



Newport News Sheriff's Office
2010 Annual Report
January 1, 2010 - December 31, 2010



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SHERIFF'S LETTER

TO THE CHERISHED COMMUNITY,

When I took office in 2006 with my first term I made "Who Moved My Cheese?" by Spencer Johnson, M.D., mandatory reading for the command staff because we were going to embark on some major changes. It is a simple parable filled with insights about overcoming roadblocks, adapting to change, and the benefits of going in a new direction.

As the Newport News Sheriff's Office continues to steadfastly march forward, the community benefits from expanded services. I have encouraged my deputies to exercise their law enforcement powers. This is an added benefit to citizen safety. Our deputies are making traffic stops and issuing tickets for dangerous driving behavior. We are solving crimes. In November, our investigators made an arrest of a man suspected of making a courthouse bomb threat. Throughout the year, our interdiction unit pulled narcotics and weapons off Peninsula streets and arrested some two dozen drug criminals. Moreover, deputies assigned to Civil Enforcement were making arrests thanks to the installation of a new computer software system.



You will read much more about each of these items in the 2010 Annual Report. You will also read about efforts to reduce recidivism through programs offered inside and outside of the jail. Of course, our community outreach to the youngest and oldest of citizens remains strong with programs like Project Lifesaver search and rescue, File of Life/Yellow Dot, and Class Action: Reducing Gangs in Virginia. And the Newport News Sheriff's Office is a partner in Southeast Weed & Seed, Inc. I am proud to be the chair of the initiative and have encouraged personnel to get involved where their skills and interests fit a need.

Fixing potentially life threatening design inadequacies of the City Jail has been a priority of mine as far back as my initial candidacy. I am happy to say that we are keeping promises about safety concerns -- both for inmates and staff. Inside this report, you will also see progress on another promise. For too long, deputies working for the Newport News Sheriff's Office did not have pay equity with their counterparts at other Hampton Roads agencies. Citizens deserve a high level of professionalism from their public servants. Leveling the pay scale playing field helps us attract and keep such professionals.

I could not be more proud of the men and women of this Office or more appreciative of the community members we serve.

Respectfully,

A handwritten signature in black ink that reads "Gabriel A. Morgan".

Gabriel A. Morgan
Sheriff, City of Newport News

MISSION STATEMENT



THE NEWPORT NEWS SHERIFF'S OFFICE shall safely and securely provide appropriate supervision of all persons entrusted to the care of the Newport News City Jail; provide for safe and secure operations in the courts; guarantee expedient and accurate service of civil and criminal warrants; and enforce the laws of the Commonwealth.

2010 ANNUAL REPORT

produced by:

OFFICE OF THE SHERIFF

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OPERATIONS BUREAU

OVERSEES CORRECTIONAL OPERATIONS



NEWPORT NEWS CITY JAIL RECEIVED A FACELIFT

Step by step, safety improvements have been made at the Newport News City Jail. The first step was identifying the problem in 2006 with a staged evacuation drill using artificial smoke. The exercise uncovered numerous inadequacies. The drill, along with a jail and justice system assessment from the National Institute of Corrections, caused enough stir to get the ball rolling on improving life and safety measures at the aging building.

Work began at the main City Jail once the Jail Annex (officially Newport News Adult Detention -- not to be confused with Adult Corrections, better known as the City Farm) opened in 2008.



Jail HVAC materials were delivered by crane.



A great deal of the \$1.5 million dollar project was done in 2010. Some work was highly visible from the streets of downtown Newport News.

Other work was concealed inside the seven story windowless structure first opened in 1976.

A high rise crane was used to hoist heavy equipment and materials to the rooftop. The heating, ventilation, and

air conditioning, or HVAC, unit for the jail was upgraded. New to the HVAC unit were air handlers that put positive pressure into the

evacuation route, including stairwells. This pressure prevents smoke from entering the escape route. Installation of fire dampers in the duct system was also new. Air supply to the HVAC unit is terminated when dampers close. As oxygen is fuel to a fire, these dampers would cut off that supply. Both the air handlers and fire dampers are automatically activated when the alarm system goes off.

A fire suppression system was installed throughout the structure. Pipes were run in the ceilings linking a water supply to sprinklers. Prior to the renovations, only a limited area of the jail had sprinklers, including housing units. The entire jail is now furnished with new pipe and new sprinkler heads. The expansion of the fire sprinkler system will protect the lives of those living, working, and visiting the facility.



Construction contractors installed pipes and sprinkler heads in 100% of the Newport News City Jail.

In the distance, Lt. Col. Eileen Sprinkle surveys newly installed pipe and sprinkler heads in lockup.

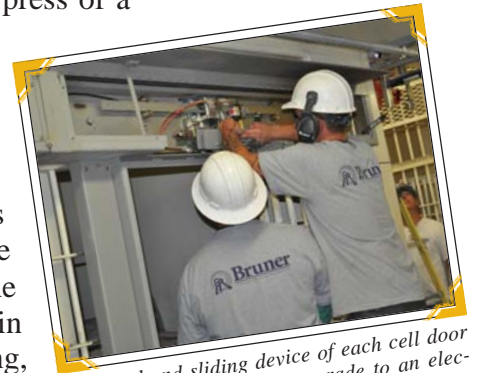
OPERATIONS BUREAU



OVERSEES CORRECTIONAL OPERATIONS

A quick release electronic door locking system was also a part of the 2010 renovation project. In the event of an emergency, the control room deputy can now unlock all doors with the press of a button rather than the floor deputy using keys to open doors individually. Well over one hundred doors were replaced or modified. In either case, they had to be taken down. In a building constructed of cinderblock, rebar, and steel, nothing was easy when it came to demolition.

The logistics of pulling this all together took a great deal of planning. As construction crews worked floor by floor, housing decisions had to be made as to where else to confine inmates being dislocated by the work. When the work reached the medical unit, they had to set up temporary quarters in another part of the jail. Same was true for classification/records, booking, and just about every other function of the jail.



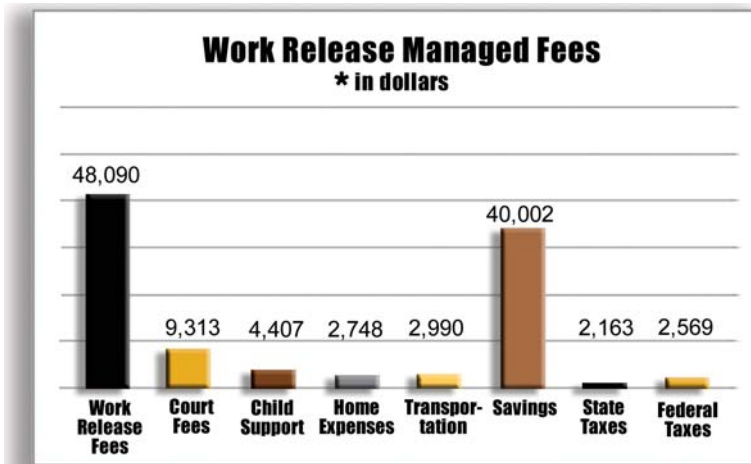
The hood and sliding device of each cell door was removed in order to upgrade to an electronic locking system.

Fortunately, with the average daily population numbers down, 59% from their peak in 2007, there was room inside the facility and at the Jail Annex to accommodate the juggling.



REHABILITATION IS THE FOCUS OF THE NEWPORT NEWS ADULT DETENTION CENTER, A.K.A. JAIL ANNEX

Under education, under employment, and substance abuse are some of the main contributors to criminal behavior. In 2010, the Sheriff's Office continued its goal to reduce recidivism by addressing those areas. The mission of the Jail Annex is to help inmates with rehabilitation, and re-entry and transition.



It is a privilege for inmates to participate in Home Electronic Monitoring (HEM). Inmates must meet certain criteria to be placed on the program. In addition, they pay to be placed on HEM. Fees collected are used to offset the cost of managing the system. Inmates serving their sentence at home are permitted to work. Earned income supports their families.

The word "privilege" also applies to Work Release. Naturally, if an inmate is going to be allowed to leave the detention facility in order to go to their place of employment, they cannot be considered a risk to the general



OPERATIONS BUREAU

OVERSEES CORRECTIONAL OPERATIONS

population. Work Release gives top priority to those individuals serving time for child support delinquency: deadbeat parents. It makes no sense to hold someone in jail, at an average cost of \$59 per day, while they fall further behind in child support. Instead, they hold down a job. All earned income is managed by the Sheriff's Office and budgeted for various expenses.



EDUCATION IS A COMPONENT OF RE-ENTRY

The transition of a person from jail back into the community begins the first day they come to jail. The Newport News Sheriff's Office tries to identify and address a person's needs. For example, is anger the steering force behind them breaking the law? Is addiction the problem? Do they lack basic computer skills? Did they drop out of high school and need their GED?

The GED program is tremendously successful and the result of a cooperative relationship between the Sheriff's Office and Newport News Public Schools. The adult education instructor has years of experience working in a corrections environment. Her approach to the Jail Annex classroom is like that at any school: with a commitment to prepare the student to earn a GED. Families are encouraged to attend GED graduation ceremonies. This is an added incentive for inmates to work hard academically while jailed. It is the only time a Sheriff's Office inmate gets a contact visit with loved ones. In 2010, twenty-six men and women earned their GED while jailed.

VASAVOR, which stands for Virginia Serious and Violent Offender Re-entry, is an initiative offered in only two Virginia jails: Newport News and Fairfax. National statistics are supported by Virginia data indicating that there are a large number of serious and violent offenders who are completing their sentences and going home to live in our localities. Many of these offenders are poorly prepared to survive in modern society whether their stumbling block is lack of education, job skills, or self-control; or lack of respect of societal norms; or due to chronic illness. When offenders fail to assimilate back home, they reoffend and create more victims. It is the mission of VASAVOR to help them succeed with their transition and become productive citizens.

Many of the classes and programs offered are possible through the dedication of volunteers. There are several programs aimed at overcoming substance abuse. Basic computer and other academic studies are offered. Brick masonry is a vocational skill that can help a person earn a livable wage. Developing social skills and anger management skills can be helpful in transition from incarceration to freedom. There were a total of 58 classes taught at the Newport News City Jail. Calculating what it would cost to employ the instructors and reimburse them for that classroom time, an estimated \$124,000 was saved.

