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*WE ARE THE*  
**Fairfax County  
Sheriff's Office**

**SERVING THE COMMUNITY SINCE 1742**

# Who We Are

The primary mission of the Sheriff's Office is 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 Sheriff's Office is actively engaged with the diverse community we serve.

**STACEY ANN KINCAID is the Sheriff of Fairfax County, the City of Fairfax and the towns of Herndon and Vienna.** She is elected by the citizens of these jurisdictions to lead the Fairfax County Sheriff's Office. Her Command Staff includes two chief deputies – one for administration and the other for operations – and four majors, each of whom commands a division. The remaining rank structure, in order, includes captain, first lieutenant, second lieutenant, sergeant, master deputy sheriff, private first class and deputy (or private).

In addition to sworn staff, the Sheriff's Office employs civilian nurses, correctional technicians and administrative staff in support of the agency's mission.

More than 300 well-screened and trained volunteers also support the Sheriff's Office in its facilities and out in the community.

*"My vision for the Sheriff's Office is to be known as the most professionally run, economically efficient, innovative organization among our peers."*

— Sheriff Stacey A. Kincaid



Screenshot from Fairfax County's Channel 16 video:  
Profile of Trailblazer Sheriff Stacey A. Kincaid.  
<https://www.youtube.com/watch?v=SlvArwrjkTU&feature=youtu.be>

# Contact Us

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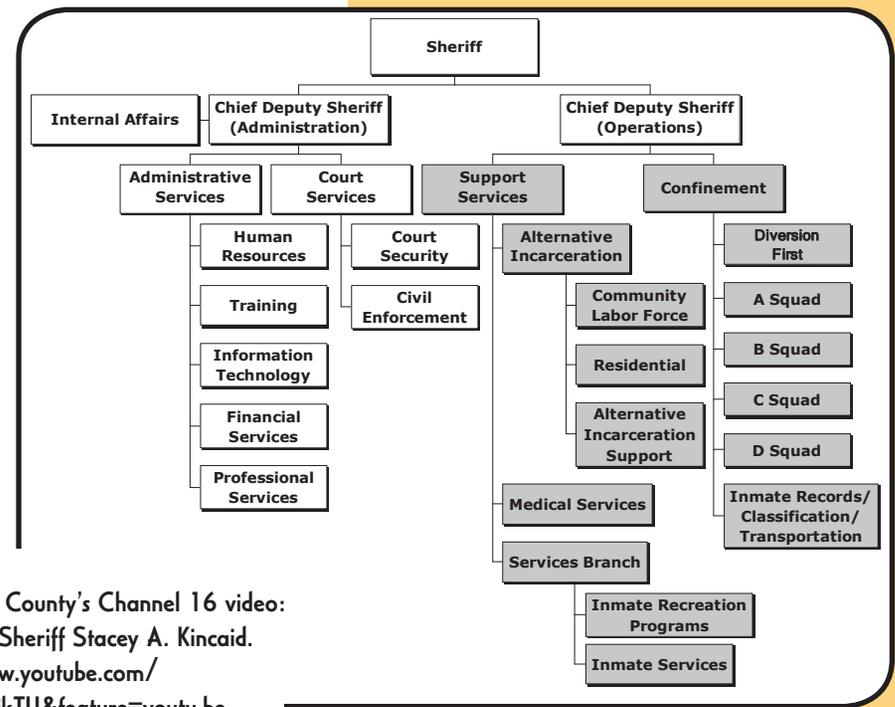
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fairfaxcountysheriff



@fairfaxsheriff



## Message from the Sheriff

# Stacey A. Kincaid

Here in Fairfax County, we are changing the way our criminal justice and behavioral health systems interact, resulting in better outcomes for individuals and our community. A healthier community is a safer community, and for the Sheriff's Office, public safety is our mission.

One in five Americans has a mental health issue. In the Fairfax County Adult Detention Center, the percentage is much higher. As a career law enforcement officer with 30 years of experience in the Sheriff's Office, I can state unequivocally that jail is not the appropriate place to provide mental health treatment. Having a mental illness is not a crime, and it should not be treated as such.

On January 1, 2016, Fairfax County launched Diversion First, which offers alternatives to incarceration for people with a mental illness or developmental disability who come into contact with the

## DIVERSION FIRST

criminal justice system for low level offenses. Our goal is to intercede whenever possible to provide assessment, treatment or needed supports. We also recognize that people needing diversion may have a co-occurring substance use disorder, which must be addressed.

I helped spearhead Diversion First, which has seen much success and will keep moving forward with our continued commitment of human and financial resources. Our goal is to develop several opportunities within the criminal justice system to divert individuals out of the system.

Ideally, a situation is resolved in the field by first responders after a 911 call. If a deputy or officer can de-escalate the situation to everyone's satisfaction — with assurances that the person is in a safe place and others are there to help — the deputy or officer may conclude that there is no reason to transport the person to a mental health facility.

However, not every situation can be easily resolved. That is where diversion starts. The responding officer can take the person voluntarily or by Emergency Custody Order (ECO) to the Merrifield



## DIVERSION FIRST 2016

- 1,959 calls involving law enforcement resolved in the field.
- 375 people diverted from potential arrest, that is, brought to Merrifield Crisis Response Center instead of to jail.
- 28 Emergency Custody Orders from jail, compared to zero in 2015, for individuals who had completed their sentence, bonded out or were put into the court's supervised release program.
- 7 criminal Temporary Detention Orders from jail, compared to zero in 2015.
- 23 Jail Transfers to Western State Hospital, a secure mental health facility.
- 269 local transports to mental health hospitals.
- 128 out-of-region transports to mental health hospitals:
  - ♦ 34,576 miles of travel.
  - ♦ Two deputies per transport with at least one Crisis Intervention Team trained.
- 216 post-commitment hearing transports to mental health hospitals.



PFC John Embrey, a CIT trained deputy, works a 12.5 hour shift at MCRC.



Mental health housing units in the Adult Detention Center are direct supervision style with additional safety features, including higher railings in the upper level.

Crisis Response Center (MCRC) for assessment. MCRC is staffed by clinicians from the Fairfax-Falls Church Community Services Board (CSB). What is unique about MCRC is the presence of law enforcement. Sheriff’s deputies and police officers are on site to take custody of individuals under an ECO so the responding patrol officer can return to the street. This very important transfer of custody makes it easier and more efficient for the street officer to divert so that incarceration is no longer the default solution. The deputies and officers at MCRC have Crisis Intervention Team (CIT) training, which gives them the tools they need for improved interactions with people who are in crisis. In 2016, we had three deputy sheriff positions at MCRC. CIT deputies also assisted the CSB’s Mobile Crisis Unit out in the field.

Diversion First is successful because of the 180 stakeholders who collaborate and are committed to making the program work. This group includes law enforcement; mental health providers, consumers and advocates; the public defender and prosecutor; judges and magistrates; and county and state leaders. We started the program by diverting at the point of arrest. We are now involving the magistrates and judges in order to divert people to treatment after arrest but before they get deeper into the criminal justice system.

It is important to keep in mind, however, that not every person will be eligible for diversion based on their criminal charges. Starting in 2014, well before Diversion First launched, I was making changes in the Adult Detention Center to improve the circumstances for inmates with a mental illness:

## DEFINITIONS

Emergency Custody Order (ECO) gives a law enforcement officer permission to take a person into custody temporarily (up to eight hours) when it is believed that the person:

- Has a mental illness and is highly likely in the near future to seriously harm himself or others, or to suffer serious harm due to incapacity to protect himself or to provide for his own basic needs,
- Needs hospitalization or treatment, and
- Is unwilling or incapable of voluntarily seeking hospitalization or treatment.

Temporary Detention Order (TDO) is issued by a magistrate and requires an individual to be held in a psychiatric facility until a commitment hearing is held for a period not to exceed 72 hours, excluding weekends and holidays. The same criteria as for ECOs apply.

- We opened a mental health unit for women, comparable to what men already had before I took office. Women had been housed in small cells where there were no windows, and the lights were on 24/7. It was loud and harsh. Now, the women are in a more therapeutic environment, just like the men. The cells are larger and have windows that let in natural light. The women can control the lighting in their cells.
- The male and female mental health units are located close to our jail-based Community Services Board team that provides behavioral health services. I requested that this team flex its hours because a mental health crisis is not limited to Monday through Friday, 8-4. Now we have mental health coverage into the early evening hours and on weekends and holidays.
- I implemented telepsychiatry in the ADC so that we can access a clinician around the clock. While I would prefer to have a psychiatrist on staff, with telepsychiatry we can get a remote assessment when we need it.
- I also changed the inmate release time for all inmates from one minute after midnight to 8 a.m., a time when transportation, shelter, medical care and other community resources are more readily available. Nothing good can come from releasing a person in the middle of the night.

