Branch assisting individual inmates to connect with programming and resources to promote a successful transition back into the community. The Re-entry Team assists in the Striving to Achieve Recovery (STAR) program in the ADC, providing recovery assistance to inmates battling an Opioid Use Disorder. They assist inmates with Medicaid enrollment, obtaining identification cards, birth certificates, and Social Security cards. The team links inmates to employment and academic services and mental health and substance user recovery supports within the community as well as to resources for food, clothing, and shelters upon release from the ADC.

Organizational Chart



* Public Safety Program Area

** The Alternative Incarceration Branch, including the Community Labor Force, was suspended in September 2022 due to low staffing levels and a decrease in the number of eligible inmates. As part of the FY 2025 Adopted Budget Plan, the funding and positions associated with this program have been eliminated.

Budget and Staff Resources

Category	FY 2023 Actual	FY 2024 Adopted	FY 2024 Revised	FY 2025 Advertised	FY 2025 Adopted
FUNDING					
Expenditures:					
Personnel Services	\$60,807,699	\$70,300,567	\$66,360,567	\$72,465,927	\$72,465,927
Operating Expenses	12,511,912	9,866,163	14,612,786	10,156,432	10,126,339
Capital Equipment	81,264	0	1,350,000	0	0
Total Expenditures	\$73,400,875	\$80,166,730	\$82,323,353	\$82,622,359	\$82,592,266
Income:					
Inmate Medical Copay	\$12,948	\$12,885	\$12,885	\$12,885	\$12,885
City of Fairfax Contract	961,081	946,527	946,527	1,179,456	1,179,456
Inmate Room and Board	231,215	224,965	250,868	254,568	254,568
Boarding of Prisoners	73,320	114,530	75,000	75,000	75,000
State Shared Sheriff Expenses (Comp Board)	18,752,464	18,950,000	18,950,000	18,950,000	19,556,000
State Shared Retirement	377,977	337,517	337,517	337,517	337,517
State Share Adult Detention Center	1,083,166	1,109,809	1,162,000	1,237,000	1,237,000
Court Security Fees	744,683	661,934	767,023	790,034	790,034
Jail / DNA Fees	27,119	25,650	27,119	28,000	28,000
Sheriff Fees	66,271	66,271	66,271	66,271	66,271
Miscellaneous Revenue	0	21,000	0	0	0
Total Income	\$22,330,244	\$22,471,088	\$22,595,210	\$22,930,731	\$23,536,731
NET COST TO THE COUNTY	\$51,070,631	\$57,695,642	\$59,728,143	\$59,691,628	\$59,055,535
AUTHORIZED POSITIONS/FULL-TIME EQUIVALENT (FTE)					
Regular	604 / 603	604 / 603	603 / 602	580 / 579	580 / 579
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 2023 Actual	FY 2024 Adopted	FY 2024 Revised	FY 2025 Advertised	FY 2025 Adopted
FUNDING					
Expenditures:					
Personnel Services	\$41,644,801	\$50,948,360	\$47,008,360	\$51,717,034	\$51,717,034
Operating Expenses	6,973,687	5,628,293	9,104,314	5,866,724	5,864,896
Capital Equipment	42,778	0	1,350,000	0	0
Total Expenditures	\$48,661,266	\$56,576,653	\$57,462,674	\$57,583,758	\$57,581,930
Total Income	\$17,980,999	\$18,155,325	\$18,186,637	\$18,447,692	\$18,952,429
NET COST TO THE COUNTY	\$30,680,267	\$38,421,328	\$39,276,037	\$39,136,066	\$38,629,501
AUTHORIZED POSITIONS/FULL-TIME EQUIVALENT (FTE)					
Regular	438 / 437.5	438 / 437.5	430 / 429.5	411 / 410.5	406 / 405.5