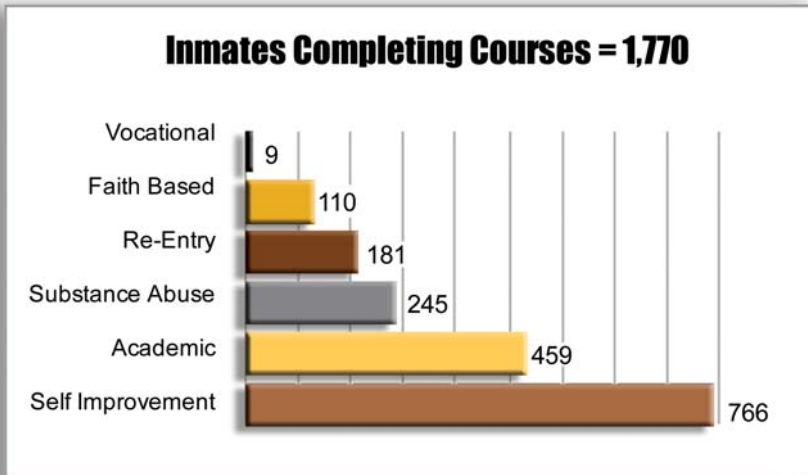


Families spent time with their loved ones at a GED Graduation Ceremony.



OPERATIONS BUREAU

OVERSEES CORRECTIONAL OPERATIONS



A volunteer teaches the trade of brick masonry in the recreation yard of the Jail Annex.



MENTAL ILLNESS AND INCARCERATION

Mental hospitals are downsizing, putting the burden on jails and prisons. In Virginia, that is not how the legislative plan was conceived. The plan was to develop community services to care for the people who would no longer be institutionalized. But those services were never properly funded by the state even as Eastern State Hospital was decreasing its number of beds. Sadly, in many cases, the mentally ill are trading one institution for another: hospital for jail.



(Photo by Daily Press)

The Newport News Sheriff's Office responded by increasing services offered by the Community Services Board (CSB). In the past, CSB was only called upon for suicidal risk consultations. Now there are full-time CSB employees working in the Newport News City Jail, and local city funding was approved to pay for a deputy sheriff to provide 24-hour security at a community based drop-off treatment center. The latter provides first responders an option: police can transport the individual for treatment, or they can bring them to jail. Sometimes the criminal charge dictates jail as the only option.

Having CSB professionals providing care from inside the jail is a benefit on numerous levels, not the least of which is the de-escalation of situations that threaten a person's safety. Sheriff's Office personnel are also being trained in CIT, or Crisis Intervention Team training. Once symptoms of mental illness are recognized, personnel can better respond, reducing injury to the inmate and to themselves.





OPERATIONS BUREAU

OVERSEES CORRECTIONAL OPERATIONS

Data collected for 2010 showed that 45 persons were diverted out of jail to more appropriate placements. Of these, 21 were hospitalized psychiatrically. There is a human cost in not linking an inmate to proper treatment. Jail is not an easy environment from which to get a person stabilized. In addition to the human cost, there is a financial cost.

It costs \$59 per day to house an inmate in the Newport News City Jail. In 2010, the average length of incarceration for someone followed by the jail-based CSB team was 46 days. Assuming the 45 persons who were diverted out of jail had averaged the same length of stay, that would have been 2,070 bed days. The diversion constituted a savings of \$122,130 in taxpayer dollars.

The forensic services chart below represents activity within the Newport News City Jail in 2010.

Mental Health Services	
Type Provided	Number Served
Emergency Contacts	427 * (*persons seen multiple times, but only charted once)
Cases Opened	73
Persons Diverted	45
Persons Hospitalized Psychiatrically	21

DEFINITIONS:

Emergency Contacts are initial contacts only. Most persons are seen multiple times but are only tracked once in the chart.

Cases Opened are clients who will be followed by the program's psychiatrist and case manager.

Persons Diverted are persons for whom more appropriate placement was found. This included persons linked with Pretrial Services, community based care or psychiatric hospitalization.





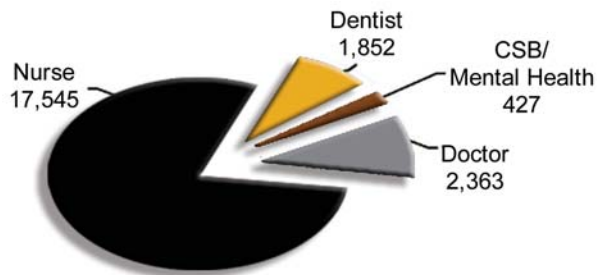
OPERATIONS BUREAU

OVERSEES CORRECTIONAL OPERATIONS

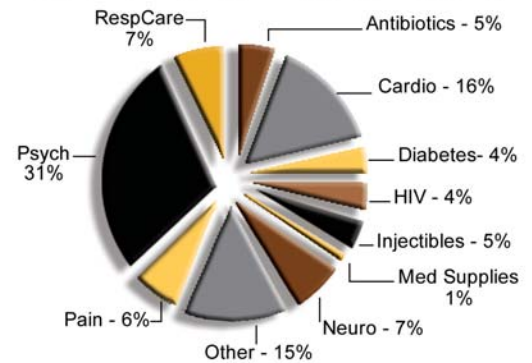


INMATE DEMOGRAPHICS AND STATISTICS

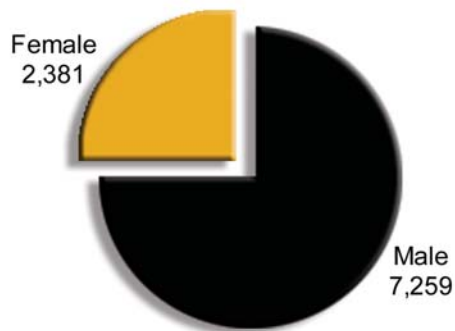
Medical Care by Service Visits



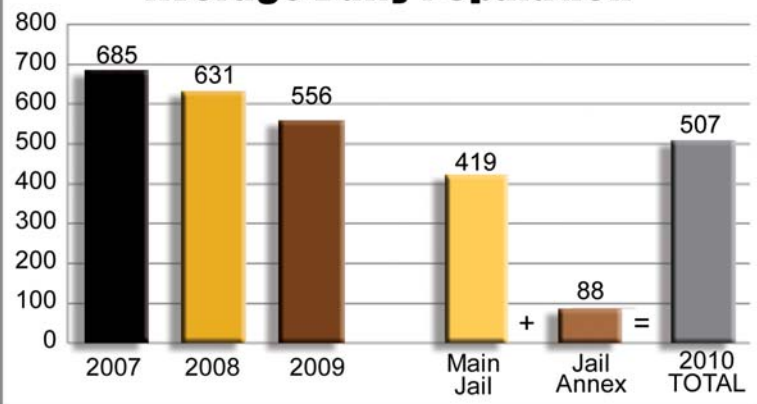
Spending by Drug Category



Total Committed Inmates = 9,640



Average Daily Population



INMATE DEMOGRAPHICS AND STATISTICS

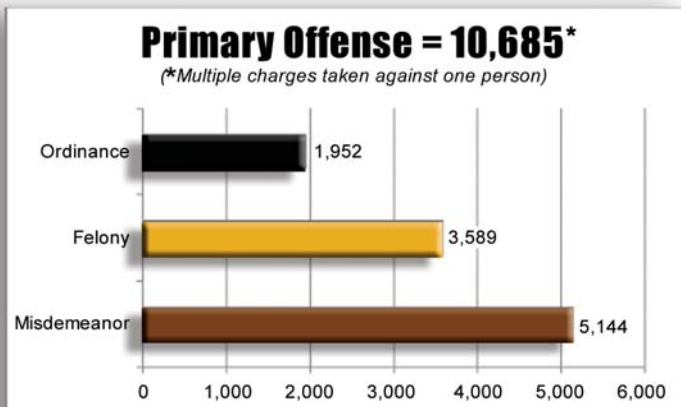
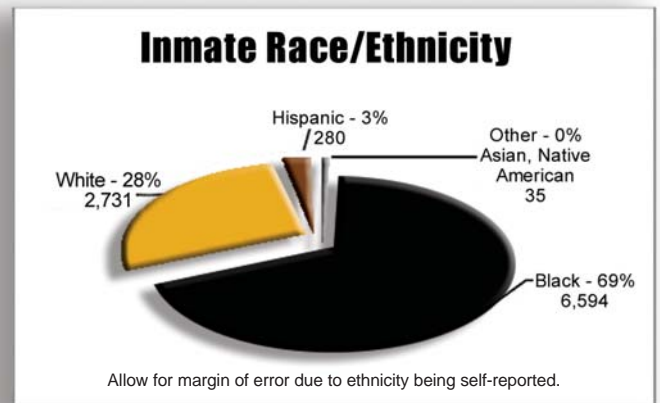


OPERATIONS BUREAU

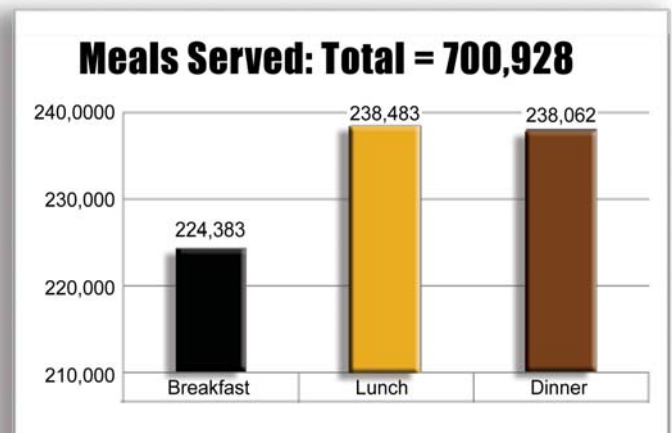
OVERSEES CORRECTIONAL OPERATIONS



INMATE DEMOGRAPHICS AND STATISTICS



INMATE DEMOGRAPHICS AND STATISTICS



OPERATIONS BUREAU



OVERSEES CORRECTIONAL OPERATIONS



TAX DOLLARS SAVED

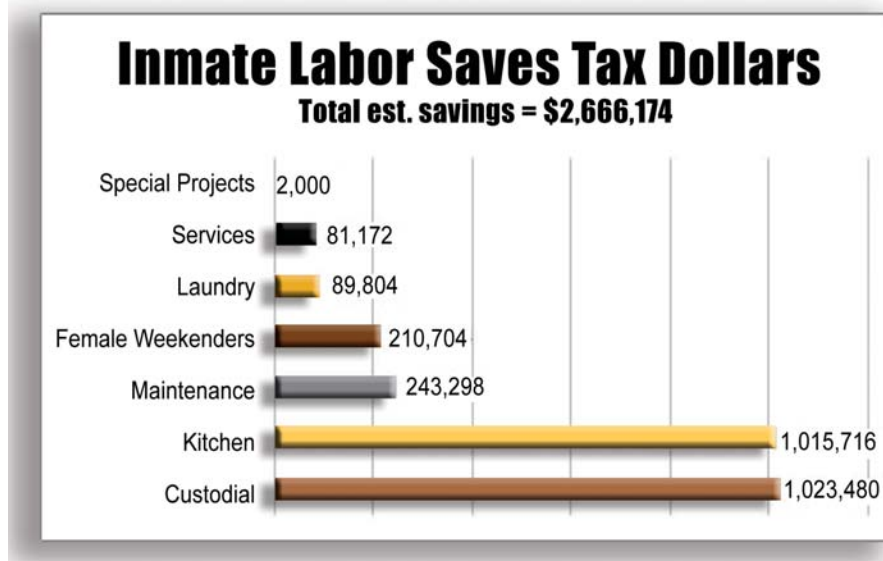


Inmates worked outside of the jail at a vacated department store tearing down and salvaging building materials to be used on other City projects. There was not only a savings in labor costs, but also an estimated \$5,000 in reusable materials.