Mental illness will continue to be a challenge for our community at large and our criminal justice system, including the Sheriff's Office. Change takes time, but we are well on our way to developing solutions that will serve as a model for jurisdictions across our nation.

In May of 2016, I invited the National Alliance on Mental Illness (NAMI) Northern Virginia to hold a support group at the Adult Detention Center. Facilitated by NAMI, the group is intended for families of adult children with mental illness who are now in jail or were previously in jail. At the initial meeting, my deputies and I spoke about our mental health housing units, Crisis Intervention Team training, temporary detention orders, jail transfers and much more. The attendees shared their personal stories and asked many pertinent questions.

The NAMI support group continues to meet at the ADC six times per year, and we always have staff on hand to answer questions.

## TRAINING

- 73 deputies certified in CIT training
- 274 deputies and 12 nurses trained in Mental Health First Aid



Sheriff Kincaid is pictured with Daria Akers, a former inmate with bipolar disorder, who shares with every CIT class her past experience with the criminal justice system, which occurred prior to the launch of Diversion First.



NAMI family support group meets in the ADC.

# Our Staff

## Recruiting

The mission of the Human Resources Branch is to identify and respond to the changing needs of the Sheriff's Office, our workforce and the communities we serve. We support our mission by focusing on our most valuable asset – our employees – through the following goals:

- Creating and enhancing strategic partnerships with our stakeholders;
- Anticipating and meeting the changing needs of the workforce;
- Attracting and retaining qualified employees;
- Valuing and supporting a diverse workforce;
- Supporting career growth and development;
- Enhancing individual and organizational effectiveness through employee engagement;
- Promoting a safe and healthy working environment and work/life balance;
- Championing agency and countywide initiatives, programs and best practices; and
- Shaping our employment brand with a “5 Star” service experience.

In support of our goal to attract and retain qualified employees, our recruiters participated in 12

local and out-of-state events at high schools, colleges and military installations. They concentrated much of their efforts on recruiting military veterans by establishing relationships with representatives from local military transition assistance programs, including recruitment trips to Fort Bragg, North Carolina, and Fort Lee, Virginia.

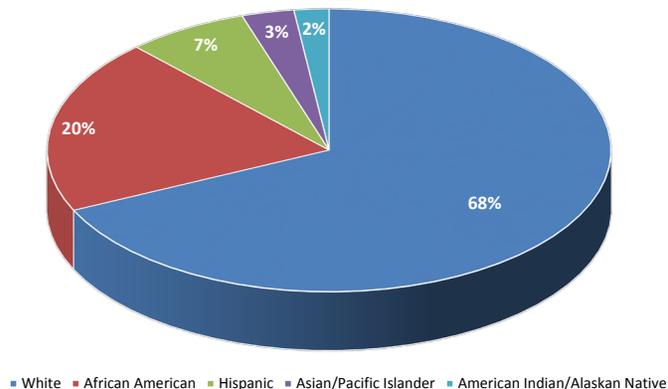
The Sheriff's Office does not discriminate on the basis of race, color, sex, creed, religion, sexual orientation, national origin, age, disability, genetic information, veterans' status or disabled veterans' status.



**Sheriff's Office recruiters:  
PFC Asianti Studstill-Cole  
and PFC Alex Fogle**



### Sworn Staff



## Training

Fairfax County deputy sheriff recruits receive four weeks of intensive, specialized training in civil enforcement, court security and confinement before attending the Fairfax County Criminal Justice Academy (FCCJA) for six months of law enforcement training.

The FCCJA serves as the training center not only for the Sheriff's Office but also for the Fairfax County, Town of Herndon and Town of Vienna Police Departments and the Fairfax County Fire Marshal's Office. All of the recruits attend classes together and graduate with the same law enforcement certification. Ten deputies work full-time at the academy.

Academics, physical fitness, defensive tactics and legal training all lead up to a series of "practicals" for the recruits where they get to show their newly learned skills in real life scenarios. In two-week increments, the recruits also receive firearms training; emergency vehicle operation certification; and first aid, CPR and AED (automated external defibrillator) certifications.

*In 2016, Recruit Sessions 66 and 67 graduated a total of 24 new Sheriff's deputies.*

After graduation, most deputies start their law enforcement career in the Adult Detention Center. For the first 10 weeks, they receive on-the-job training from tenured deputies who are field training instructors.

To maintain their law enforcement certification, Sheriff's deputies must complete 40 hours of career development, legal and cultural diversity training every two years. Examples of in-service training include: survival tactics for courthouse and correctional officers, effective leadership, crisis negotiation, conflict resolution, ethical decision making and performance management.

## INTERNAL AFFAIRS

### Citizen Contacts vs. Citizen Complaints



Criminal Justice Academy Session 66 - New Sheriff's deputies celebrate their graduation from the six-month academy and being sworn in as law enforcement officers.

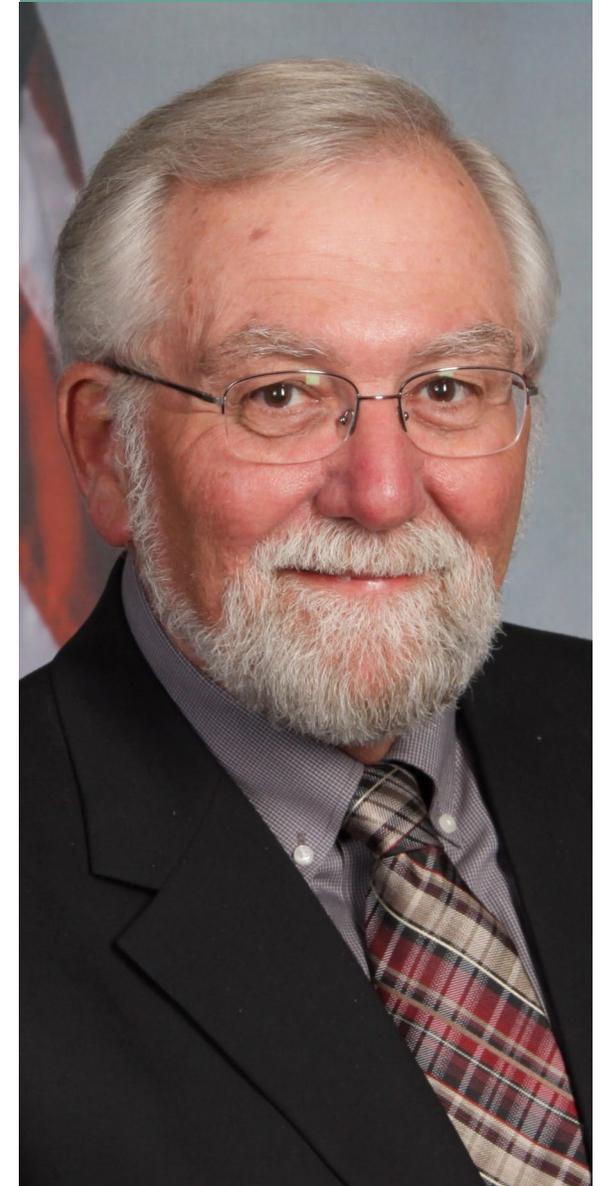
# Budget

The Sheriff's Office works closely with the Fairfax County Department of Management and Budget to determine what our budget will be and how that money will be split between personnel and operational costs. We also collect performance measures to justify the money that we spend.

The Sheriff's Office receives funding from both Fairfax County and the Commonwealth of Virginia. The State Compensation Board pays a portion of salaries and benefits for a limited number of deputy sheriff positions. The Virginia Department of Corrections pays for the housing of state prisoners.

Other sources of revenue include the \$2/day room and board fee charged to inmates, court security fees, and fees related to the service of civil documents.

<b>AGENCY DASHBOARD</b>			
<b>Key Data</b>	<b>FY 2014</b>	<b>FY 2015</b>	<b>FY 2016</b>
1. Average Daily Population (ADP) of the ADC	1,228	1,108	1,038
2. Average number of staff vacancies	29	16	12
3. Attempts to execute/serve civil processes	169,475	163,845	156,335
4. Prisoners escorted to or from court	21,566	19,600	20,217
5. Court cases heard annually	510,857	420,081	451,837
6. Health care contacts with inmates	685,000	668,000	633,638
7. Medical services contracts costs (prescriptions, hospitalizations, dental and doctor)	\$1,661,685	\$1,502,944	\$1,919,815
8. Annual hours of work performed by the Community Labor Force (CLF)	61,587	64,033	52,797
9. Food services contract cost	\$1,973,737	\$1,853,193	\$1,751,696



Ray Vanneman, Chief, Financial Services Branch

# Accreditation

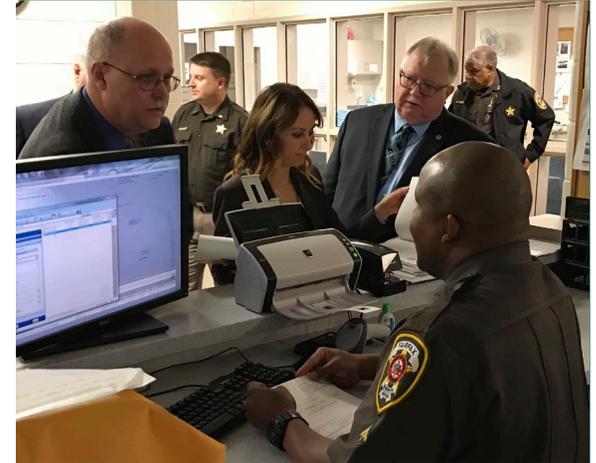
The Sheriff's Office is accredited by the National Commission on Correctional Health Care, American Correctional Association, Virginia Department of Corrections and Virginia Law Enforcement Professional Standards Commission. In addition, the Sheriff's Office participates in several state, county and internal audits throughout the year.

