



Fairfax County Sheriff's Office

Stacey A. Kincaid, Sheriff

FY 2023 Annual Report

Message from Sheriff Stacey Kincaid

The Fairfax County Sheriff's Office has become a model for other law enforcement agencies, especially regarding behavioral health care for our staff and our inmate population. In this report, you will read about our state-accredited peer support team, operated by and for employees, as well as our nationally recognized jail-based addiction recovery programs. Hosting visitors from Virginia and states across the country has helped us build awareness of these programs and spread the hope that they offer.

Recruiting has taken center stage this past year because our Sheriff's Office is understaffed. During FY 2023, vacancies increased by 22%. Despite the ongoing staffing crisis, my staff continues to ensure the safety and security of all those we serve through their exceptional hard work and dedication. Continued operations have required significant operational and personnel assignment adjustments. I am tremendously proud of the diverse group of professional men and women who work for the Sheriff's Office.

We continue to offer an outstanding benefits package through the County and the best possible training not only at the beginning of their careers but also in the years that follow. We are a team always striving to be the very best among our peers!



Sheriff Kincaid's Command Staff



Lieutenant Colonel
Jabar Shabazz
Chief Deputy,
Operations



Lieutenant Colonel
Mark Sites
Chief Deputy,
Administration



Major Tony Shobe
Commander,
Support Services
Division



Major Derek DeGeare
Commander,
Administrative
Services Division



Major David O'Neil
Commander,
Confinement Division



Major Alma Smith
Commander,
Court Services
Division

Remembering Sgt. Frederick "Butch" Cameron

In May 2023, Sheriff Kincaid hosted a bittersweet remembrance ceremony in honor of Sgt. Frederick "Butch" Cameron, who died in the line of duty from coronavirus in 2020. Family, friends and colleagues gathered at the Fairfax County Courthouse courtyard to unveil and view a memorial engraved with Sgt. Cameron's name and to share fond memories of him.

Our special guest speaker was Craig Floyd, who helped form the National Law Enforcement Officers Memorial Fund, a nonprofit that honors the service and sacrifice of America's law enforcement officers. Under Floyd's leadership as CEO, the Memorial was built in Washington, D.C. and dedicated in October 1991.



Pictured by the memorial with Sheriff Kincaid and Craig Floyd (center) are members of Sgt. Cameron's family.

Accreditation



VLEPSC provides law enforcement agencies with an opportunity to demonstrate that they meet commonly accepted standards for efficient and effective agency operation.



Accreditation by the DOC means that in random annual visits, an agency demonstrates 100% compliance with 43 life, health and safety standards in the jail that it operates.



Accreditation by the ACA requires compliance with standards and a three-day site visit to examine all aspects of the agency's law enforcement policies and procedures, management, operations and support services.



NCCHC accreditation is a quality assurance process under which inmate health care services, programs and operations are evaluated by an external body. An audit every three years ensures the agency maintains compliance with federal and state regulations and over 65 health care standards.

Budget

The Sheriff's Office receives most of its funding from Fairfax County. The agency also receives funding support from the State Compensation Board for a portion of salaries and benefits for a limited number of sworn positions.

Other sources of revenue include room and board fees (per Code of Virginia) collected from individuals incarcerated in the ADC as well as reimbursement from the Virginia Department of Corrections for a portion of the costs to house state prisoners. The agency also receives revenue from medical co-pay fees collected from inmates, court security fees and Sheriff's fees.

Four cost centers define and support the Sheriff's Office mission:

- Administrative Services Division
- Court Services Division
- Confinement Division
- Support Services Division



Budget Key Data: FY 2020 - FY 2023

Key Data	FY 2020	FY 2021	FY 2022	FY 2023
Average Daily Population (ADP) of the ADC	746	588	589	659
Average number of staff vacancies	58	83	88	107
Attempts to execute/serve civil process	98,914	77,280	85,259	92,384
Prisoners escorted to or from court	25,765	21,849	24,861	35,349
Health care contacts with inmates	839,061	811,592	704,164	637,182
Medical services contract costs (prescriptions, hospitalizations, dentist, doctor)	\$3,638,127	\$3,620,748	\$3,573,217	\$4,274,779
Annual hours of work performed by Community Labor Force (CLF)	34,721	29,696	27,545	0
Food services contract cost	\$1,462,821	\$1,369,946	\$1,497,124	\$1,485,474