The term "trusty" applies to inmates who are granted the opportunity to work outside of their cell but not outside of the jail. Trusty means they are less of a risk than other inmates and can be entrusted with specific jobs. They are assigned to janitorial/custodial positions, kitchen work from line cooks and bakers to dishwasher; laundry, and construction maintenance. Whether an inmate has a trade skill or is low skilled, the Sheriff's Office can use either skill level to the City's advantage saving a significant amount of taxpayer monies.



Inmates classified as a trusty work kitchen detail.





SERVICES BUREAU

OVERSEES COURT SECURITY, CIVIL ENFORCEMENT, TRANSPORTATION, AND CRIME SUPPRESSION



PROVIDING ADDED VALUE IN CRIME SUPPRESSION

The Newport News Sheriff's Office compliments the Police Department when it comes to exercising law enforcement duties. While the police are the primary enforcers, deputies, by law, have the responsibility for law enforcement in the locality in which they serve. Deputies play a significant role in reducing criminal activity in Newport News.

Assistant Police Chief Joseph Moore was quoted in the Daily Press as saying, "It doesn't hurt us with more eyes and more sworn people out there. They (deputies) are equipped and trained. I wouldn't want them to just close their eyes and ride by something they are close to."

Sheriff Gabe Morgan, in the same article said, "The victim doesn't care if the person (responding) is a deputy sheriff or a police officer."



FIGHT AGAINST DRUGS

The Narcotics Criminal Interdiction Unit (NCIU) was established in March, 2010. The deputies assigned to this special operations division work undercover to help dismantle criminal enterprise funded by illegal drug trade. The NCIU yielded significant results in the fight against drug trafficking on the Peninsula. Large amounts of illegal narcotics have been seized. In addition, guns have been confiscated and taken out of the illegal trade, which makes the City safer.



Evidence seized by the Narcotics Criminal Interdiction Unit, or NCIU, included illegal narcotics, cash, and vehicles.



SERVICES BUREAU



OVERSEES COURT SECURITY, CIVIL ENFORCEMENT, TRANSPORTATION, AND CRIME SUPPRESSION

NCIU Seizures and Arrests		
Type	Amount	Estimated Street Value
Marijuana	81,653 grams	\$815,440
Cocaine	50 grams	\$5,000
Heroin	40 grams	\$4,000
Ecstasy	216 pills	\$5,400
OxyContin	184 pills	\$4,600
Guns	21	-
Vehicles	3	-
Monies	-	\$11,837 (actually seized)
TOTAL ARRESTS	24	-



ISSUING TRAFFIC TICKETS

Traffic violations for which deputies have written tickets included DUI, speeding, reckless driving, running red lights, failure to secure a child in a child restraint, and passing a stopped school bus. In addition to the traffic violations, there were occasions in which marijuana was found inside the stopped vehicle, leading to further charges. City streets are made safer through deputy actions.





SERVICES BUREAU

OVERSEES COURT SECURITY, CIVIL ENFORCEMENT, TRANSPORTATION, AND CRIME SUPPRESSION



DEPUTIES CATCH OUTSTANDING WARRANTS

It is not very compelling to read about the installation of computer technology. But when coupled with tales of putting criminals behind bars, all of a sudden technology gets pretty interesting.

Late 2009, the Newport News Sheriff's Office and Newport News Police Department began to make their software systems more compatible thereby upping efficiencies and improving information sharing. The Sheriff's Office primarily uses the Jail Management System (JMS). The police department uses the Records Management System (RMS). There is, however, overlap of the RMS. Civil Enforcement deputies use it in the course of their day to day responsibilities.

The intended benefit to the JMS/RMS was to improve communications between the City's two law enforcement agencies.

The unintended benefit was realized immediately when deputies started making arrests. How is that related to technology upgrades? Prior to the RMS, deputies were never hooked into police business and never knew who was wanted on an outstanding arrest warrant. Now with RMS, deputies serving court ordered papers learn who is on the lam. While performing the function of serving court documents, deputies are coming into contact with these wanted individuals. As that happens, they make the arrest.

Deputies are placed in danger on a daily basis. RMS and radio communication with 911 dispatchers offers a safety net that for years was unavailable to the Newport News Sheriff's Office.

A poignant example of how dangerous the job can be was in the execution of an eviction on July 1, 2010. The deputy made an interesting discovery upon entering the apartment to be evicted. A sawed-off shotgun and marijuana packaged for resale was in plain view. And the tenant was at the residence, which upped the danger of the eviction. More evidence was seized when other deputies arrived, including sniffer dogs: shotgun shells, pistol ammunition, a smoking device, a digital scale, and packaging materials. The shotgun turned out to have had its serial number scratched off. The tenant found himself not only evicted, but in the backseat of a squad car headed to jail.

Up and running since November of 2009 and through January 31, 2011, there have been 660 Arrest Alerts on the RMS. From those, Sheriff's deputies made a total of 50 arrests. These arrests were of those who were home at the time the deputy served the court ordered paper. There are various explanations as to what happened with the other 610 alerts. Some individuals may have already been picked up by police before deputies arrived, or there could be duplicate alerts for the same individual.

SERVICES BUREAU



OVERSEES COURT SECURITY, CIVIL ENFORCEMENT, TRANSPORTATION, AND CRIME SUPPRESSION

Civil Enforcement - Court Orders	
<i>Documents or Actions</i>	<i>Numbers</i>
Unclaimed Bodies	17
Traffic Tickets	96
Arrests	50
Protective Orders	402
Criminal Warrants	786
Jury Summonses	2,427
Writs	5,882
Subpoenas	6,504
Other*	17,439
Summonses	28,792
TOTAL QUANTITY SERVED	62,395

* Includes warrant in debts, garnishments, interrogatories, notices, etc.



NOTABLE SAMPLING OF CRIME SUPPRESSION

OFF DUTY SHOOTING: ACTION TO PROTECT LIFE

On December 30, 2010, a deputy was off-duty and on his way home after completing his workday as a courtroom bailiff. He was still wearing his uniform but driving his personal vehicle. He was stopped at a downtown traffic signal when a man carrying a handgun walked past his SUV. The suspect was eyeing three men standing on the opposite corner. The deputy got out of his truck as he heard a verbal exchange between the gunman and the group. All of a sudden, the gunman opened fire. The deputy ordered him to "stop" and fired one round from his duty weapon missing his intended target but interrupting the incident. The suspect fled the scene, and no one was hurt. Had it not been for the deputy's response to this emergency unfolding in front of him, there certainly could have been serious injuries or loss of life. The shooter was later apprehended in the case.





SERVICES BUREAU

OVERSEES COURT SECURITY, CIVIL ENFORCEMENT, TRANSPORTATION, AND CRIME SUPPRESSION



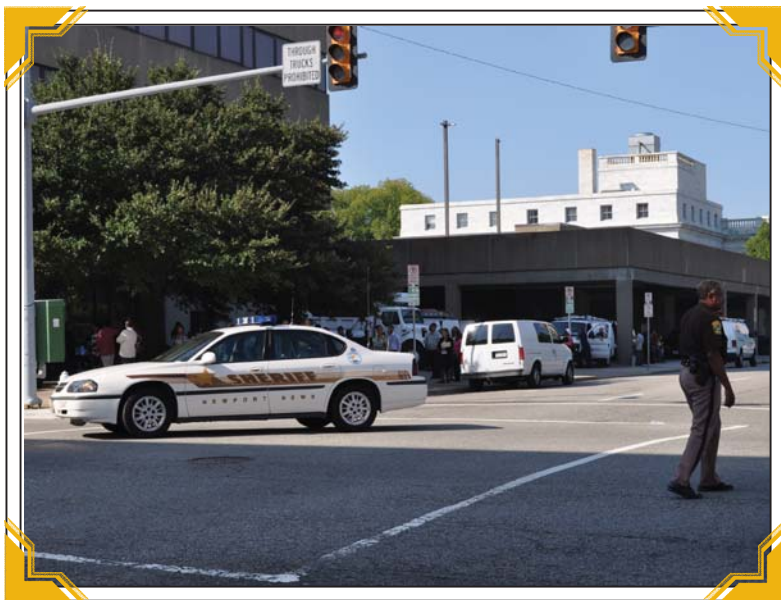
ARREST OF ARMED ROBBERS

On May 23, 2010, a K9 handler with the Newport News Sheriff's Office responded to a radio dispatch of an armed robbery near his location. He was first on the scene. The deputy ordered the two suspects to halt and told them he would release his canine partner if they did not comply. Both suspects dropped to the ground. The deputy placed both men in handcuffs while he commanded his dog to search for evidence that was tossed into some tall grass. The canine alerted to the smell of gun powder. He laid down in the field with a weapon between his paws, pushing it with his nose. A data search on the .40 caliber semiautomatic handgun showed it had been stolen earlier that month.