Accreditation is the ongoing process whereby we evaluate our policies and procedures against established criteria, or standards, and then an independent and authoritative body verifies compliance with that criteria. Through accreditation, we can maintain a balance between protecting the public and providing an environment that safeguards the life, health and safety of staff, volunteers, inmates, and personal and professional visitors.

Standards set by accreditation agencies reflect practical up-to-date policies and procedures and function as a management tool for more than 1,500 correctional agencies in the United States. As a standard of best policies and practices, it is to the advantage of an agency to be accredited by as many recognized accreditation agencies as possible, including ones that offer different areas of specialization.

Accreditation helps us assess our facility's strengths and weaknesses, identify obtainable goals, implement state-of-the-art policies and procedures, establish specific guidelines for daily operations, increase community support, improve staff training and development, and achieve a higher level of staff professionalism and morale.

*“What goes into a typical accreditation process? Hours of preparation, analyses, data and information gathering. Self-reviews to ensure policies are up to date and being followed. Correction of deficiencies and maintenance of accurate records.”*  
— Margo Reimers-Ray, Accreditation Manager



As part of the accreditation process, auditors visit the Adult Detention Center and talk to Sheriff's Office staff throughout the facility.

# Confinement

## Structure of the Adult Detention Center

The Fairfax County Adult Detention Center (ADC) is comprised of three structures that are all connected. In 1978, the new ADC opened with a **capacity of 198**. The styles of inmate housing here are single cell and linear. With linear housing, the deputy's post is centrally located in the corridor. Deputies monitor inmates by patrolling down the corridor. Each floor has numerous cell blocks that house up to five inmates. All of the cells in the block open up to a dayroom. This type of housing is for medium security inmates.

In 1987, we opened a new part of the ADC, which we refer to as the North Building. The original structure became known as the East Building. The North Building added a third and fourth floor, bringing the ADC **capacity to 589**. The North Building has podular housing for maximum security inmates. There are four units, also called pods, two per floor. A pod has five sections, each holding 20 inmates. The cells in these five sections are arranged around a common area or dayroom. The deputy is separated from the inmates in a secure control booth with a 365 degree view of the entire floor and all five pods.

The third and last part of the jail, the West Building, opened in 2000. It has the most common style of jail housing – direct supervision – for minimum security inmates. In direct supervision, deputies work inside the cell block with the inmates 24 hours a day, without any separation from them. This concept provides for active and continuous supervision to better manage those inmates who have less serious offenses. In addition, direct supervision creates a more positive environment and reduces the stress level on both deputies and inmates. The cells are roomier and each has a window.

*The average daily inmate population for 2016 was 1,035.  
Maximum capacity of the jail is 1,260, according to standards  
set by the Virginia Department of Corrections.*



Direct supervision units in the ADC house up to 48 inmates, who have access to their individual cells and the shared dayroom throughout the day.

## INMATE VISITING

Inmates are allowed a personal visit each weekend. Visitors can schedule their appointment by phone, online or in person.

- 12,835 personal visits in 2016

Inmates can have unlimited professional visits from their attorneys or other professionals related to their court cases.

- 15,733 professional visits in 2016

## Booking, Records, Classification and Transportation

### Booking

When a person is arrested and brought to the ADC, he or she must appear before a magistrate with the arresting officer. If the magistrate determines that probable cause exists for arrest based on the facts presented, the magistrate will issue an arrest warrant. If the magistrate releases the accused on a personal recognizance bond — a written promise to appear in court — the accused can leave the ADC. If the magistrate issues a surety bond or no bond, the person will be remanded to the custody of the Sheriff's Office. This is when the booking process begins.

Deputies at the booking desk create an inmate record in a web-based jail management system. The record can be updated later by staff in different operational areas of the ADC that interact with and evaluate the inmate. Inmates are fingerprinted and photographed during the booking process. They are asked a series of questions, including their emergency contact information and whether they have any physical or mental health issues. A nurse stationed in the booking area takes a full medical history and does a mental health assessment.

### Records

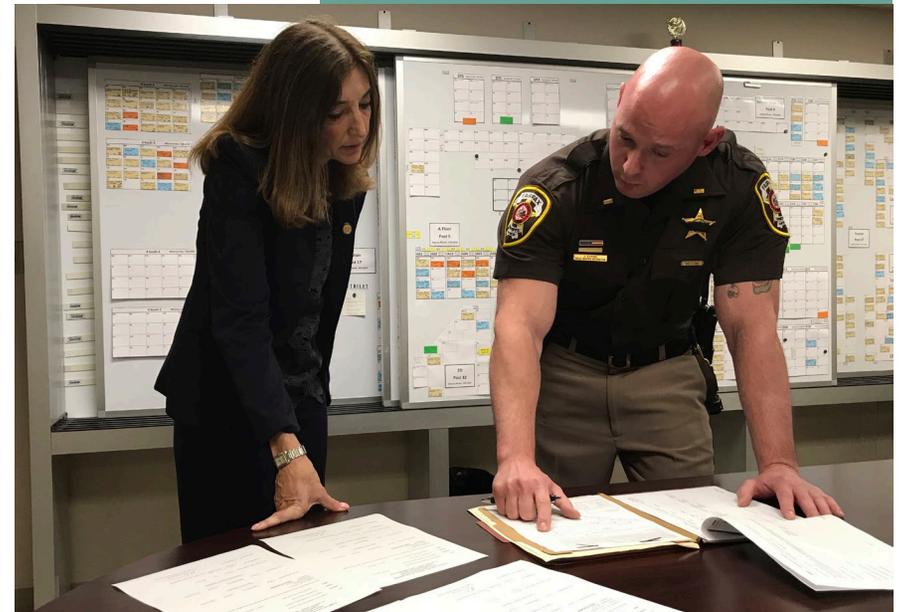
Critical to the operation of the ADC is the maintenance of records for all inmates currently held or recently released. The Inmate Records Section provides quality assurance for the booking desk so that inmates are held on the correct charges and properly released in a timely manner. They ensure that documents from an inmate's court hearings reflect the orders of the presiding judge. They also calculate time credit for inmates in accordance with state law and agency policy.

### Classification

Jails and prisons across the country use a classification system to reach decisions about the processing, housing and categorizing of inmates. The classification process begins with the initial interview once an individual is booked into the ADC. This interview provides insight into the inmate's past jail experience, medical and mental health history, overall demeanor and cooperation. Based on these factors and criminal charges, the inmate is then placed in a housing location best suited for his or her incarceration. Inmates may be reclassified due to work force eligibility or for not following the ADC's rules and regulations.

## ADC NUMBERS

- 18,436 - Inmates booked
- 1,035 - Average daily population
- 37% - State prisoners held for Virginia Department of Corrections
- 18% - Violent offenders
- 83% Male, 17% Female
- Average length of stay, men: 31 days
- Average length of stay, women: 16 days



2nd Lt. Joe Evans explains the classification system to Delegate Eileen Filler-Corn who toured the ADC. She and other county and state elected officials are interested in seeing how we operate the facility and learning more about the programs and services we offer to inmates.

Inmates who satisfactorily perform work on a voluntary basis and inmates who successfully complete classes are eligible to receive up to five days of credit toward sentence reduction during any 30 day period (Code of Virginia § 53.1-116). This credit motivates inmates to be productive and engage in self-improvement activities during their incarceration.

## Transportation

The Transportation Section is responsible for transporting inmates to and from other correctional facilities, medical appointments and mental health facilities throughout Virginia. These deputies are an essential element of Diversion First and are Crisis Intervention Team (CIT) certified. The mental health facilities to which they transport individuals under Temporary Detention Orders (TDOs) are often two to three hours away.

The transportation deputies also execute Emergency Custody Orders (ECO) on individuals being released from the ADC, either on bond or after time served, when clinicians determine that they are likely to harm themselves or others or are not capable of caring for themselves.