Diverse Staffing

The Sheriff's Office has 523 employees of whom:

68% are male

32% are female

59% are white

41% are persons of color

92% are sworn law enforcement officers

8% are civilians, including medical staff, correctional technicians and administrative staff



Applicant Recruiting and Screening

- Applications received: **774**
 - Applicant background investigations: **296**
 - Recruits hired: **29**
 - Recruits successfully completing full Criminal Justice Academy: **14**
 - Session 81 (graduated Aug. 25, 2022):
9 started, 4 completed
 - Session 82 (graduated Jan. 12, 2023):
8 started, 5 completed
 - Session 83 (graduated June 1, 2023):
8 started, 5 completed
- Lateral* hires who were currently DCJS certified and attended only Deputy School: **4**
- **Total number of new sworn Sheriff's deputies: 18**

** Lateral transfers currently certified by Virginia Department of Criminal Justice Services (DCJS) are exempt from attending the Criminal Justice Academy. Lateral hires who are DCJS certified AND were previously certified in jail operations, court security and civil process are exempt from attending the Academy and Deputy School.*



Criminal Justice Academy Session 83: Recruit Elias Quezada-Martinez was chosen from among 37 deputy sheriff and police officer recruits to be Class President. He was sworn in as a Sheriff's deputy on June 1, 2023.



Recruiting and Staffing Shortage

The Sheriff's Office is actively recruiting at job fairs, colleges and online through recruiting sites such as LinkedIn.

Recruiting is challenging for two primary reasons: First, some public safety agencies in the Northern Virginia region can offer higher rates of pay. Sheriff Kincaid continues to advocate for pay equity during budget meetings with County leadership. Second, the overall allure of jobs in public safety is diminishing. Retirements are also a major factor. The mid to late 1990s saw strong job growth in the service sector. Many of the young workers who joined our agency at the time have now reached 25 years or more of service and are eligible to retire with a pension. Even with successful recruit classes, our gains are nearly erased by a flurry of retirements.

The Sheriff's Office is working diligently to meet the challenges of having fewer resources to meet the safety and security needs of the people we serve. In FY 2023, due to the staffing shortage, we had to close an entire branch of the agency. We no longer have community corrections programs such as the Community Labor Force, electronic Incarceration monitoring or work release options for the inmate population. We reassigned those positions to maintain our constitutional duties in the jail and courts. The average daily population in the jail rose by 12% since the last fiscal year. During the same period, staff vacancies increased by 22%. Our deputies are working mandatory overtime to meet minimum staffing requirements, but that is not sustainable long-term. From January 30 - June 30, 2023, deputies worked 2,089 extra shifts totaling 25,991 hours. We look forward to returning to the necessary staffing levels our workload demands, ensuring an appropriate work-life balance and reinstating community corrections programs.

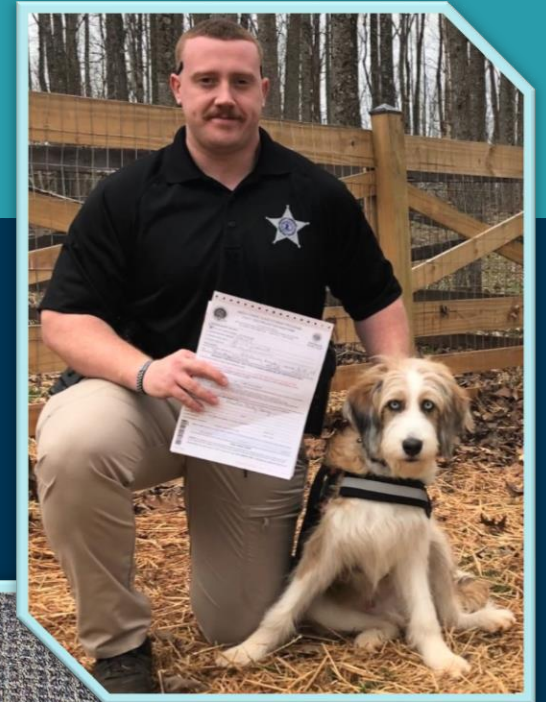


Peer Support

The Sheriff's Office Peer Support Team is accredited by the Virginia Department of Health - Office of Emergency Medical Services. To earn accreditation, a peer support team must, at a minimum, include a licensed clinician and peers in law enforcement, fire/EMS and/or dispatchers; training that meets OEM standards; and certifications in peer-to-peer, group and suicide prevention/postvention training.