APPREHENSION OF RESIDENTIAL BURGLARS

On June 15, 2010, a civil enforcement deputy assisted police officers in the arrest of three burglary suspects. The deputy was serving court ordered papers at the trailer park identified in a radio dispatch. He followed radio traffic which provided a description of the suspects, their getaway vehicle and direction of travel. The deputy blocked the trailer park exit with his marked unit and detained all three suspects until police officers arrived. One suspect admitted to the burglary and implicated the other two. The suspect also admitted to a separate burglary, which cleared an unsolved case and led to the arrest of a fourth suspect.



Roads surrounding General District Court were closed due to an August 30, 2010, bomb scare.



ARREST OF BOMB THREAT SUSPECT

On November 19, 2010, deputy sheriffs made an arrest in connection with an October bomb threat called in to the General District Court clerk. An investigation conducted by the Newport News Sheriff's Office resulted in the arrest of a 49-year old Newport News man. Sheriff's Office investigators traced the phone call to a payphone outside a convenience store. Surveillance video from outside and inside the store was used to identify the suspect. If found guilty of this class 5 felony, the man could be punished up to ten years in prison and up to a \$2,500 fine.

SERVICES BUREAU

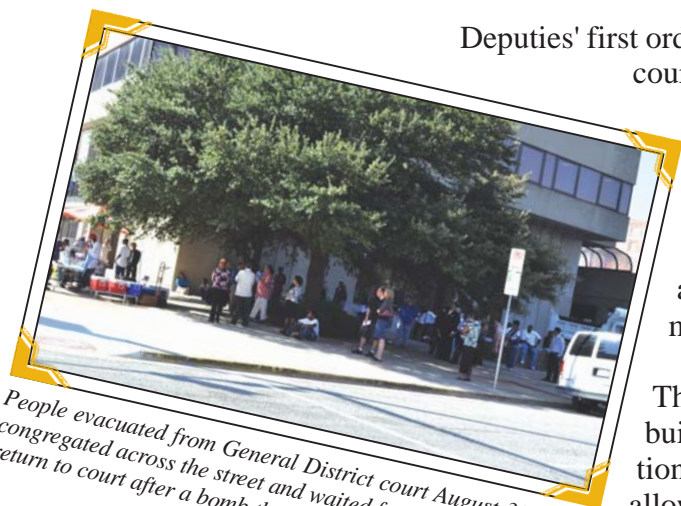


OVERSEES COURT SECURITY, CIVIL ENFORCEMENT, TRANSPORTATION, AND CRIME SUPPRESSION



BOMB THREATS CAUSE COURTHOUSE DISRUPTION

Bomb threats called into the courthouse(s) are routine. They happen randomly with no way of predicting when a call will be received. In 2010, Newport News Sheriff's Office Court Security was interrupted four times in as many months. Threats were called in on July 22nd, August 30th, September 28th, and October 21st.



People evacuated from General District court August 30, 2010, congregated across the street and waited for the all clear to return to court after a bomb threat.

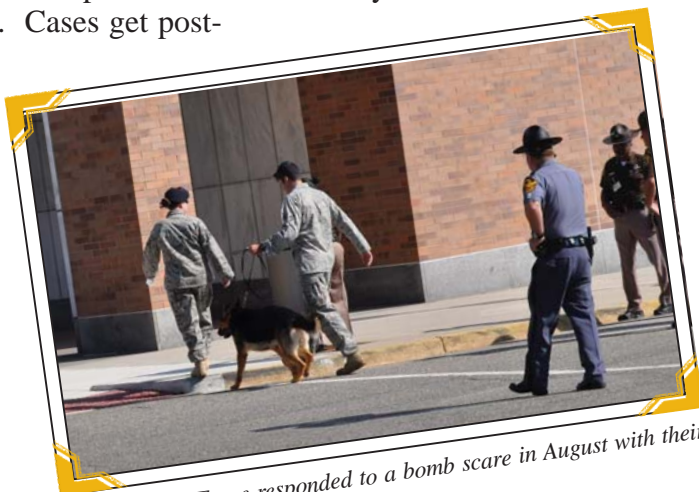
Deputies' first order of business is to ensure the safety of everyone using the courts. In Newport News, there are three separate courthouses with a total of thirteen courtrooms. Protocol is to evacuate all buildings and establish a secure perimeter. With the advent of the NNSO K9 Unit in 2006, agency personnel can quickly respond to bomb threats with its explosive sniffing dog. In addition, the NNSO receives assistance from other law enforcement agencies and military units with trained explosive dogs.

This joint response is designed to determine the safety of the building(s) in a timely manner. In each of the four above mentioned threats, no explosive device was found. People were allowed back in to the courthouses and business resumed.

These threats disrupt operations, place a strain on resources, and are inconvenient for all involved. Evacuations during court impact witnesses and lawyers from both sides of cases, as well as defendants and victims. Cases get postponed, and anyone who had taken time off work or arranged for child care would have to do it again. Bomb threats create a financial and human cost. They are prosecuted to the fullest extent of the law.



The U.S. Army Police responded to a bomb scare on a drizzly September morning with its Ft. Eustis K9 Unit.



The U.S. Air Force responded to a bomb scare in August with their Military Working Dogs.



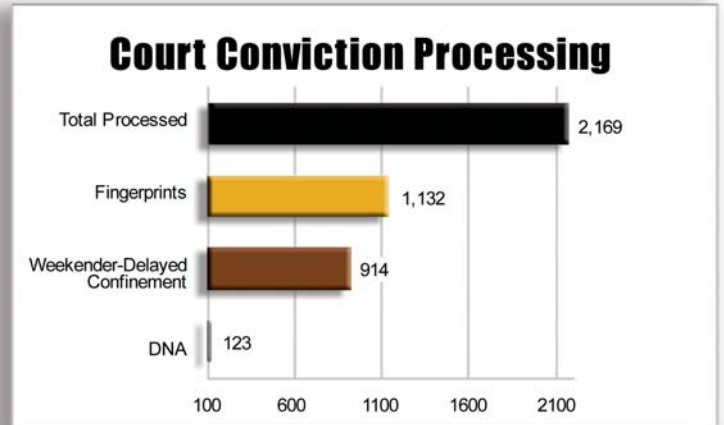
SERVICES BUREAU

OVERSEES COURT SECURITY, CIVIL ENFORCEMENT, TRANSPORTATION, AND CRIME SUPPRESSION



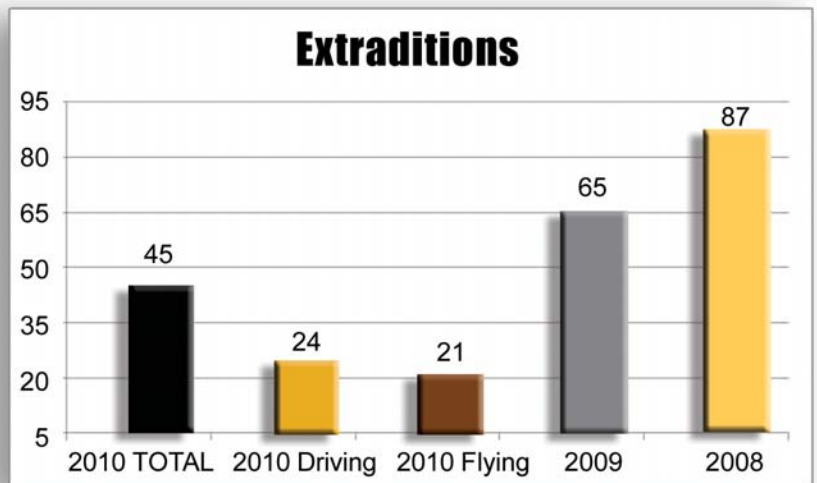
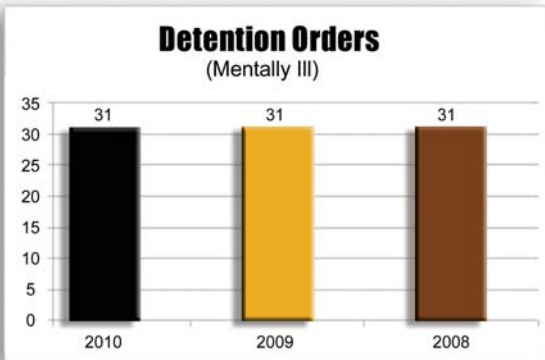
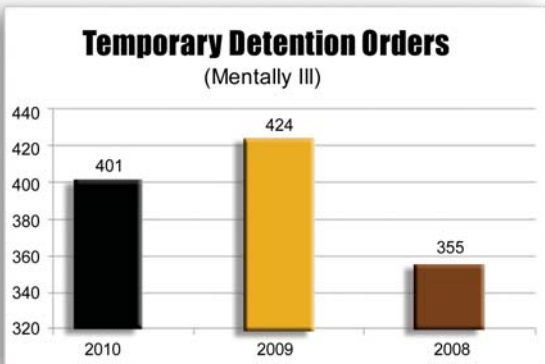
COURT AND TRANSPORTATION STATISTICS

Deputies assigned to Court Security have the added responsibility of processing those offenders being released after a court conviction. Using LiveScan in General District Court accomplishes two things. First, it speeds the process of capturing fingerprints, mug shots, and DNA samples which otherwise would have to be done by the City Jail's Booking Division. Second, by taking the burden off of Booking, police officers are not delayed at jail and are more quickly free to return to their street patrol duties.



The law directs the Police Department to conduct Temporary Detention Orders and Detention Orders. However, in the City of Newport News, the Sheriff's Office performs this function as a means of improving public safety.

By agreement, deputies handle these transports which are ordered by judges or magistrates whereby an individual is detained at an area hospital to undergo a mental evaluation. This cooperative agreement with the Newport News Sheriff's Office allows City Police to maintain their presence on the street as patrol officers. Extraditions are performed by the Newport News Sheriff's Office for the same purpose.