## Inmate Health Care

In 2016, the Sheriff's Office was re-accredited by the National Commission on Correctional Health Care. NCCHC accreditation is a quality assurance process under which inmate health care services, programs and operations are evaluated by an external body. The Sheriff's Office has been accredited by NCCHC since 1981. The re-accreditation process takes place every three years to ensure that the agency maintains compliance with the standards. The accreditation process is voluntary and measures compliance with federal and state regulations and more than 65 health care standards.

*“Our medical team scored 100 percent on all essential standards and 96 percent on the highly recommended standards. The lead auditor noted that the quality and quantity of services we provide in the ADC is far greater than what he has seen in facilities across the country.”*

*— Sheriff Stacey A. Kincaid*

## TRANSPORTATION

- 157,624 transport miles
- 3,237 transports, of which 250 were for mental health issues



Deputy Edward Byrd is among seven deputies who work in the transportation section.

Medical care in the jail is provided around the clock primarily by nurses and nurse practitioners who are employed by the Sheriff's Office. A physician, dentist, pharmacist and optometrist are on contract. The ADC has an infirmary for inmates too ill or contagious to be in the general population but not in need of hospitalization. A pharmacy and several clinics are also on-site.

**As soon as a person is brought to the jail, he or she is seen by a nurse, who takes a complete health history and makes the appropriate referrals for physical and behavioral health care.** Inmates also receive a complete physical within 14 days of their incarceration. Medical staff screen all inmates for communicable diseases and chronic illnesses. If a communicable disease is present, the inmate is isolated to provide a safe environment for staff, volunteers, visitors and other inmates. If an inmate needs to be hospitalized for a physical ailment, Sheriff's deputies will escort the inmate to a hospital and provide 24/7 security if the inmate is admitted.

During every initial health screening, the discharge process also begins. If an inmate has seen a provider in the community, medical staff will contact that provider for information about chronic illnesses and any medication. Prior to the inmate's eventual discharge, the medical staff will set up a formal link with community providers. For example, they may look for a Health Department clinic closest to a shelter. Inmates leave with a two-week to 30-day supply of needed medication.

*"Medication is a significant expense for the Sheriff's Office. On a daily basis, about 700 inmates receive an average of 2.5 pills. Medical staff treat an average of 15 inmates per month for HIV. The anti-viral medications for those 15 inmates account for over 70 percent of our pharmaceutical costs."*

*— Vera Giles, ADC Health Services Administrator*



Correctional Health Nurse Samuel Osafo was recognized in 2016 for earning his associate of applied science degree in nursing from Northern Virginia Community College while employed with the Sheriff's Office.

## CHRONIC DISEASE CLINICS

- Tuberculosis: 5,225 tests administered
- Hypertension: 438 treated
- Diabetes: 380 treated
- HIV: 185 treated

## Inmate Programs

A wide variety of programs provides a constructive way for inmates to better themselves during their incarceration and prepare them for future success once they are released. While some inmates are court-ordered into programs, the majority voluntarily take positive steps toward self-improvement. Most of our programs focus on education and skills development. Inmates can find constructive ways to enhance current skills, learn new skills, redefine their problem solving approaches or just reinforce positive values.

### Education

Individuals arrive at the ADC with a wide range of educational levels, from little or no formal schooling to advanced college degrees. Some inmates are unable to read and write, and others come just shy of completing 12th grade. Regardless of their previous educational experiences and learning levels, inmates without a diploma or equivalency are eligible for education programs through our partnership with Fairfax County Public Schools (FCPS).

Inmates who test below a fourth grade proficiency can gain basic literacy skills in a class with an FCPS teacher and/or a volunteer. The goal is to integrate life skills with literacy. For example, math is about managing money; reading focuses on signs, maps and newspapers; and writing helps the learner complete applications and on-the-job paperwork.

Inmates who are 18-21 years of age and enter the ADC with an Individualized Education Program (IEP) can continue to work on their high school diploma through the Interagency Alternative School program.

Without an IEP, inmates of any age and working above a fourth grade proficiency are placed on an academic track to build the skills necessary to pass the GED exam. For inmates whose primary language is Spanish, we offer Pre-GED and GED classes in Spanish.

The GED tests offered inside the ADC are the same as what is available on the outside. Our jail-based education team helps inmates transition to the GED or Alternative School programs on the outside if they are released before attaining their high school credentials.

## ACCOMPLISHMENTS

GED Passers: 25

GED Partial Passers: 31 \*

High School Diploma: 1

\* In 2014, the GED Testing Service introduced a new testing process that allows learners to take one subject at a time. Once the learner passes all of the tests, he or she earns the high school equivalency credential. The Sheriff's Office recognizes partial passers during the graduation ceremony.



Meghean Rustia is a Fairfax County Public Schools teacher and the GED education coordinator in the ADC. She and Sheriff Stacey Kincaid are pictured with a few of the inmates who earned their GED and were recognized in a graduation ceremony.



## Religious Services and Programs

In early 2016, the Sheriff's Office welcomed Victor Ransom and his wife Susan "Suebee" Ransom to lead the ADC Chaplain's Office and its volunteers. Chaplain Ransom served three years in the Army before attending theology school. After graduation, he served at Barcroft Bible Church in Fairfax for nearly 35 years before joining Good News Jail & Prison Ministry and coming to the ADC. In addition to her administrative duties, Suebee Ransom facilitates the weekly book club for female inmates.

The Chaplain's Office provides and coordinates religious services, classes, programs and mentoring to meet the spiritual needs of a diverse inmate population. Inmates are permitted and encouraged to practice their respective religions, as long as doing so does not intrude upon the rights of others or pose a threat to the order and security of the ADC. Weekly religious services include Protestant worship and Catholic mass – in both English and Spanish – Korean bible study, and Islamic Jum'ah and Talim.

## Recreation

Every day, inmates are offered at least one hour of recreation time in one of 14 designated gyms. Each gym provides an opportunity for individual and group exercise, including volleyball. The two main gyms have cardio rooms with treadmills and other machines to facilitate cardiovascular fitness. Outside gyms are available as weather and staffing permits.

## Yoga

In association with the Prison Yoga Project, the ADC started a pilot program in April 2016, offering yoga and meditation classes to female inmates. The classes are taught weekly by a volunteer who is an experienced yogi.

In an assessment of the first seven months of the yoga program, the Sheriff's Office found an 84 percent reduction in the number of jail offenses committed by inmates enrolled in the class and a 77 percent reduction in the number of violators. The classes have been so successful that local businesses have donated supplies in support of the program. In December 2016, Lululemon donated \$3,500 worth of new yoga mats and class props.

With the demonstrated success of the women's yoga program, plans were made to expand the program in 2017 to include men.

ADC Chaplain Vic Ransom and his wife, Suebee Ransom

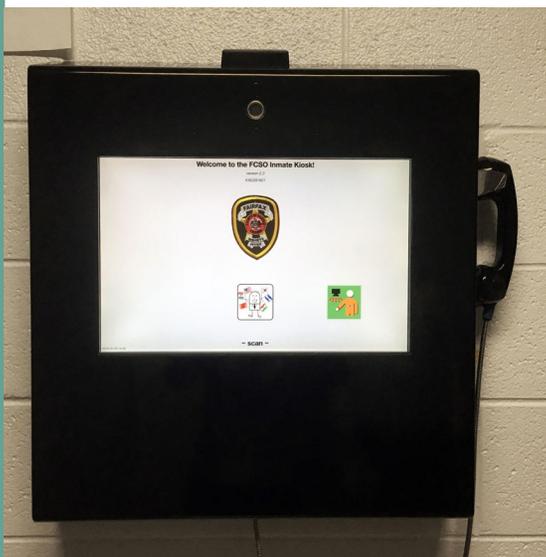


## Resource Fairs

In conjunction with the Fairfax Re-entry Council, the Sheriff's Office held two Inmate Resource Fairs in 2016 to help inmates connect with the private and public community resources they will need when they are released from the ADC.

More than 20 vendors representing housing, employment, insurance, health care, education and legal resources provided information to the 150-200 inmates who circulated through each fair in small groups throughout the day.