In FY 2022, Sheriff Stacey Kincaid added a certified therapy dog to the mix of resources supporting her employees. Sadly, this dog passed away in its first year during a routine medical procedure.

In FY 2023, the Sheriff's Office acquired a new therapy dog. Bailey and his handler, PFC Louis Favetti, are thriving together. Bailey helps staff when they experience anxiety or trauma. He lifts their spirits, helps them relax and provides emotional support whenever it is needed.



Bailey

De-Escalation Training - Less Than Lethal Force

The Sheriff's Office continues efforts to meet and exceed industry standards in the areas of less-lethal force and de-escalation. This effort includes two new training programs: Active Bystandership for Law Enforcement (ABLE) and Integrating Communications, Assessment and Tactics (ICAT).



In 2023, the Sheriff's Office began training deputies in the use of point control impact munitions, specifically the 12 Gauge Super-Sock Bean Bag round, a less-lethal impact munition that is fired from a shotgun. This offers deputies another less-lethal option and greatly expands the ability of deputies to protect an individual's life over conventional police tactics. Currently, 96% of sworn staff have been trained in the use of less-lethal impact munitions.

De-escalation training has also evolved. Through a partnership with Georgetown Law, the Sheriff's Office has become an ABLE certified agency, making us one of 354 agencies nationwide to gain this certification. ABLE prepares deputies to successfully intervene to prevent harm and create a culture that supports peer intervention. Training goals include preventing misconduct, avoiding mistakes and promoting officer health and wellness. The agency has trained 100% of its sworn staff in ABLE and plans to certify annually are underway.

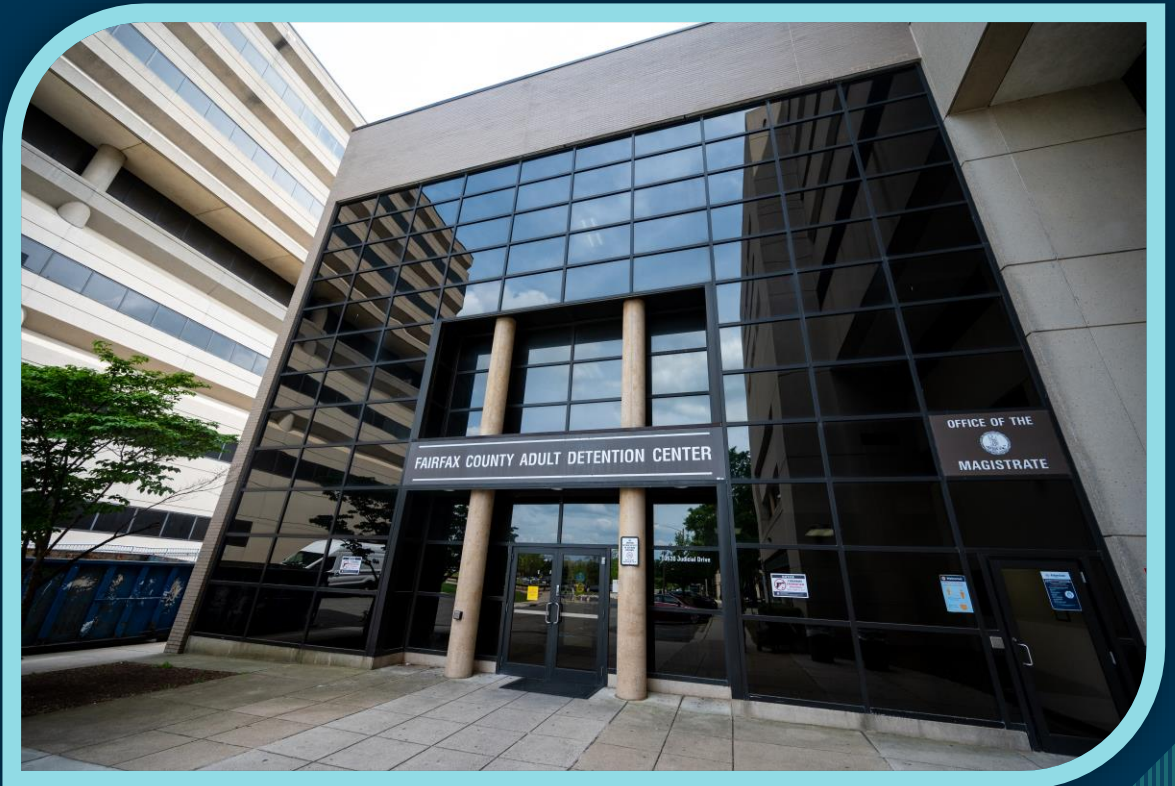
ICAT provides first responders with the tools, skills and options they need to defuse a range of critical incidents successfully and safely. ICAT focuses on situations involving persons in crisis and those who are unarmed or armed with weapons other than firearms. The training program is anchored by the Critical Decision-Making Model that helps deputies assess situations, make safe and effective decisions, and document and learn from their actions. The Sheriff's Office has begun to roll out this training, starting with Command Staff and agency instructors, and plans to have 100% of sworn staff trained in ICAT during the first quarter of 2024.