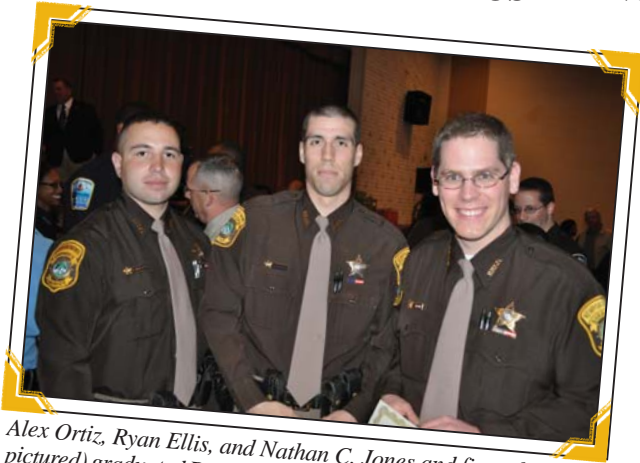
PROFESSIONAL STANDARDS BUREAU



OVERSEES RECRUITMENT, RETENTION, TRAINING, COMPLIANCE, AND INTERNAL AFFAIRS



FOSTERING WORKPLACE CAMARADERIE



Alex Ortiz, Ryan Ellis, and Nathan C. Jones and five others (not pictured) graduated December 22 from the Basic Combined Jailor, Court Security, and Civil Enforcement Academy. (Photo by Deputy Chris Agee)

Team building starts on day one. The Newport News Sheriff's Office begins working with its deputy recruits before they enter the Academy. Deputy orientation includes an overview of the department. New hires receive cross training in all applications of the sheriff's office: corrections, court security, and civil enforcement. The hands-on training is conducted prior to the recruits entering the Hampton Roads Criminal Justice Training Academy. As a result, recruits are better equipped to handle the rigors of the Academy. They will have already begun building a bond that will help them through training, as well as sustain them throughout their law enforcement career.

Recruits learn that individual success is most easily realized when there is team success. That philosophy of teamwork is not for

recruits alone. In the corrections field, staff is most productive as a group. Camaraderie can have a positive impact on the quality of work output -- whether performing as a new hire or as a seasoned employee. The work of a deputy sheriff is interesting and meaningful. People choose this professional career path because they want to do something important for others, as well as pursue a career that is enriching for themselves.



(Photo by Sarah Sun Photography)



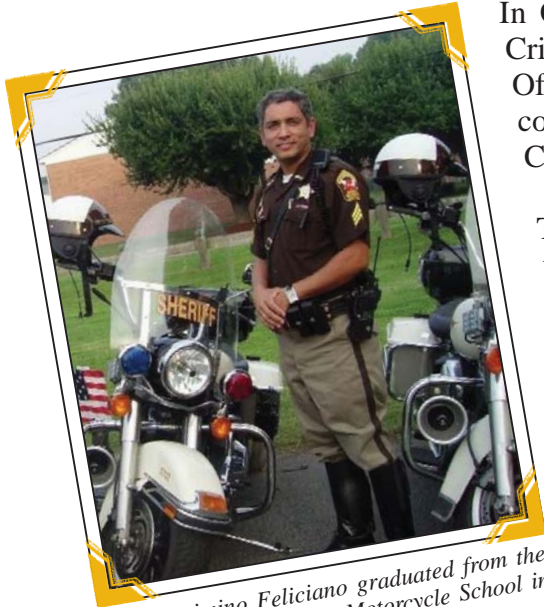
PROFESSIONAL CAREER TRAINING LEADS TO EMPLOYEE RETENTION

Given the high costs of recruiting and training new employees, the Newport News Sheriff's Office strives to retain its highly motivated and productive personnel. Retention is maintained through ongoing professional development opportunities. In addition to required Department of Corrections standards, the Newport News Sheriff's Office has, in place, training opportunities designed to enhance a person's skills, open up new career path opportunities, key in on areas of personal strength and interest, and increase earning potential. Each of these helps maximize individual growth and overall success of the organization.



PROFESSIONAL STANDARDS BUREAU

OVERSEES RECRUITMENT, RETENTION, TRAINING, COMPLIANCE, AND INTERNAL AFFAIRS



Sgt. Maximino Feliciano graduated from the Chesapeake Bay Police Motorcycle School in October. (Photo by Vickie Gaffney)

In October of 2010, the Executive Director of the Hampton Roads Criminal Justice Training Academy assessed the Newport News Sheriff's Office Satellite Academy. The Satellite Academy was certified to be in compliance with training standards established by the Department of Criminal Justice Services, or DCJS.

The Satellite Academy allows the Newport News Sheriff's Office to tailor training to fit its specific operational needs. Subjects have been added that enhance the way the department conducts business. More in-house training also has led to an increase in the number of individuals trained and certified as General Instructors. Finding an additional funding stream is another efficiency gained with the Satellite Academy. The Sheriff's Office can charge outside agencies for specialized training as it did with its Defensive Tactics Instructor School.



Professional Career Training		
Type	Number of Personnel	Hours
Specialized	151	11,890
Firearms Qualification	181	7,560
First Aid/CPR	184	1,056
Academy	92	11,360
Miscellaneous	63	208
TOTAL	671	32,074

PROFESSIONAL STANDARDS BUREAU



OVERSEES RECRUITMENT, RETENTION, TRAINING, COMPLIANCE, AND INTERNAL AFFAIRS



ECONOMY IMPACTS APPLICANTS

There was an upswing in the number of employment applications submitted to the Newport News Sheriff's Office in 2010. A bad economy can prompt a larger number of job seekers. Over 1,060 applications were received -- a more than 20% increase compared to the previous year, and a nearly 68% increase from 2007 when there were only 342 job seekers. An economic downturn provides a hiring employer like the Sheriff's Office with a greater selection of prospective candidates resulting in the acquisition of exceptional talent.

Recruitment and Retention				
Year	2010	2009	2008	2007
Turnover	30	34	36	39
Applications Reviewed	1,060	842	731	342
Hired	39	31	78	36

Employees Disciplined = 21	
Type of Actions	Number of Actions
Written Reprimand	13
Suspension	10
Termination	9
Re-Train	3
Other	2
Transfer	0
Demotion	0
TOTAL	37 *

* Multiple actions taken against some individual employees



PROFESSIONAL STANDARDS BUREAU

OVERSEES RECRUITMENT, RETENTION, TRAINING, COMPLIANCE, AND INTERNAL AFFAIRS



FAIR PAY EQUALS FAIR PLAY

Starting in 2006, obtaining pay equity was made a priority by Sheriff Gabe Morgan. Looking at salary schedules for local police and correctional officers, and at what other Hampton Roads Sheriff's Offices paid for comparable work, it was clear the Newport News Sheriff's Office was at the bottom. The Sheriff's Office was - for some in 2006 - a training ground. There were personnel departing to other agencies for no other reason than better pay. Where there was an upfront savings on salaries, there was an eventual high cost for hiring and training new people. No money was gained for the locality. Research shows a happy worker is a productive worker. Conversely, an unhappy employee can interfere with workplace output. Significant progress has been made toward closing the salary gap.



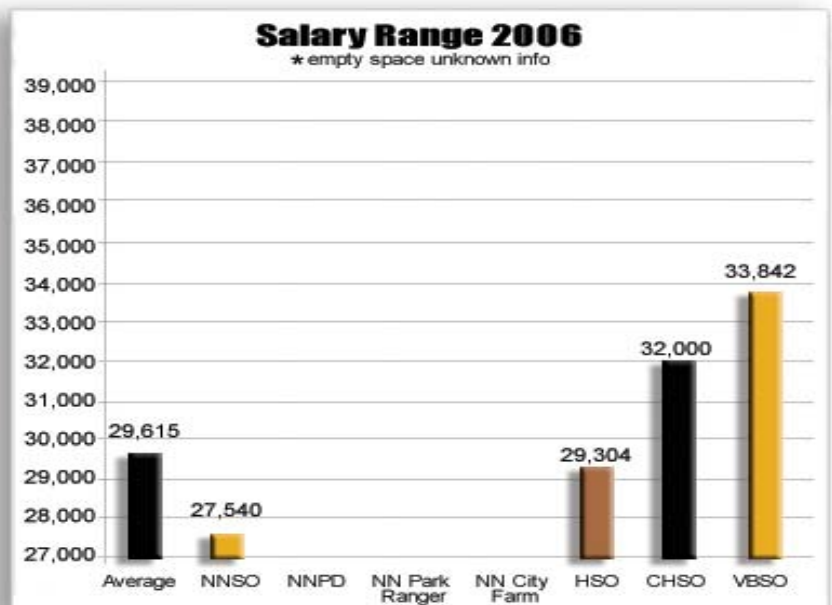
Deputies Vermel Kelly and William Smith paused from their busy court running responsibilities.

In addition to seeking fairness as it applied to starting pay, salary ranges within the same grade were also sought. Agreement was reached on making available mid-grade pay increases. The Career Development Program (CDP) continues to recognize and reward Master Deputies and Corporals. Deputies must meet specific criteria to be accepted into the program. Seeking higher education is just one of the areas for eligibility for the CDP. Moreover, the Newport News Sheriff's Office has extra-duty assignments. Deputies interested in extra-duty must receive additional training.

Not only does extra duty provide added income potential for deputies, but it also provides added value in community safety.