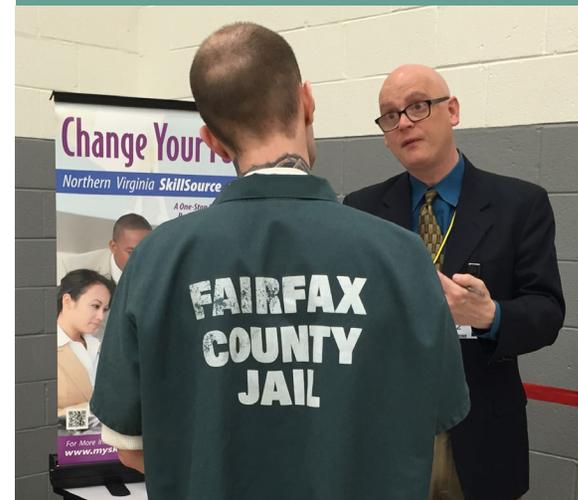
*"We provide inmates with many opportunities to gain education and life skills while they are in our jail, but we also help them prepare for their transition back to the community. The more tools for success we give inmates, the less likely they are to commit another crime post-release and return to jail."*  
— Sheriff Stacey A. Kincaid



## Inmate Kiosk

New for the Sheriff's Office in 2016 is the computer-based kiosk. Approximately 110 kiosks are located throughout the ADC for inmates to conveniently access. They can scan their wristband and enter a 4-digit pin to log into their account. The touch screen technology is easy to use and has a large print option to assist inmates with poor vision. In addition to English, the kiosks can relay information in Spanish and Korean.

Once logged in, inmates have 20 minutes available per session on the system. They can check how much money is in their finance account and view their criminal charges, court dates, release date, good time credit and detainers. They can review the inmate handbook and watch the orientation video. They can also search a database for a wealth of health and wellness information, which is especially valuable for inmates who may not have had access to medical resources or doctors before they came to jail.



SkillSource is a regular participant in Sheriff's Office resource fairs. Its mission is to provide education and training in workplace basics for unemployed or low skilled workers and to help them find jobs.



Many of the lifeskills programs are taught by volunteers who come to the Sheriff's Office through OAR. Jamie Milloy, OAR's jail programs manager, works at the ADC to train, coach and provide administrative support for those volunteers.

## Inmate Workforce

Eligible inmates can request a workforce assignment, which may include janitorial service, food preparation and distribution, or laundry. Workforce members provide necessary services to Fairfax County that otherwise would be done by county staff or contractors. Inmates not only have the opportunity to learn and apply new skills, they also gain pride and satisfaction from working full-time and seeing the results of their labor.

### Janitorial Crew

Under deputy supervision, four-member janitorial crews clean and wax floors, sanitize restrooms and showers, and clear debris from the sally port and loading dock. They also maintain and resupply cleaning products throughout the facility.

### Kitchen Crew

The Sheriff's Office contracts with Aramark for food service. Working with Aramark, a 54-member inmate crew prepares and distributes three meals a day to all the inmates in the ADC. Meals include special diets for inmates who are sick or diabetic, who have food allergies or who have religious dietary restrictions. Aramark staff inspect the inmates daily to ensure they have the highest standard in grooming and full compliance with rules.

Working in the kitchen helps inmates pick up skills for potential employment in the food service industry. Inmates assigned to the kitchen have the opportunity to attend a class called ServSafe, a nationally recognized food safety certification program. The Sheriff's Office pays the registration fee for each inmate, and Aramark provides four weeks of instruction in the kitchen and an adjacent classroom. The course book and test are offered in both English and Spanish. Many restaurants look for the certification in hiring their managers.

### Laundry Crew

Inmate work crews and staff provide laundry services in the ADC. In addition to washing and drying clothing and bedding for the entire jail population, the Sheriff's Office provides services to outside agencies, including the Health Department, Public Safety Occupational Health Center and the Juvenile Detention Center. Services also include monthly cleaning of 6,000 pounds of blankets and sleeping bags for several emergency shelters.



Eighteen inmates on the kitchen crew earned their ServSafe certification, a potential advantage for job seekers in the food service industry.



Inmate work crews not only do the laundry but also deliver clean clothing and bedding throughout the ADC.

# Alternative Incarceration

The Alternative Incarceration Branch (AIB), connected to the ADC, provides housing for offenders granted alternative sentencing options, including **Work Release** and the **Community Labor Force**. The AIB is also the base for **Electronic Incarceration**. Offenders must meet strict eligibility and suitability requirements for this minimum security environment.

## Work Release

Work Release is a structured residential-based program that allows eligible inmates to go to work and report back to the AIB while serving out their sentence. This employment opportunity aids in the transition of an inmate back into the community, with the long term goal of reducing recidivism. Work Release inmates are either court-ordered into the program or selected by the Sheriff's Office.

All Work Release inmates are tracked by GPS. Once employed, inmates receive a weekly allowance from their earnings to pay for public transportation and food. If the inmate is incarcerated for non-payment of child support, a portion of that debt comes out of his or her earnings.

Inmates who come into the Work Release Program without a job are eligible for the One Stop Employment Center, which the Sheriff's Office sponsors in conjunction with the SkillSource Group and the Fairfax County Department of Family Services. An employment specialist helps inmates create resumes and develop interviewing skills. The specialist searches for job leads and assists with online applications. She helps them connect with local employers who will meet, interview and hire job seekers prior to their release. SkillSource staff also work with employers to coordinate supportive services and to assist with employee bonding, eligibility for federal tax credits and other employment-related matters. When inmates do get jobs, SkillSource tracks them after they leave our custody as long as they continue working for the same employer.

## Community Labor Force

Not all inmates in the AIB are eligible to leave the facility on their own, even though they are classified as low risk. The Community Labor Force (CLF) consists of well-screened offenders who provide necessary services to Fairfax County that otherwise would have been done by county staff or contractors.

## WORK RELEASE

Total enrolled in 2016: 99

Still active on December 31, 2016: 27

No longer active from 2016:

- Successfully completed remainder of sentence on Work Release: 38
- Transferred to Electronic Incarceration Program (EIP): 3
- Violated program rules and removed: 18
- Removed for other reasons: 13
  - Not approved by VA Dept of Corrections
  - Quit job
  - Court ordered into treatment program
  - Detainer added

Summary:

- 41 successful Work Release/EIP + 27 still active = 68 of 99 (69% success rate)
- Average number per month of Work Release participants: 30

*In 2016 the Community Labor Force worked 52,797 hours and saved the county \$1,335,769.*

The CLF operates with work crews of no more than five inmates each, with one deputy per crew. Inmates volunteer for this assignment, and the Sheriff's Office always has a waiting list.

The CLF services over 300 county bus stops, shelters and park-and-rides by collecting the trash, doing light landscaping and removing graffiti. The crews maintain many of the county's stormwater management facilities, including over 1,300 dry ponds that temporarily hold and filter water in neighborhoods and at businesses. They also do landscaping, litter pick-up and emergency snow removal on public lands.

In partnership with the Fairfax County Board of Supervisors and the Virginia Department of Transportation, the CLF removes signs posted illegally in the medians of major county thoroughfares. **In 2016 they collected 23,264 signs. The Department of Code Compliance has the discretion to issue fines to businesses who illegally post the signs.**

CLF inmates use the skills they already have, but they also acquire many more skills. They may do painting, construction and light carpentry. They learn to use snow removal and lawn and garden equipment. They learn about bio-retention and how to keep drainage areas free from obstructions. Most importantly, though, they learn to start and finish a project, grow their self-esteem, and appreciate a hard day's work and a job well done.

The CLF also responds to special project requests from the county's Facilities Management Department and the Board of Supervisors. For example, the work crews clean up abandoned buildings, inside and out, and clear brush from county-owned or abandoned properties.

Every spring, CLF teams spend two weeks setting up the Government Center grounds for Celebrate Fairfax by installing fencing, trash boxes, tables and chairs. In the summer and fall they also set up for the Workhouse Brewfest and Fall for Fairfax.



PFC Daryl Shifflett supervises a landscaping work crew.



The CLF is always prepared for winter storms.

# Court Services

## History of the Courthouse

In November 1789, a legislative petition was submitted to county officials in Alexandria requesting that a new courthouse be placed in the center of Fairfax County on the premise that it would increase trade and commerce in this growing region. Shortly thereafter, the court ordered the sheriff to collect 35 cents from every taxable person in the county to pay for the construction of the new courthouse. The land where the courthouse is currently located was purchased from Richard Ratcliffe for one dollar in 1799. In May of that year, the court ordered the construction of a courthouse 40 by 30 feet with a 16-foot pitch and 12-foot portico; a jail 40 by 20 feet; a clerk's office 24 by 18 feet; and a jailor's house 24 by 18 feet. The complex was also to include stocks, a pillory and whipping posts.

During the Civil War the Fairfax County Courthouse was briefly occupied by Confederate soldiers in 1861 and again in 1862. However, the Union Army maintained control of the complex through most of the war. The courthouse and surrounding buildings were used as a military outpost for the Union Army and as holding cells for captured Confederate soldiers. As a result, the building was reportedly gutted, furnishings were removed or destroyed, and many records of court proceedings prior to the war were lost or destroyed. Fortunately, George and Martha Washington's wills were kept safe from destruction and are now on display in the Fairfax County Clerk's Office. The Historic Fairfax County Courthouse and Jail were added to the National Register of Historic Places in 1981.