Adult Detention Center: Arrested and Booked

The Sheriff's Office operates a safe, secure and humane correctional facility and provides healthcare and rehabilitation opportunities to the incarcerated population.

FY 2023

- Commitments: 12,526
- Average daily population: 659
- Males: 86%
- Females: 14%
- Average length of stay for males: 31 days
- Average length of stay for females: 10 days
- Average age of all inmates: 35 years old
- Majority age range: 18-38 years old
- Violent offenders: 30%
- State prisoners sent to Virginia Department of Corrections: 168



Americans with Disabilities Act (ADA)

The Sheriff's Office prohibits discrimination and ensures equal opportunities for inmates with disabilities who fall under ADA Title II, which covers all state and local government entities. The Sheriff's Office addresses the needs of inmates with disabilities by:

- Ensuring ADC medical staff screen individuals with disabilities at intake.
- Obtaining assistance from health and behavioral health professionals.
- Responding to individuals with disabilities on a case-by-case basis.
- Recognizing that one-size solutions do not fit all situations.

In FY 2023, Sheriff's Office medical staff referred 1,622 inmates to the ADA Coordinator:

- 442 had medical issues.
- 148 had mental health issues.
- 233 had substance use disorders.
- 27 was their average number of days incarcerated.



The ADA coordinator, Dennis Holmes, is trained in the ADA's requirements, conducts periodic audits on compliance with needed architecture and technology, and ensures an individual's disability-related needs are being met during their incarceration. Holmes retired as a Deputy Sheriff 2nd Lieutenant in 2016. He rejoined the agency in 2022 as a civilian for the ADA position.

Transportation

Transports from Adult Detention Center

- Total transports: 1,148
- Inmates transported: 1,794
- Medical appointment transports: 169
- Transport hours: 3,719
- Transport miles: 101,838