Judicial Administration Program Area Summary

Category	FY 2023 Actual	FY 2024 Adopted	FY 2024 Revised	FY 2025 Advertised	FY 2025 Adopted
FUNDING					
Expenditures:					
Personnel Services	\$19,162,898	\$19,352,207	\$19,352,207	\$20,748,893	\$20,748,893
Operating Expenses	5,538,225	4,237,870	5,508,472	4,289,708	4,261,443
Capital Equipment	38,486	0	0	0	0
Total Expenditures	\$24,739,609	\$23,590,077	\$24,860,679	\$25,038,601	\$25,010,336
Total Income	\$4,349,245	\$4,315,763	\$4,408,573	\$4,483,039	\$4,584,302
NET COST TO THE COUNTY	\$20,390,364	\$19,274,314	\$20,452,106	\$20,555,562	\$20,426,034
AUTHORIZED POSITIONS/FULL-TIME EQUIVALENT (FTE)					
Regular	166 / 165.5	166 / 165.5	173 / 172.5	169 / 168.5	174 / 173.5
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 2025 Funding Adjustments

The following funding adjustments from the FY 2024 Adopted Budget Plan are necessary to support the FY 2025 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 7, 2024.

Employee Compensation **\$2,877,753**

An increase of \$2,877,753 in Personnel Services includes \$1,395,760 for a 2.00 percent market rate adjustment (MRA) for all employees and \$114,683 for performance-based and longevity increases for non-uniformed merit employees, both effective July 2024, as well as \$1,161,670 for FY 2025 merit and longevity increases (including the full-year impact of FY 2024 increases) for uniformed employees awarded on the employees' anniversary dates. The remaining increase of \$205,640 is included for employee pay increases for specific job classes identified in the County's benchmark class survey of comparator jurisdictions.

Office of the Sheriff Recruitment and Retention **\$1,962,807**

An increase of \$1,962,807 is associated with the continued recruitment and retention efforts of the Office of the Sheriff. In FY 2023, the Board of Supervisors approved a \$15,000 incentive hiring bonus for eligible employees. This program has been effective in boosting recruitment and retention efforts; however, in an effort to further the competitiveness of the sheriff deputy positions with other law enforcement agencies in the surrounding area, this funding supports a new 10-year longevity step in the Pay Plan C and combines the ranks of Deputy Sheriff I and Deputy Sheriff II into a single Deputy Sheriff rank. It should be noted that an increase of \$886,358 in Fringe Benefits is included in Agency 89, Employee Benefits, for a total cost of \$2,849,165 in FY 2025. For further information on Fringe Benefits, please refer to the Agency 89, Employee Benefits, narrative in the Nondepartmental program area section of Volume 1.

Contract Rate Increases **\$235,000**

An increase of \$235,000 in Operating Expenses supports a contract rate increase of the providers of mandated and non-mandated correctional health and public safety services.

Information Technology Position **\$116,528**

An increase of \$116,528 and 1/1.0 FTE new position is included to support the agency's wireless network infrastructure systems. It should be noted that an increase of \$59,466 in Fringe Benefits funding is included in Agency 89, Employee Benefits, for a total cost of \$175,994. For further information on Fringe Benefits, please refer to the Agency 89, Employee Benefits, narrative in the Nondepartmental program area section of Volume 1.

Department of Vehicle Services Charges **\$20,176**

An increase of \$20,176 in Department of Vehicle Services charges is based on anticipated billings for maintenance and operating-related charges.

Reductions **(\$2,786,728)**

A decrease of \$2,786,728 and 24/24.0 FTE positions reflects reductions utilized to balance the FY 2025 budget. The following table provides details on the specific reductions:

Title	Impact	Positions	FTE	Reduction
Eliminate 24/24.0 FTE Vacant Uniformed Positions due to Closing the Alternative Incarceration Branch	This reduction eliminates 24/24.0 FTE vacant uniformed positions associated with the Alternative Incarceration Branch (AIB), which provides offenders with alternative sentencing options, including the Work Release, the Community Labor Force, and the Electronic Incarceration programs. These programs were suspended at the start of the COVID-19 pandemic due to vacancies in the Office of the Sheriff as well as fewer inmates eligible for alternative sentencing placement. This reduction, in part, reflects successes realized through the County's Diversion First program as there are fewer individual's eligible since they are being diverted to community programs instead of incarceration. Other functions such as those performed by the Community Labor Force have been transferred to the Facilities Management Department; therefore, it is not anticipated that this reduction will have a negative impact on agency operations or other County functions.	24	24.0	\$2,771,392
Reclass 4/4.0 FTE Correctional Health Nurse Positions to Better Address Workload Needs	Savings of \$15,336 have been realized due to the reclassification of 4/4.0 FTE vacant Correctional Health Nurses to Licensed Nurse Practitioners to better align position duties and responsibilities to meet agency needs. The reclassification allows the agency to continue to provide health care to the inmate population but will enable the agency to better fill nursing staff vacancies. It is not anticipated that this reduction will have a negative impact on agency operations and there will be no loss of capacity or service level as a result of this change.	0	0.0	\$15,336