Those responsible for building the courthouse in 1799 and those who occupied it in the mid-1800s would scarcely recognize today's sprawling, state-of-the-art compound.

When Virginia's county court system was established in 1619, important issues before the courts included determining local tax rates, licensing mills and inns, providing for road construction and repair, and generally administering local government. Today the Fairfax County Courthouse manages many of those same issues but also sees everything from adoptions and marriage licenses, to traffic tickets and criminal cases.



Fairfax County Courthouse, 1861



In 2016, 770,508 people visited the Fairfax County Courthouse. In this aerial photo, a portion of the ADC is visible to the right of the Courthouse. Since the buildings are connected, deputies can safely and securely move inmates to and from their court appearances.

## Court Security

Sheriff's deputies provide security for the Fairfax County Courthouse, all courtrooms, the surrounding Public Safety Center, and the courthouses in the City of Fairfax and the towns of Herndon and Vienna. Deputies also protect special justices who conduct commitment hearings for individuals with a mental illness.

All Fairfax County Sheriff's deputies are fully certified law enforcement officers and court security officers. They are trained to respond to any courthouse situation, from an active shooter incident to a mental health crisis. Deputies also have full arrest authority, which they regularly use to serve outstanding warrants from multiple jurisdictions.

Every judge in the courthouse has a specific deputy assigned to him or her. This "primary" deputy is responsible for thoroughly searching the judge's courtroom every day, whether or not that courtroom changes daily, weekly or monthly. The most important job of the primary deputy is to keep the judge safe, to put him or herself between the judge and the public. Unless the judge grants permission, no one approaches the bench except for the deputy, who must be armed at all times.

The primary deputy retrieves the docket for the day from the clerk and notes the name of each inmate who will be brought out from the holding cells during the course of the docket. This deputy also informs the crowd about the activities that are prohibited during their time in the courtroom, announces the judge, passes up cases to the judge, takes drivers' licenses from those that have had them suspended, and takes any other actions requested by the judge. In the Circuit Court, the primary deputy has the added responsibility of handling the jury.

A "runner" is a deputy that is either assigned to a specific courtroom or works as a floater, providing assistance wherever needed. The runner ensures that inmates for a particular courtroom are, in fact, behind that courtroom in holding cells prior to the start of the docket. The runner is also responsible for regularly checking on the well-being of the inmates. The runner escorts the inmates, one at a time, into the courtroom at the primary's direction and is responsible for all movements of the inmates while they are in the courtroom. Once an inmate's court case is completed, the runner escorts him or her, in handcuffs, back to the ADC.

## Civil Enforcement

The Sheriff's Office is responsible for the process and service of legal documents on individuals and businesses in civil matters. The documents come to the office through the courts. Early every



PFC Marijana Buckner and Sgt. Torrance Myree provide security in the Juvenile and Domestic Relations Court.

## CIVIL ENFORCEMENT

Total Processes Served: 156,335

Of those processes...

- Subpoenas: 22,916
- Protective orders: 958
- Evictions: 2,364
- Bench warrants in civil matters: 41
- Levees/distress seizure warrants: \*  
2,135

\*For the purpose of collecting back taxes and fees owed to the county or to satisfy a judgment of the court.

morning, Monday-Friday, 22 Sheriff's deputies head out for the day, each serving about 30 civil documents.

Typically, 75 percent of the documents can be served via "substituted service," meaning a document does not have to be served directly to the person named in the paper. Instead, the document can be posted on the door or given to another member of the household or business.

About 25 percent of documents require in-person service, which usually takes more time and cannot always be done during normal business hours. Deputies must prove that they diligently attempted service before returning a document to the courts as not found. If the person to be served is not present at the address, the deputy will leave a business card. Deputies may try to serve the person very early in the morning before reporting to the office or in the evening on the way home from work. Sometimes service turns into an arrest or an involuntary commitment on a mental health issue.

### Protective Orders

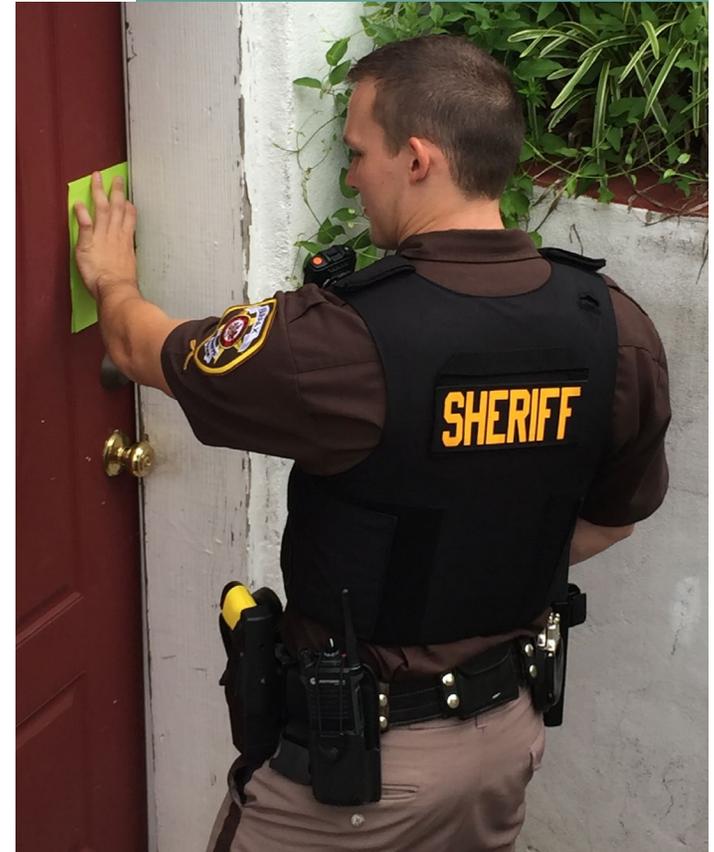
Serving protective orders can be difficult and dangerous because they usually stem from domestic violence situations. For the petitioner's safety, deputies will attempt to serve an order on the same day it comes from the court.

Sometimes a respondent may try to avoid service of a protective order and directly or indirectly threaten the petitioner. The Sheriff's Office partners with the county's Domestic Violence Action Center (DVAC) for cross-training on the service of protective orders. During the civil enforcement portion of Deputy School for recruits, DVAC staff engage in role-playing as both victims and perpetrators to prepare deputies for handling difficult circumstances that may arise from the service of the orders. Conversely, our civil enforcement deputies provide training to DVAC staff on the process of service and possible contingencies.

A July 1, 2016 change to Virginia law (18.2-308.1:4, Section B) requires that the respondent to a final protective order shall not knowingly transport or possess any firearm while the final protective order is in effect. **In the first six months, the Sheriff's Office accepted custody of approximately 140 relinquished firearms.**

### Support for Target Program

Civil enforcement deputies also support the Fairfax County Department of Taxation's Target Program, which is a mechanism to enforce compliance with personal property tax laws. During the



PFC James Whitmer posts a civil document at a residence in the county.

course of their work day, deputies are on the lookout in residential areas for parked cars with out-of-state license plates. State law requires county residents to display Virginia plates within 30 days of vehicle purchase or state residency. If residents do not comply, they are subject to the county's No Plate tax of \$100 annually, plus a one-time penalty of \$250. **In the past year, civil deputies reported about 3,300 plates to DTA. As a result, DTA assessed over \$300,000 in fines.**



## Records Management

Maintaining records for the process and service of civil law documents and actions requires a robust and responsive record keeping system.

Historically, the Civil Enforcement Section has captured data using a module within the Police Department's record management system.

However, the system is outdated and cumbersome, and the Police Department plans to discontinue it in 2017. Therefore, the Sheriff's Office sought a new records management system specifically designed to handle data/documents related to the service of civil process. The new system will be known as the Advanced Civil Enforcement System (ACES).

ACES will have electronic interfaces with all of our courts and provide standardization and consistency for exchanging civil process data/documents. With the electronic transfer of data from all courts into ACES, the amount of manual entry required will be dramatically reduced. ACES will also allow the public to check on the service status of a particular civil document. Eventually, ACES will have an electronic interface with the Department of Taxation.

Civil enforcement deputies will access a mobile version of ACES and update service information from an iPad in their respective cruisers. From ACES, we will be able to save, retrieve, print and export all or any combination of documents created within the system. ACES will provide a consistent, accurate and automated process for gathering and reporting statistics to the Virginia Compensation Board. Finally, ACES will be able to pinpoint a location on an interactive map based on the service document's address.



Seeing the effects of domestic violence through the service of protective orders led civil enforcement deputies to organize a donation drive to help Artemis House, a domestic violence shelter. In partnership with 17 local Starbucks as drop-off points, we collected several boxes of women's toiletries and baby care items. Sgt. Amy Lewis and PFC Jill Ross delivered the items to the shelter.