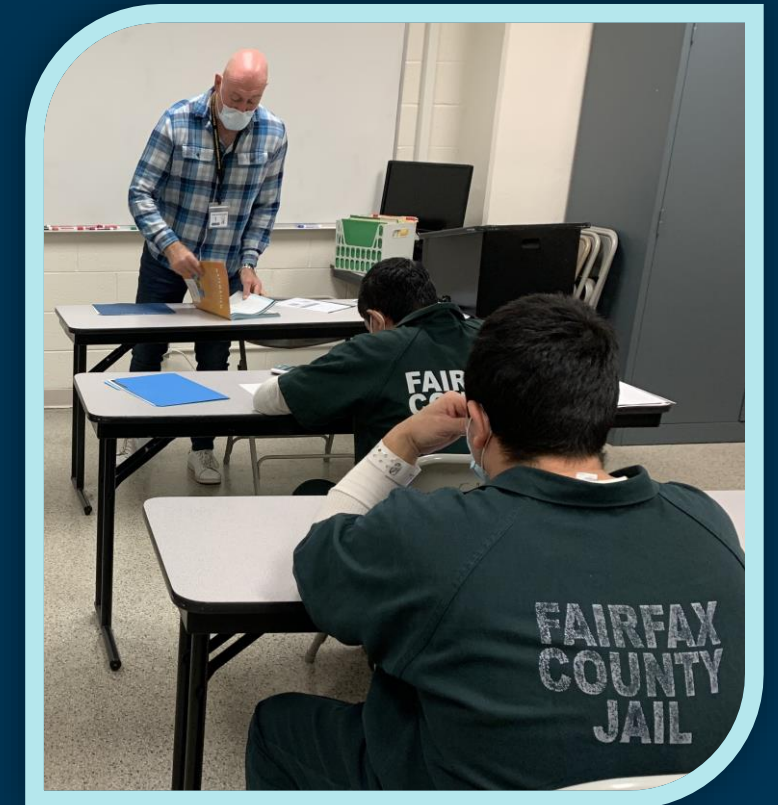
Transports from Sharon Bulova Center for Community Health

- Long distance transports: 57 totaling 17,830 miles
- Transports must be done by Crisis Intervention Team (CIT) trained Sheriff's deputies
- 37% of Sheriff's deputies are CIT trained



Adult Detention Center: Inmate Programs

Inmates are offered education and personal growth opportunities to help their adjustment while incarcerated and improve their chances for success at release. Success in programs can boost self-confidence, develop pride and usher in a productive way to move forward.



Inmate Programs - Education

- GED and Alternative High School education programs offered: 14
 - Enrollment: 172
 - Graduates: 17
- Self-help and skills development classes: 41
 - 36 in classroom, 7 on tablet
 - Participants: 5,568
- North America Learning Institute certificates earned: 423



Pictured with Sheriff Kincaid are Dr. Michelle Reid, FCPS Superintendent; Senior Pastor Dr. Vernon Walton, keynote speaker; a GED graduate; and Elaine Tholen, Fairfax County School Board Member.

Inmate Programs - Job Training

Inmates on the kitchen crew may be selected for the **Aramark-sponsored In2Work program**. Aramark is the food service provider in the ADC. In2Work instills in participants a sense of pride with each accomplishment and a healthy respect for managers and peers. In addition to learning how to safely operate a kitchen, participants learn how to be successful job applicants. Every inmate who successfully completes the program is encouraged to apply for a job with Aramark.

All In2Work participants must complete the ServSafe Manager Certification* food safety program. However, not all ServSafe graduates are selected for In2Work.

**Created by the American Restaurant Association and taught in the ADC by Aramark staff.*

- ServSafe Manager Certification: 5 classes - 32 attended, 32 passed
- In2Work: 25 graduates



Pictured with Sheriff Kincaid are seven In2Work graduates and Randy Bain, Vice President of Culinary Innovation and Menu Optimization for Aramark.

Health Care in the ADC

- 637,182 inmate contacts by medical staff.
- 83% had at least one prescription while incarcerated with an average of 3.7 prescriptions per inmate.
 - Among inmates with prescriptions, 36.2% were prescribed psychiatric medications.
- 7 inmates were treated for Hepatitis C (prior to FY 22, treatment was not offered).
- In FY 23, we treated nearly 1,500 with medications for opioid use disorder (MOUD):
- Over 7,000 were screened for opioid use disorder (OUD) at intake
 - Nearly 21% of those screened were positive for OUD. Of those who screened positive, 98% participated in treatment.
- At fiscal year's end, MOUD treatment was provided to 20% of the jail population



Behavioral Health Care in the ADC

The Sheriff's Office partners with the **Community Services Board (CSB)** and the **Chris Atwood Foundation (CAF)** in serving the behavioral health needs of the inmate population, including mental illness and substance use disorders. Together and separately, these organizations provide clinicians, peer recovery specialists, cell phones at release, backpacks with basic hygiene items, recovery housing grants and much more.