Contracts for deputy security include Riverside Regional

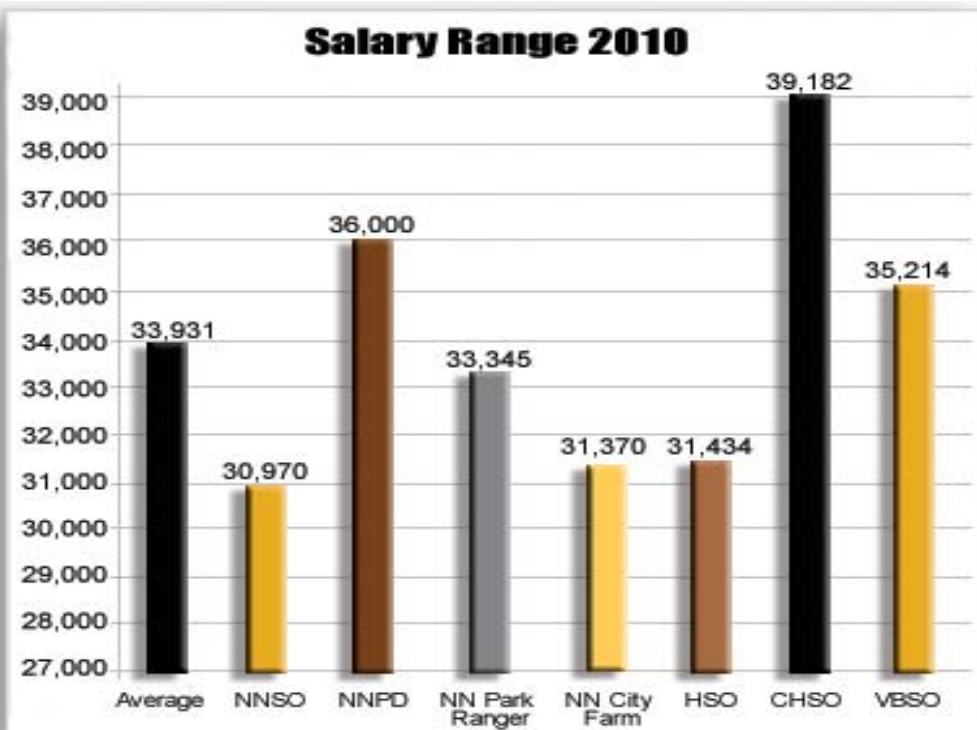
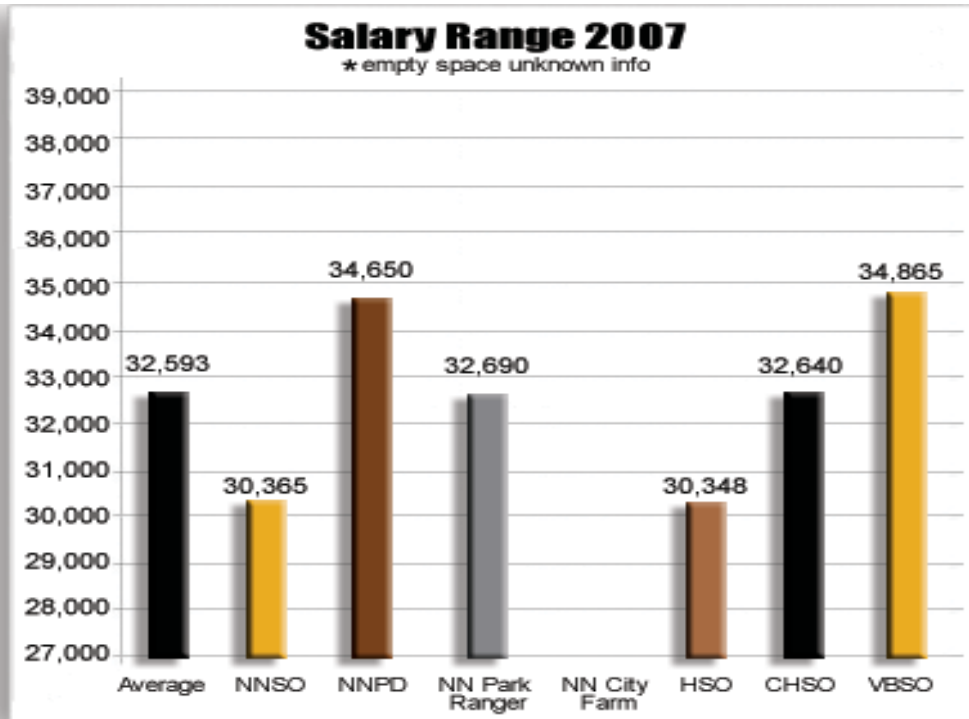
Medical Center, Sentara Port Warwick, LINK of Hampton Roads PORT Emergency Homeless Shelters, CSB Crisis Stabilization Center; NN Parks, Recreation and Tourism for Magruder and Doris Miller public swimming pools; and various basketball and football venues.



PROFESSIONAL STANDARDS BUREAU



OVERSEES RECRUITMENT, RETENTION, TRAINING, COMPLIANCE, AND INTERNAL AFFAIRS





COMMUNITY OUTREACH



SERVING THE PUBLIC THROUGH COMMUNITY OUTREACH

The Newport News Sheriff's Office continues to play an active role in the community with its signature programs and through the volunteer spirit of employees who participate in charity events.

One strategy to reduce crime is to educate young people about the perils of drugs, violence, and gang activity before they ever start getting into trouble. The Newport News Sheriff's Office has been teaching "Class Action: Reducing Gangs in Virginia" to every public school 4th and 5th grader since 2006. Students learn to make good choices when making friends and deciding on activities. The curriculum also teaches youngsters about Virginia law in an age appropriate manner. Additionally, the same aged school children are being taught "Life Skills: Promoting Health and Personal Development." Eight lesson plans cover topics like self-esteem, social and communication skills, and smoking information.

Each school day morning before hitting the road to serve court orders, civil enforcement deputies head to An Achievable Dream Middle & High School to mentor some 430 enrolled students. Students who interact with deputies everyday in an academic environment have the benefit of learning that there is a real human being beneath the uniform. Too often in an at-risk community, children are exposed to a culture of fear and distrust of law enforcement. This one-on-one relationship dispels stereotypes.



We have not forgotten about our older citizens. Signature programs are available for senior citizens through various TRIAD initiatives. TRIAD is a cooperative effort of public safety (sheriff/police/fire), senior citizens, and senior organizations focused on improving quality of life for seniors. The Newport News Sheriff's Office presents seniors or others with medical problems with File of Life or Yellow Dot options. Emergency medical information is compiled on one

document and placed on the home refrigerator or the car glove box. Emergency responders are trained where to look for this vital information saving them time better spent on treating a patient. Seniors living alone can sign up for S.O.S., or Safety for Our Seniors, in which they get a call each weekday morning except holidays checking on their wellbeing. If a call is unanswered, a deputy will be dispatched to their residence.

The Newport News Sheriff's Office administers Project Lifesaver within city limits. This is an international program that gives peace of mind to caregivers. Alzheimer's disease, Autism, and Down syndrome are among the mentally related disorders that tend to cause wandering. Deputies trained and certified in Project Lifesaver are the search and rescue team for clients enrolled in this FREE program. The use of state of the art equipment reduces average search times from nine hours to 30-minutes.

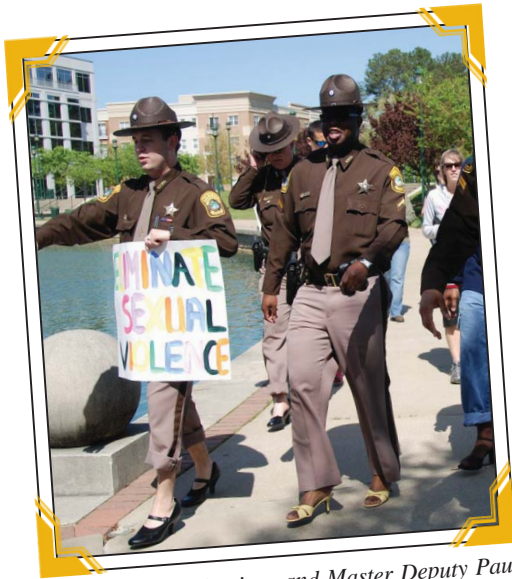
COMMUNITY OUTREACH



Started just three years ago, the Shred Day event quickly became one of the Sheriff's Office most popular programs. To protect against identity theft, the NNSO partners with Stealth Shredding, Inc. to offer two annual shred days. They are FREE and open to the public. For convenience, one is held in the southern portion of the city. The other in the northern part. By destroying personal documents, people can keep thieves from using their identities to make unscrupulous purchases or investments.



CRO Vickie Gaffney and Deputy C. A. Johnson help protect citizens against identity theft.



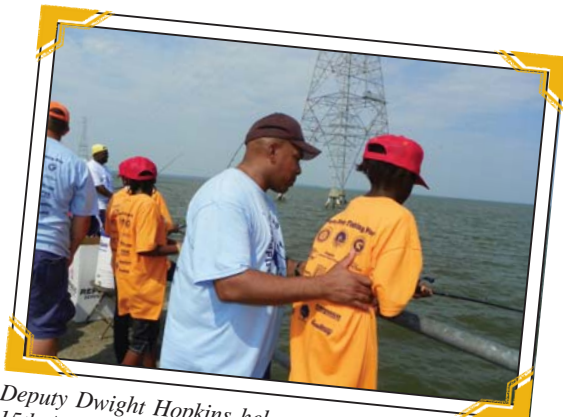
Deputy Robert Garrison and Master Deputy Paul Chapman show off their sense of humor and their sense of footwear fashion for Walk a Mile in Her Shoes benefiting a local rape crisis center.

The Newport News Sheriff's Office belongs to a coalition of partners within Southeast Weed & Seed, Inc. Weed & Seed is a community

based strategy to reduce crime and revitalize the neighborhood. Sheriff Morgan is the Chairperson of the Steering Committee; some of his staff are members of the Ex-offender Re-entry Subcommittee.

Charities which Sheriff's Office personnel enjoy being a part of include the Center for Sexual Assault Survivor's "Walk a Mile in Her Shoes" -- a men's march to stop rape. Male deputies prove they are man enough to wear women's heels for a worthy cause. For the last fifteen years, volunteers have been involved in the Children's Fishing Clinic. And the citizens of Newport News can always count on the Newport News Sheriff's Office

for the Southeast Community Day and Denbigh Day Parades, plus the Denbigh Youth Baseball League Parade.



Deputy Dwight Hopkins helps a young girl during the 15th Annual Fishing Clinic at the James River Fishing Pier. (Photo by Vickie Gaffney)



Sheriff Gabe Morgan, Chairperson of Weed & Seed, Inc., grabbed a rake to spread mulch at the 29th and Oak Mini Park in Southeast Newport News as part of the November 6th Neighborhood Cleanup Campaign.



COMMUNITY OUTREACH



Civil Enforcement Clerk Gloria Johnson (foreground) dices fish bait at the 15th Annual Children's Fishing Clinic sponsored by the Rotary Club. (Photo by Vickie Gaffney)



Community Resource Officer Vickie Gaffney fingerprints a little girl at the Children's Festival of Friends held at Newport News Park in May, 2010. Kids' Handy Prints is aimed at returning missing children to their loved ones.