# Code Enforcement

Two Sheriff's deputies are assigned to the Department of Code Compliance (DCC) to provide civil and criminal law enforcement support and, more importantly, to actively engage in the processes that ensure public safety and a high quality of life for individuals and the community at large. The DCC investigates neighborhood complaints from individuals and public entities. Compliance is achieved through the enforcement of the Zoning Ordinance, Virginia Maintenance Code, Virginia Statewide Fire Prevention Code (Residential), Grass Ordinance, Noise Ordinance and the Uniform Statewide Building Code (unpermitted construction).

In addition to serving civil law documents such as Corrective Work Orders and Notices of Violation, the deputies assist DCC inspectors with their investigations. Whether it is administratively or on scene, the deputies ensure the safety of the inspectors during the course of their work and also help explain the county's concerns to the residents.

Hoarding, for example, is a contentious issue for all parties involved. A deputy is able to serve as a liaison between the inspector and the resident by de-escalating crisis situations and ensuring that all parties are safe at all times. A simple inspection of a suspected hoarding case can turn into a human services issue, requiring further coordination with Fire and Rescue, Adult Protective Services, Community Services Board and/or Animal Control.

A deputy also serves as a liaison for Department of Health inspectors on environmental issues. For example, if a home's plumbing and sewage is dumping into a public stream, the deputy ensures the safety of the health inspector as he or she seeks a solution that addresses the environmental concerns while respecting the homeowner's right to due process.

*“Working with the Department of Code Compliance can quickly turn from routine to challenging. We are dealing with unpredictable situations that require patience and vigilance as the DCC looks to ensure the safety and quality of life of the community.”*

*— Sergeant Nicholas Andariese*



## CODE ENFORCEMENT

Notices of Violation - 5,868

Summonses - 200

Land Disturbance Notices of Violation - 105

Land Disturbance Summonses - 3

Fire Marshal Summonses - 28



Sgt. Nicholas Andariese is at the site of a possible code violation.

# Beyond the Core Mission

## Honor Guard

The Sheriff's elite Honor Guard team formally represents the agency at functions in Fairfax County and the surrounding Washington, D.C. area. The Honor Guard's 40 events in 2016 included funerals, graduations, parades, judge investitures and other special activities.

Members of the Honor Guard are among the most disciplined deputies in the agency. They practice together every month and take part in an annual multi-day training session that concentrates on very precise funeral procedures. Candidates for the unit are selected after a panel interview. Considerations for selection include the candidate's prior experience, professional image, uniform appearance, personal grooming standards, motivation, stature/bearing, positive attitude and supervisor assessment. Team members are expected to set an example for other deputies.

One of the highlights of the Honor Guard season is the Annual Wreath Laying Ceremony and Honor Guard Competition, sponsored by the Metropolitan Washington Council of Governments. The event is held at the Law Enforcement Officers Memorial in Washington, DC, to recognize the service and sacrifice of the nation's correctional officers. Our 2016 competition team was unique in that all the members were brand new. The six-member team vigorously practiced every week from September 2015 until the competition on May 7, 2016. Although our team did not win, the intense preparation for the competition built camaraderie and helped prepare the members for future assignments.

**A new opportunity for the Honor Guard in 2016 was the presentation of colors for Honor Flights.** Honor Flight is a non-profit organization that transports veterans at no charge to Washington, DC, to visit those memorials dedicated to honor their service and sacrifices. On September 7, the Honor Guard provided a hero's welcome to 110 of our nation's WWII and Korean War veterans arriving at Dulles Airport from Chicago. The Honor Guard welcomed more Honor Flights throughout the fall.

*"The Honor Guard always carries with it the 'honor' of the Sheriff's Office. For ceremonial events, team members spend hours of preparation for 30 seconds in the spotlight."*

*— Lieutenant Maegan Timothy, Honor Guard Commander*



The Sheriff's Office Honor Guard greets military veterans arriving at Dulles Airport on an Honor Flight.



Mr. and Mrs. Akin, both Air Force veterans, requested a picture with Lt. Maegan Timothy, herself a Marine veteran.

## Shop with a Sheriff

Since 1992 the Sheriff's Office has been helping children who are homeless prepare for a new school year through the Shop with a Sheriff program. On August 25, 39 children from three emergency shelters arrived at the courthouse with shelter staff. Each child was paired with a Sheriff's deputy or civilian staff member for the day's activities. First on the agenda was a catered lunch and get-to-know-you activities, including making child ID cards. Then our entire group headed to Target for shopping. With guidance from the adults, each child had a \$250 gift card to purchase age-appropriate clothing, shoes, coats and accessories.

The participating shelters were Katherine K. Hanley Family Shelter in Fairfax and Patrick Henry Family Shelter in Falls Church, both operated by Shelter House, Inc., and Next Steps Family Shelter in Alexandria, operated by FACETS.



## Project Lifesaver

The Sheriff's Office Project Lifesaver program serves the needs of children and adults with autism, Down syndrome or a cognitive impairment, such as dementia or Alzheimer's, that may cause them to chronically wander and not find their way back home. Project Lifesaver clients wear a wrist or ankle band that emits a silent radio frequency. When caregivers notify the Sheriff's Office that their loved one is missing, specially-trained Sheriff's deputies respond to the area and conduct a search with state-of-the-art locating equipment. Project Lifesaver has a 100 percent success rate in locating wandering children and adults and bringing them safely home.

After a deputy meets with the client and caregiver to put on the wrist or ankle band, he or she will visit the client every 60 days to replace the transmitter battery and band. Deputies can electronically update client information, such as height and weight, a photograph, medical issues and favorite hiding places without having to rely on site visits or paper files.

The equipment for Project Lifesaver is funded through individual and corporate donations. In 2016, we received a private donation of \$3,000 to help continue the program. The cost of equipment for each of our 70 clients is \$300 per year.



Sgt. Dan Wilson is paired with a little boy from an emergency shelter for a back-to-school shopping trip at Target. Shop with a Sheriff is funded through donations from businesses, nonprofits and individuals. In addition to Target, the 2016 sponsors included Montessori of Chantilly - Casa Dei Bambini, Paisano's Pizza, Fairfax Sheriff's Association and Fairfax Deputy Union.

## Child ID

At events all around the county, Sheriff's deputies fingerprint, photograph and measure a child; add any demographic information a parent provides; and then produce a plastic ID card for the parent's safekeeping. To protect the privacy of the family, none of the information is retained by the Sheriff's Office. For families in our community, the card could be the key to assisting law enforcement agencies should their child ever become missing. For the children, the process of producing the card offers a fun and positive experience interacting with law enforcement officers.



PFC Szeyi Tham is part of our Child ID team that participates in events throughout the county, such as this one at a fire station.

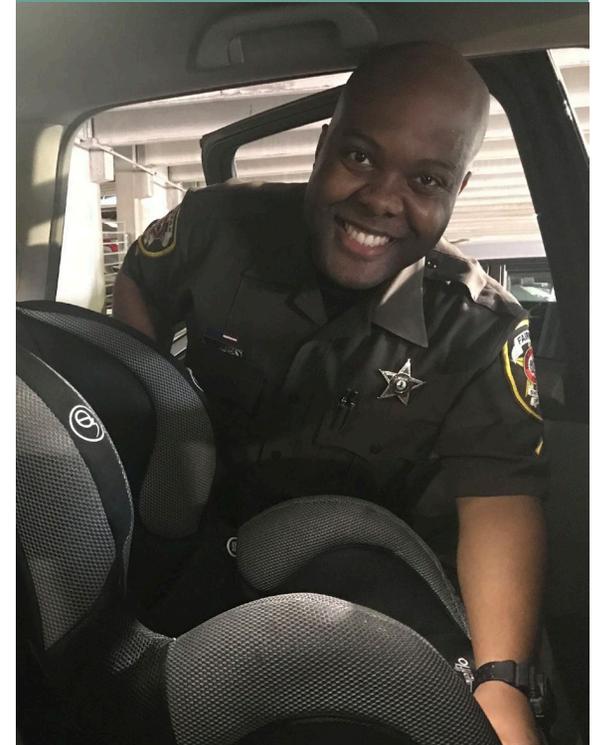
we ensure that their children fit safely and securely in the safety seats and that the safety seats are securely attached to the vehicle seat.

*In 2016, we checked 1,133 safety seats. Of the total, 462 had not been installed by the parent or caregiver. Of the 671 that had been installed, only 88 had been installed correctly. Crime Prevention Unit*

*In 2016, by invitation from community groups and businesses, we attended 93 events and fingerprinted 7,734 children.*

## Child Safety Seats

The Sheriff's Office conducts free monthly child safety seat inspections at the Fairfax County Public Safety Center and quarterly inspections in the western part of the county. The purpose of these inspections is to instruct and assist parents and caregivers with the proper child seat installation in their vehicle. Consequently,



During monthly Safety Seat Saturdays, PFC Junior Pierre ensures that child safety seats meet current standards and are installed properly.