**Changes to
FY 2024
Adopted
Budget Plan**

The following funding adjustments reflect all approved changes in the FY 2024 Revised Budget Plan since passage of the FY 2024 Adopted Budget Plan. Included are all adjustments made as part of the FY 2023 Carryover Review, FY 2024 Third Quarter Review, and all other approved changes through April 30, 2024.

Carryover Adjustments **\$1,946,623**

As part of the FY 2023 Carryover Review, the Board of Supervisors approved funding of \$1,946,623 in Operating Expenses due to encumbered carryover.

Third Quarter Adjustments **\$210,000**

As part of the *FY 2024 Third Quarter Review*, the Board of Supervisors approved the reallocation of \$210,000 from the Hiring Incentive Bonus Program Reserve in Agency 87, Unclassified Administrative Expenses, which was established by the Board of Supervisors as part of the *FY 2022 Carryover Review* to support recruitment and retention efforts.

Redirection of Position **\$0**

As part of an internal reorganization of positions approved by the County Executive, a total of 1/1.0 FTE position has been redeployed to another agency to provide additional support for critical County programs.

Cost Centers

The four cost centers in the Office of the Sheriff 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 is responsible for the following areas: Professional Services, Human Resources, Training, Information Technology, and Financial Services. Additionally, the Internal Affairs section is included in the dollars and positions below although the position reports directly to the Sheriff. Each section provides the support needed to maintain an efficient and high-functioning Sheriff's Office.

Category	FY 2023 Actual	FY 2024 Adopted	FY 2024 Revised	FY 2025 Advertised	FY 2025 Adopted
EXPENDITURES					
Total Expenditures	\$13,262,746	\$10,788,760	\$12,053,141	\$11,416,273	\$11,388,008
AUTHORIZED POSITIONS/FULL-TIME EQUIVALENT (FTE)					
Regular	59 / 59	59 / 59	65 / 65	62 / 62	66 / 66
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 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 2023 Actual	FY 2024 Adopted	FY 2024 Revised	FY 2025 Advertised	FY 2025 Adopted
EXPENDITURES					
Total Expenditures	\$11,476,863	\$12,801,317	\$12,807,538	\$13,622,328	\$13,622,328
AUTHORIZED POSITIONS/FULL-TIME EQUIVALENT (FTE)					
Regular	107 / 106.5	107 / 106.5	108 / 107.5	107 / 106.5	108 / 107.5

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 2023 Actual	FY 2024 Adopted	FY 2024 Revised	FY 2025 Advertised	FY 2025 Adopted
EXPENDITURES					
Total Expenditures	\$33,319,129	\$37,484,895	\$34,903,746	\$40,175,963	\$40,174,135
AUTHORIZED POSITIONS/FULL-TIME EQUIVALENT (FTE)					
Regular	317 / 317	317 / 317	322 / 322	317 / 317	322 / 322

Support Services

The Support Services cost center provides the services necessary to support the operation of the Adult Detention Center and the Alternative Incarceration Branch and the Medical Services Branch. It should be noted that the Alternative Incarceration Branch was closed September 2022 due to low staffing levels and a decrease in the number of eligible inmates. As part of the FY 2025 Adopted Budget Plan, funding and the positions associated with this program have been eliminated.

Category	FY 2023 Actual	FY 2024 Adopted	FY 2024 Revised	FY 2025 Advertised	FY 2025 Adopted
EXPENDITURES					
Total Expenditures	\$15,342,137	\$19,091,758	\$22,558,928	\$17,407,795	\$17,407,795
AUTHORIZED POSITIONS/FULL-TIME EQUIVALENT (FTE)					
Regular	121 / 120.5	121 / 120.5	108 / 107.5	94 / 93.5	84 / 83.5

Position Detail

The FY 2025 Adopted Budget Plan includes the following positions:

ADMINISTRATIVE SERVICES – 72 Positions					
1	Sheriff (Elected), E				
Command and Internal Affairs					
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 Associate	
1	Deputy Sheriff 2nd Lieutenant				
Professional Services					
1	Deputy Sheriff Captain		1	Management Analyst II	
2	Deputy Sheriff 1st Lieutenants		1	Accreditation Manager (MA II)	
1	Deputy Sheriff 2nd Lieutenant				
Human Resources					
1	Deputy Sheriff Captain		1	Human Resources Manager	
3	Deputy Sheriff 1st Lieutenants		1	HR Generalist II	
1	Deputy Sheriff 2nd Lieutenant		1	HR Generalist I	
2	Deputy Sheriff Sergeants		1	Administrative Assistant V	
4	Deputy Sheriffs II		1	Administrative Assistant III	
Training					
1	Deputy Sheriff Captain		1	Deputy Sheriff 2nd Lieutenant	
1	Deputy Sheriff 1st Lieutenant		10	Deputy Sheriffs II	
Magistrates' System¹					
2	Magistrates S				

Information Technology			
1	IT Program Manager I	1	Network/Telecom. Analyst IV
1	Business Analyst IV	1	Network/Telecom. Analyst III
1	Business Analyst III [+1]	1	Network/Telecom. Analyst II
1	Business Analyst II	2	Network/Telecom. Analysts I
1	Programmer Analyst IV	1	Deputy Sheriff II
1	Programmer Analyst III		
Financial Services			
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
COURT SERVICES – 108 Positions			
1	Deputy Sheriff Major		
Court Security			
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		
Civil Enforcement			
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
3	Deputy Sheriff Sergeants	4	Administrative Assistants III
CONFINEMENT – 322 Positions			
1	Deputy Sheriff Major		
A/B Confinement Branch			
1	Deputy Sheriff Captain	88	Deputy Sheriffs II
2	Deputy Sheriff 1st Lieutenants	19	Deputy Sheriffs I
10	Deputy Sheriff 2nd Lieutenants	4	Correctional Technicians
18	Deputy Sheriff Sergeants		
C/D Confinement Branch			
1	Deputy Sheriff Captain	82	Deputy Sheriffs II
2	Deputy Sheriff 1st Lieutenants	18	Deputy Sheriffs I
10	Deputy Sheriff 2nd Lieutenants	4	Correctional Technicians
15	Deputy Sheriff Sergeants		
Diversion First			
1	Deputy Sheriff 2nd Lieutenant	9	Deputy Sheriffs II
2	Deputy Sheriff Sergeants	1	Deputy Sheriff I
Inmate Records/Classification			
1	Deputy Sheriff Captain	17	Deputy Sheriffs II
2	Deputy Sheriff 1st Lieutenants	1	Administrative Assistant IV
3	Deputy Sheriff 2nd Lieutenants	5	Administrative Assistants III
5	Deputy Sheriff Sergeants		
SUPPORT SERVICES DIVISION – 84 Positions			
1	Deputy Sheriff Major	1	Deputy Sheriff 2nd Lieutenant
1	Deputy Sheriff Captain		
Alternative Incarceration Branch			
0	Deputy Sheriffs II [-5]		
Community Services Branch			
0	Deputy Sheriffs II [-7]	1	Deputy Sheriff I
Services Branch			
1	Deputy Sheriff II [-12]		
Programs and Classification			
2	Deputy Sheriff 1st Lieutenants	3	Correctional Technicians
4	Deputy Sheriff 2nd Lieutenants	1	General Building Maintenance Worker
1	Deputy Sheriff Sergeant	1	Administrative Assistant IV
12	Deputy Sheriffs II		

Medical Services Branch			
1	Correctional Health Services Administrator	3	Nurse Practitioners
2	Correctional Health Nurses IV	3	Public Health Clinical Technicians
4	Correctional Health Nurses III	1	Correctional Technician
5	Correctional Health Nurses II	1	Management Analyst IV
21	Correctional Health Nurses I	1	Management Analyst III
8	Licensed Practical Nurses	1	Administrative Assistant IV
1	Behavioral Health Manager	1	Administrative Assistant II
1	Peer Recovery Specialist	1	Social Services Specialist II

472 Sworn Positions/114 Civilian Positions			
+	Denotes New Position(s)		
-	Denotes Abolished Position(s) due to Budget Reductions		
E	Denotes Exempt Position(s)		
S	Denotes State Position(s)		
PT	Denotes Part-time Position(s)		

¹ 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 659 inmates. In FY 2023, the Sheriff's Office had three Criminal Justice Academy classes, from which a total of 14 deputy sheriffs graduated. In recruitment, 47 percent of new hires were minorities. In FY 2023, the Sheriff's Office averaged 107 vacancies. It is anticipated that the number of vacancies in FY 2025 will continue to increase due to the number of staff reaching retirement age.