Community Outreach

Programs	Number of Clients/Size of Population
Achievable Dream Middle School and High School daily mentorship contacts	77,106
Life Skills (every public school 4 th , 5 th grader)	1,271
Class Action: Reducing Gangs in Virginia (every public school 4 th , 5 th grader)	2,852
Class Action: Reducing Gangs in Virginia (summer camps and community centers)	749
Kids' Handy Prints	956
File of Life & Yellow Dot	2,523
Safety for Our Seniors	32
Project Lifesaver	65
Identity Theft Lectures	371
Shred Day Events	350
Safety Awareness Lectures	537

PUBLIC INFORMATION



KEEPING THE PUBLIC INFORMED

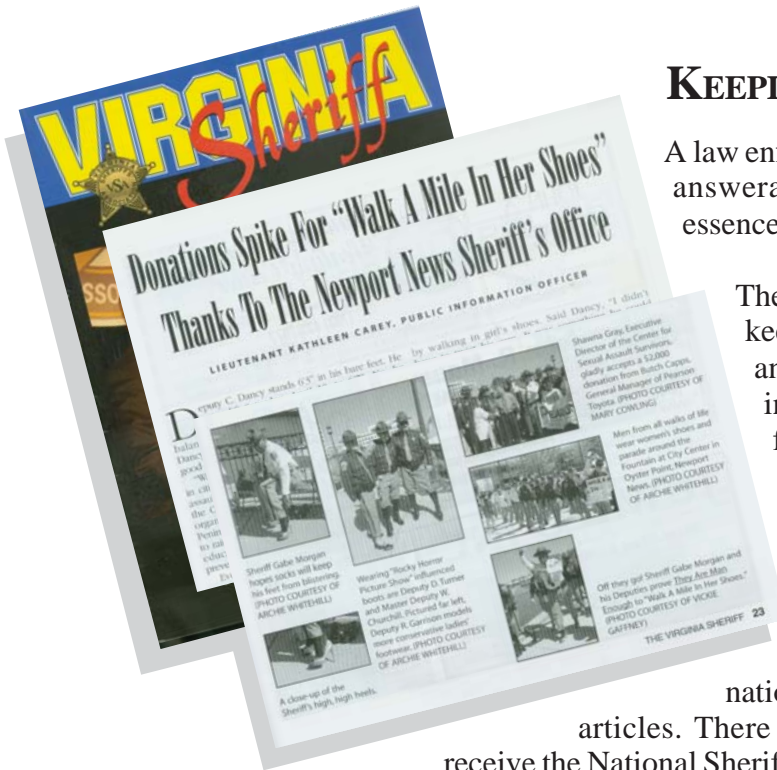
A law enforcement agency earns respect by being transparent, answerable, and accountable to the people. That is the essence of public service.

The duty of the Public Information Officer (PIO) is to keep citizens informed about this agency's operations and activities. The PIO answers media and citizen inquiries, prepares news releases, writes full-length feature articles for industry publications, and produces videos for internal and external use. Other communications for which the PIO is responsible include the newsletter "On the Inside," and planning for ceremonies and special events.

The Newport News Sheriff's Office has earned national and statewide attention because of its published articles. There are over 3,500 Sheriff's Offices nationwide who receive the National Sheriffs' Association "Sheriff" and "Deputy/Court Officer"

magazines. As for the Virginia Sheriffs' Association, some 125 departments get "Virginia Sheriff." Readership is much greater than these numbers illustrate, as these figures do not reflect circulation, only the number of Sheriffs' Departments that are members.

Article topics in 2010 included deputy safety as it deals with a mentally ill population, fighting identity theft, community action toward stopping sexual violence against women, and the K9 Unit getting protective gear. Articles published in previous years covered home grown gangs as domestic terrorists, re-entry efforts reducing recidivism, crime prevention through education, mental health care from the court bench, and many more.





PUBLIC INFORMATION



Sheriff

Homeland Security

Newport News Sheriff's Office Is Committed to Fighting Identity Theft

By Lt. Kathleen Carey, PFD, Newport News Sheriff's Office, Newport News, VA

The Sheriff's Office is committed to fighting identity theft, a crime that has become a major concern for many citizens. Identity theft is the unauthorized use of someone's personal information, such as their name, Social Security number, or credit card number, to commit fraud or other crimes. The Sheriff's Office has implemented several measures to help protect citizens from identity theft, including providing information on how to protect their personal information and offering identity theft protection services.

The Sheriff's Office also provides information on how to report identity theft to the appropriate authorities. If you believe you have been a victim of identity theft, you should report it to the Sheriff's Office as soon as possible. The Sheriff's Office will work with you to investigate the crime and help you recover your identity.

Homeland Security

The Sheriff's Office is also committed to providing information on how to protect your home from identity theft. This includes locking your doors, changing your locks, and being cautious of strangers who ask for your personal information. The Sheriff's Office will provide information on how to protect your home from identity theft at various community events.

Sheriff

Homeland Security

Homeland Security Means Feeling Secure at Home

By Kathleen Carey, Newport News Sheriff's Office

Homeland security means feeling secure at home. The Sheriff's Office is committed to providing information on how to protect your home from terrorism. This includes locking your doors, changing your locks, and being cautious of strangers who ask for your personal information. The Sheriff's Office will provide information on how to protect your home from terrorism at various community events.

Gangs Terrorize Our Citizens Every Single Day.

FBI SAC Turner has a three pronged strategy to combat violent gangs and secure our home turf...our homeland. First, the law enforcement piece must remain strong. Second, hot spots must be addressed the right way as a short term solution. Third, the community must be engaged. Involvement in citizen groups, churches and school is paramount to the success in deterring gang activity.

Gabriel A. Morgan, Sheriff of Newport News, Virginia

"Turner Admits Mistake"
The making of a movie produced by the Newport News Sheriff's Office using inmates talking about their mistakes.

Turner conducted a threat assessment and found that counter intelligence threats are his top priority. This stands in contrast to the FBI's national threat assessment which is a Naval Station Norfolk. Second to counter intelligence is a threat to our citizens. This assessment is in sharp contrast to the FBI's national threat assessment which places counter terrorism threats first and second. The FBI has been involved in gang and drug investigations at least since the early to mid 1980s, explained Morgan. "Gangs and drugs are often tied together. The FBI has targeted gangs for decades, now under the Sheriff's leadership, is placing the light so high up on the list of priorities. What is interesting to Sheriff Morgan is Turner's desire to get into the intelligence collected at local jails. "We agree that the intel coming out of jails is priceless. The intel is ignored as to what the trends are. It tells us who we are housing," Morgan said. "We have intercepted codes and

Sheriff

Best Practices

A Recipe for Success: Community Mental Health and Criminal Justice

By Lt. Kathleen Carey, PFD, Newport News Sheriff's Office, Newport News, VA

A recent study conducted in Newport News, Virginia, found that 17% of the inmates in the Sheriff's Office had mental health issues. The Sheriff's Office is committed to providing information on how to protect your home from terrorism. This includes locking your doors, changing your locks, and being cautious of strangers who ask for your personal information. The Sheriff's Office will provide information on how to protect your home from terrorism at various community events.

Best Practices

The Sheriff's Office is also committed to providing information on how to protect your home from terrorism. This includes locking your doors, changing your locks, and being cautious of strangers who ask for your personal information. The Sheriff's Office will provide information on how to protect your home from terrorism at various community events.



PUBLIC INFORMATION



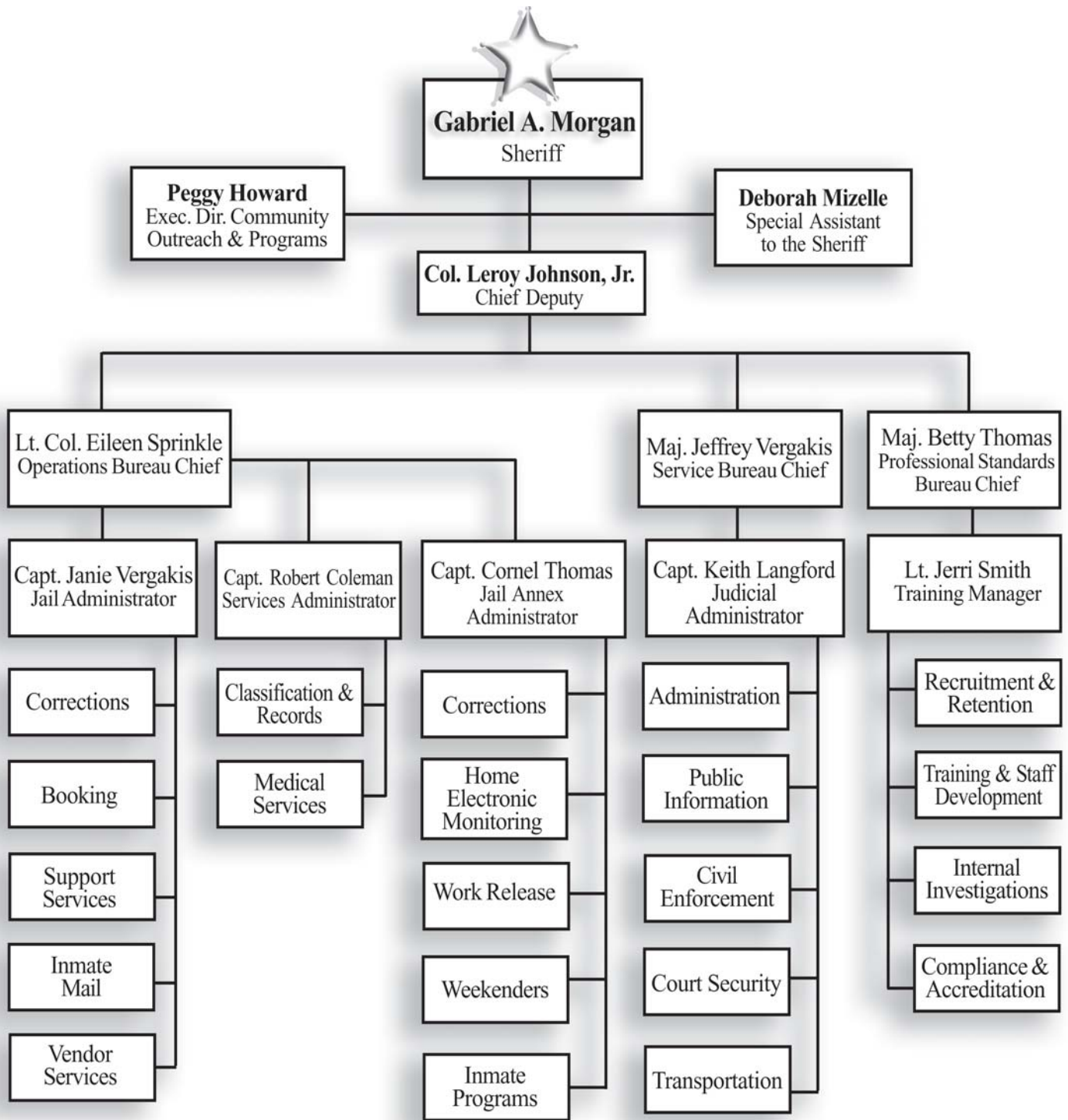
Public Information Communications Type

Annual Report	1
National Sheriffs' Association Magazine, including "Sheriff" and "Deputy/Court Officer" - feature articles	2
Virginia Sheriffs' Association Magazine, "Virginia Sheriff" - feature articles	4
"On the Inside," NNSO quarterly newsletter	4
Sheriff's Office Media Releases	43
Newspaper	83
NNTV Channel 48	14
Commercial Television	41
Public Television (i.e. WHRO)	1