## Crime Prevention Unit

The Crime Prevention Unit conducts threat and safety assessments for business and community organizations. Crime Prevention deputies also conduct safety seminars for community groups, places of worship and businesses. **National Night Out**, held on the first Tuesday of August, is the Crime Prevention Unit's largest community service event of the year. During the annual event, Sheriff Kincaid and her deputies meet residents, businesses and nonprofit organizations at their neighborhood-hosted activities. The event promotes community involvement in crime prevention activities, fosters neighborhood camaraderie and establishes partnerships between the Sheriff's Office and the community.

## Motor Unit

The six-member Motor Unit assists with the service of civil documents, traffic management and enforcement, incident response, and community outreach. The unit often accompanies the Honor Guard in major parades in the county. Unit members also attend county-sponsored events so that children and families can meet deputies, learn about the Sheriff's Office, and take advantage of photo opportunities on a motorcycle. In 2016, the Motor Unit logged 12,684 miles, participated in 18 events and conducted 54 escorts.



## Bike Team

The Community Bike Team provides patrol services and bike safety demonstrations at special events and upon request from the city and towns under our jurisdiction. The team enforces state and county ordinances, provides a security presence, assists residents and visitors, and ensures traffic safety and control. In 2016, the Bike Team participated in over 20 community events.

## Communities of Trust

The Sheriff's Office is actively involved in Fairfax County's Communities of Trust Committee, which works to advance partnerships and outreach between public safety agencies and the communities we serve. Neighborhood cleanups, coat drives, child ID events and other collaborative interactions create stronger, positive relationships that make our community safer for all.



During National Night Out, Captain Tyler Corey joined with other sworn deputies, reserve deputies and civilian staff for a fun evening of meeting county and city residents where they live and play.



MDS Candelario Argueta and PFC Billy Orellana hand out goodies at the Culmore Multicultural Festival, sponsored by Fairfax County's Communities of Trust Committee.

# Volunteers

## Reserve Deputies

Reserve deputies are uniformed volunteers that work alongside Sheriff's Office personnel to augment administrative and operational functions. They also support outreach programs. During 120 hours of training over a 10-week period, the reserves learn about inmate supervision, firearms safety, defensive tactics, traffic control, courtroom testimony, community engagement and much more. They commit to work a minimum of 12 hours per month in the Adult Detention Center, the Courthouse or at community events. To maintain their status, they receive eight hours of in-service training annually.

Recruiting for the reserve deputy class starts in the spring for the fall training program. The Sheriff's Office selects candidates based on a comprehensive assessment of each applicant's qualifications, background and availability to support agency activities. No prior experience in law enforcement is necessary. All applicants are subject to a background check.

A significant and ongoing program that our reserve deputies support is Supervised Visitation and Exchange for the Juvenile and Domestic Relations Court. The reserve deputies meet and wait with clients prior to visitation or exchange, escort children to and from the car and visitation room, monitor time and visitation with the non-custodial parents, and ensure that all visitation rules are followed.



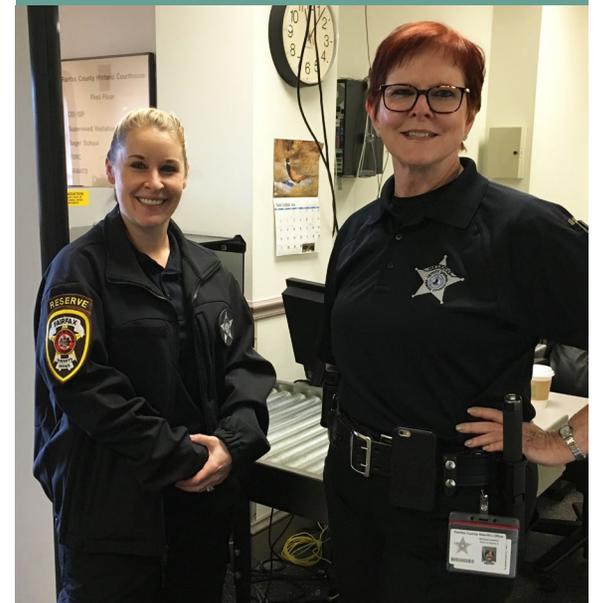
Reserve Deputies Steven Canale, Ryan Davis, Elizabeth Estes and Haroon Khan graduated from their Academy in November 2016 and took their oath before family and friends in the Historic Courthouse.



## VISOR

The Volunteers in Sheriff's Office Relations (VISOR) program gives county residents an opportunity to serve in an unpaid, non-uniformed position to augment Sheriff's Office personnel. Their duties may include administrative office support and data entry, role playing in training activities at the Criminal Justice Academy, supervising offenders in the Weekender in Jail program, or participating in child safety seat inspection and Child ID events.

VISOR Emily Vorek helps out in the office and at community events such as Child ID and Shop with a Sheriff.



Reserve Deputies Gwynne Barker and Bettina Lawton regularly volunteer for the Supervised Visitation and Exchange program.

# 2016 Highlights

**January:** Using an app on an iPad, the Sheriff's Office initiated **video relay service** for inmates who are deaf or hard-of-hearing. Communicating through video relay is much faster than through TTY's typed text.



**February:** Sheriff Kincaid and other key county leaders held a press conference to announce the launch of **Diversion First**, which offers an alternative to incarceration for people with a mental illness who come into contact with the criminal justice system for low level offenses.



**March:** Sheriff Kincaid read "Oh, the Places You'll Go" with 3rd graders at Daniels Run Elementary for **Read Across America Day**.



**April:** Volunteer Fairfax recognized **Reserve Deputy Sheriff Richard Raines** for volunteering over 1,000 hours in one year! Since Raines started volunteering with the Sheriff's Office in 2002, he has contributed over 18,000 hours.



**May:** Sheriff's Office staff took part in Police Week and Correctional Officers Week events to remember those that have lost their lives in the line of duty. One event is **Law Enforcement United's Road to Hope**, a three-day, 240-mile bike ride that ends in Washington, DC. Deputies rode to raise money for COPS Kids Camp for children of fallen officers; Officer Down Memorial Page, which honors fallen officers; and Spirit of Blue Foundation, which works to enhance officer safety by raising awareness for their protection and fulfilling safety equipment and training needs.



**June:** Celebrate Fairfax, Inc. recognized the **Community Labor Force** with its Community Spirit Award. CEO Barry Feil: "Unloading and setting up 7,000 feet of chain-link fence, delivering and setting up hundreds of tables and chairs, installing snow fencing around the Government Center property and surrounding roads, that is just a small part of what the CLF provides. During the festival, the CLF performs trash pick-up, assists with any project that is required, and then does it all in reverse at the end of the event. As important as the work is, what makes CLF special is the commitment and spirit of collaboration that the Sheriff's Office and the individual deputies provide."



**July:** At the Sully District Pokethon, we distributed limited edition Sheriff's Office **Pokemon cards!** Sheriff Kincaid led a Poke-Walk and discussed safety with Pokemon Go players.



**August:** Sheriff's deputies, reserve deputies and civilian staff met so many great people during **National Night Out**. Thank you to all county and city residents who welcomed us at their homes and neighborhoods.



**September:** The Atlantic Magazine convened public health experts and municipal leaders from across the country to showcase proven strategies for achieving healthier communities nationwide. Sheriff Stacey A. Kincaid was invit-

ed to discuss the county's mental health initiatives. In addition to Diversion First, she spoke about our programs that help inmates prepare for a successful release into the community.



**October:** As part of our volunteer efforts in the community, several **deputies joined "youth-at-risk" kids** from the Alternative House for equine-assisted learning activities at Northern Virginia Therapeutic Riding Program's farm in Clifton. The kids taught the deputies what they had learned about horsemanship.



**November:** Sheriff Kincaid presented a Distinguished Service Award to **Captain William Friedman**, a 19-year veteran of the

Sheriff's Office. Before joining the agency, he served 12 years in the Army. As a deputy, he started in the ADC where he stood out as a field training instructor. He also joined the Honor Guard, bringing his experience as a member of The Old Guard, the Army's official ceremonial unit. After commanding an ADC squad, he was put in charge of Internal Affairs, evidence of the respect and trust he had earned. Promoted to captain in 2016, he became chief of Courthouse security. Friedman is lauded for being outgoing and approachable. He turns his experience and knowledge into learning opportunities for others.



**December:** Sheriff's deputies joined with police officers for the annual **Santa's Ride**. The motorcade, led by Santa and his very helpful elves, collected toy donations from drop-off points around the county and delivered them to children at Inova Children's Hospital and Georgetown Hospital Lombardi Comprehensive Cancer Center.





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