Healthy Communities

Medical staff contacts with inmates decreased, with 637,182 occurring in FY 2023 compared to 704,164 in FY 2022. 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. Ten deputies and two supervisors from the Confinement Division 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 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 and 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 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. The Sheriff's Office also provides additional learning opportunities with the inclusion of the North American Learning Institute's online certification program, where inmates are able to access courses and download completion certificates using computer tablets provided in the housing units. In FY 2023, there were 472 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 2023, the number of visitors to the court facilities was 528,645 with a total of 238,661 court cases heard. There were 35,349 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 2023. In the 92,384 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's 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 increased from 589 in FY 2022 to 659 in FY 2023.

In FY 2023, one inmate died while in custody with cause of death being officially ruled as natural causes.

On average the Support Services Division's Alternative Incarceration Branch (AIB) managed 14 minimum and medium security inmates in FY 2023 until the AIB was fully suspended in September 2022. During the few months the AIB was open, these inmates were assigned to one or more of the Alternative Sentencing programs: Work-Release, Electronic Incarceration Program (EIP), Outside Workforce, Inside Workforce, or Re-Entry. As a result of low staffing and fewer inmates eligible for AIB, this program has been discontinued. The department will continue to monitor staffing levels and trends with alternative sentencing to determine if this program should be reestablished in the future.

Community Outcome Area	FY 2021 Actual	FY 2022 Actual	FY 2023 Estimate	FY 2023 Actual	FY 2024 Estimate	FY 2025 Estimate
Effective and Efficient Government						
Financial Sustainability and Trustworthiness						
Percent of variance between adopted and actual expenditures	9.36%	4.26%	4.00%	3.00%	3.00%	3.00%
Total agency budget administered (in millions)	\$65.14	\$69.56	\$77.78	\$73.40	\$80.20	\$85.00
Total value of all work performed by the Community Labor Force ^{1, 2}	\$868,628	\$842,317	\$183,224	NA	NA	NA
Effective and Representative County and School Workforce						
Court docket items per Court Security deputy ¹	2,045	5,080	6,500	5,188	6,500	7,000
Percent of minorities on staff	38%	42%	48%	41%	48%	50%
Visitors utilizing the court facilities annually ¹	285,264	527,727	600,000	528,645	625,000	650,000
Value of services provided from inmate workforce (in millions) ¹	\$2.0	\$2.0	\$2.5	\$2.1	\$2.2	\$2.3
Healthy Communities						
Access to Health Services						
Average healthcare cost per prison day ¹	\$38.92	\$41.35	\$42.00	\$40.45	\$43.00	\$44.00
Health care contacts with inmates ¹	811,592	704,164	800,000	637,182	700,000	750,000
Lifelong Education and Learning						
Supporting Academic Achievement						
Inmates receiving GED and certificates from developmental programs ¹	195	165	200	472	500	550
Safety and Security						
Safety-Related Prevention and Preparedness						
Prisoner, staff or visitor deaths	3	2	0	1	0	0
Prisoners transported each fiscal year ¹	1,122	1,147	1,500	1,794	2,000	2,500
Effective and Equitable Administration of Justice						
Total ADC prisoner days ¹	214,518	222,691	240,000	239,735	250,000	260,000
Timeliness and Quality of Emergency Response						
Average number of vacancies	83.0	88.0	93.0	107.0	120.0	110.0

¹ 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.

² The Community Labor Force is a program offered by the Alternative Incarceration Branch which was suspended in 2022. Other functions performed by the Community Labor Force were transferred to the Facilities Management Department. Therefore, this measure is no longer being reported.

A complete list of performance measures can be viewed at <https://www.fairfaxcounty.gov/budget/fy-2025-adopted-performance-measures-pm>