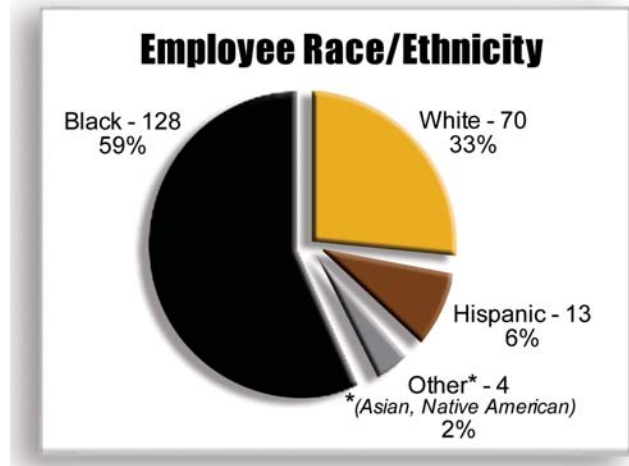
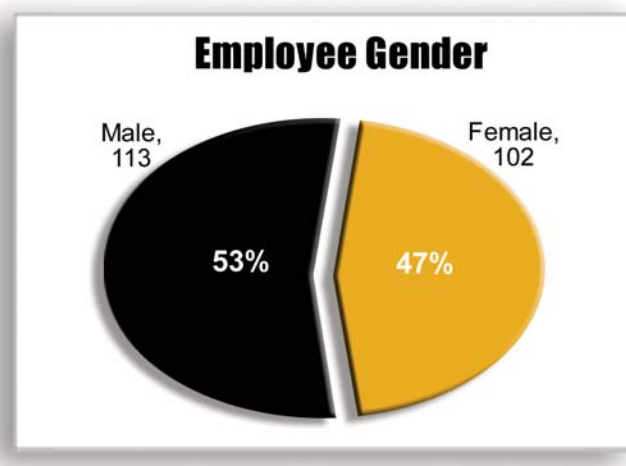
ORGANIZATIONAL CHART



PERSONNEL STATISTICS



Authorized Personnel	
Sheriff	1
Chief Deputy, Colonel	1
Bureau Chief, Lt. Colonel	1
Bureau Chief, Major	2
Executive Director	1
Captain	4
Lieutenant	10
Sergeant	19
Corporal	12
Master Deputy	11
Deputy	133
Civilian Staff	20
TOTAL	215





NNSO OPERATIONAL BUDGET

Operational Budget				
	2008	2009	2010	2011*
Total Operational Budget	\$13,467,037	\$15,190,261	\$14,779,378	\$16,317,818
Personnel	7,187,113	11,810,562	11,242,541	12,939,094
Operations	6,279,924	3,379,699	3,536,837	3,378,724
Allocations by Bureau				
Administration	498,013	504,633	541,613	896,007
Operations	9,483,779	10,620,339	10,191,709	11,425,607
Services	3,028,495	3,497,317	3,483,743	3,372,674
Professional Standards	456,750	567,972	562,313	623,530
Allocation of Jail Operations	\$9,483,779	\$10,620,339	\$10,191,709	\$11,425,607
Personnel	4,477,704	7,567,244	7,291,576	8,389,972
Medical	901,052	1,173,478	926,850	1,074,375
Food	907,567	927,126	889,855	924,860
Utilities	506,672	507,526	343,846	480,000
Other	2,690,784	444,965	739,582	556,400

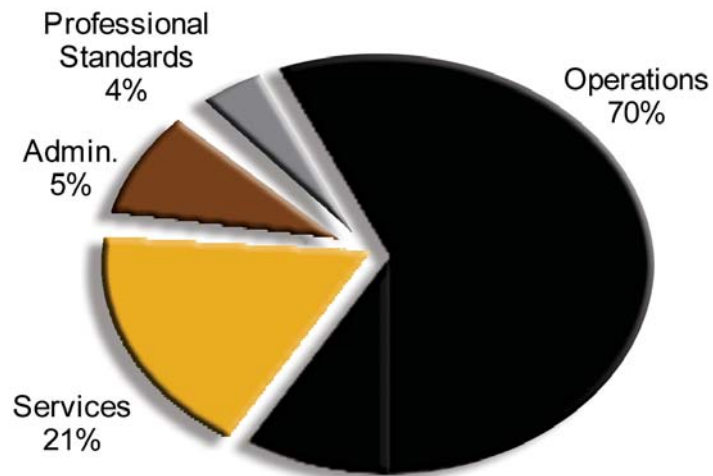
*Approved Budget



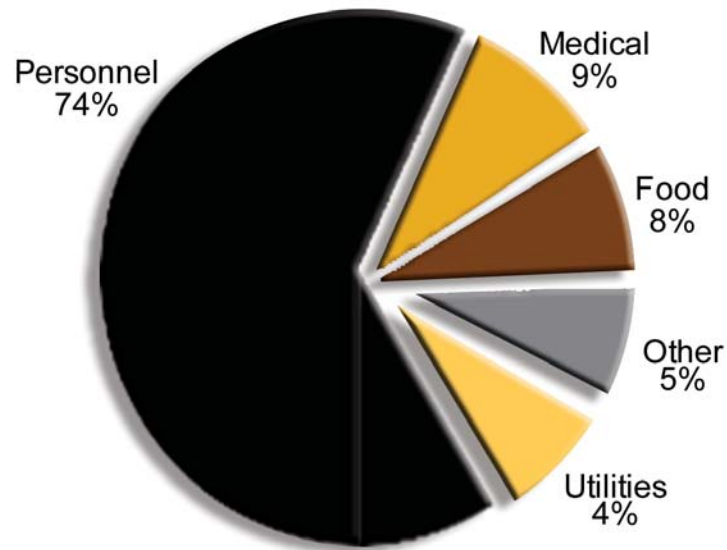
NNSO OPERATIONAL BUDGET



FY 11 Allocation by Bureaus \$16,317,818



FY 11 Allocation of Jail Operations \$11,425,607





AWARDS

★ LIFESAVING MEDAL

Lieutenant Kandyce L. Patrick
Corporal Clay S. Chapman
Deputy Anthony V. Ledet
Nurse Sherita A. Hall
Nurse Sharon D. Leonard

★ SHERIFF'S MEDAL

Corporal Wayne W. Hill
Deputy Kyle L. Taylor
K9 Vader
CRO Vickie Gaffney

★ CITIZEN SERVICE MEDAL

Richard E. Pittman
Volunteer of the Year

Peninsula 1710
Volunteer Organization

★ DEPUTY OF THE YEAR

Sergeant Frank Broadwater

★ EMPLOYEE OF THE QUARTER

Sergeant Robert J. Summerford, 1st Qtr.
Cindylou R. Young, 2nd Qtr.
Deputy Laroy L. Walker, 3rd Qtr.
Sergeant Leslye R. Mebane, 4th Qtr.

★ OUTSTANDING PERFORMANCE

Sergeant Ruben V. Elias
Deputy Taisha F. Appleby
Deputy Erica Hunt
Deputy Dana L. Keller
Sergeant Mark A. Uzzle, NNPD

Master Police Detective Brendan D. Bartley, NNPD
Master Police Officer William E. Zins, NNPD
Detective Charles A. Howser, NNPD
Officer Nicholas R. Basabilbaso, NNPD

★ OUTSTANDING CONTRIBUTION TO LAW ENFORCEMENT

Regina M. Carson

★ GROUP ACHIEVEMENT AWARD

Lieutenant D. W. Hughes
Lieutenant Brian S. Murray
Sergeant R. T. O'Halloran
Corporal W. W. Hill
Master Deputy Kenneth W. Jackson, Sr.
Master Deputy S. M. Sheridan
Deputy S. M. Bailey
Deputy Scott J. Summerford
Regina M. Carson
Valencia Y. White

★ APPRECIATION FOR OUTSTANDING SUPPORT

Kenneth L. Jones
Emergency Management Coordinator

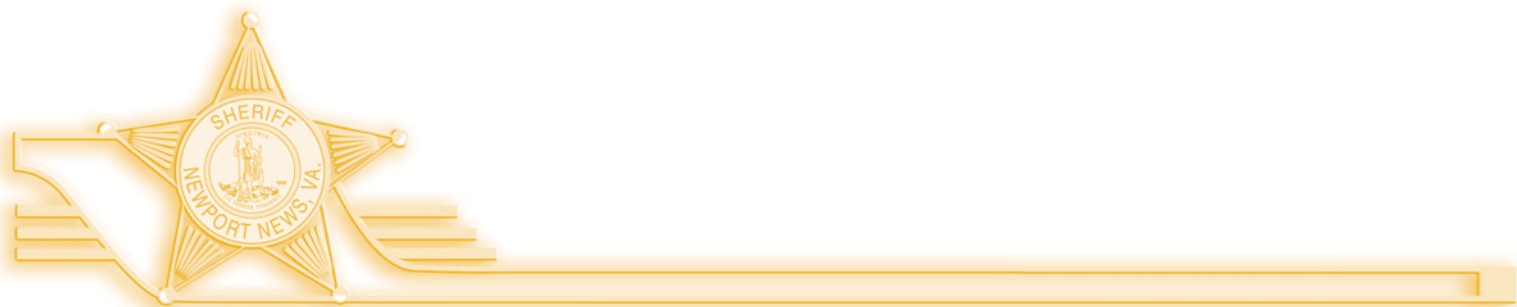


*Deputies renew their oath of office at the December 3, 2010, Promotion and Awards Ceremony.
(Photo by Paul Cummings)*



*“As the
Newport News Sheriff’s Office
continues to steadfastly
march forward, the community
benefits from
expanded services.”*

David A. Jurgan





Newport News Sheriff's Office



Committed To Making A Difference



NEWPORT NEWS SHERIFF'S OFFICE

GABRIEL A. MORGAN,
SHERIFF

224 - 26TH STREET
NEWPORT NEWS, VA 23607

WWW.NNSHERIFF.ORG



Newport News Sheriff's Office
2010 Annual Report
January 1, 2010 - December 31, 2010