The Sheriff's Office also partners with the **Fairfax County Health Department**, which provides tremendous help addressing and preventing the spread of communicable diseases.



Antoine Rascoe is a CSB clinician working with individuals in the Adult Detention Center who have serious mental health issues.

Court Security

- Court cases heard: 223,286
- Courthouse visitors: 440,715
- Inmates escorted to or from court: 26,845
- Individuals taken into custody from court: 1,177
- Warrants served: 494
- Court Facility Security Unit calls for service: 25,518
- Legal process served: 1,406
- Fingerprints processed: 516



Civil Enforcement

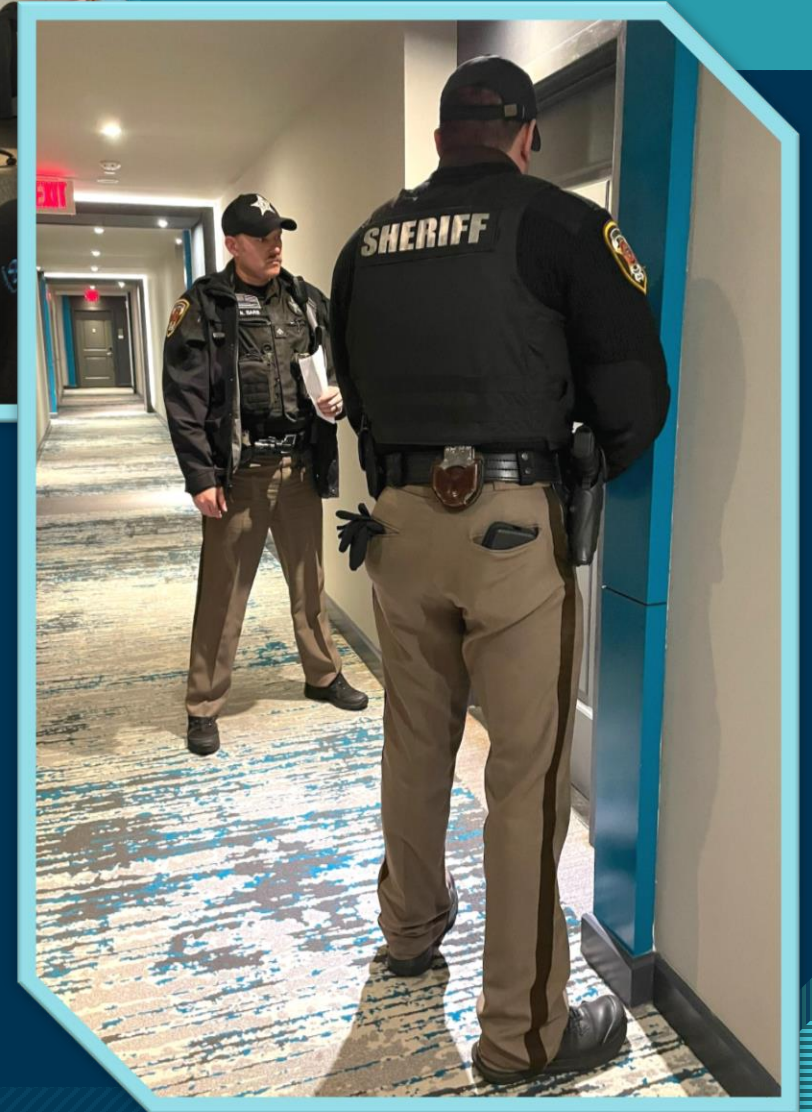
Total processes served - 83,182 including:

- Subpoenas 19,571
- Protective orders 3,627
- Evictions 4,361
- Bench warrants 2
- Levies/Distress 918

The Sheriff's Office is responsible for the process, service and execution of legal documents to individuals and businesses in civil matters. Many of these documents come to the office through the courts. Early every weekday morning, 15 Sheriff's deputies head out for the day, each serving up to 60 civil documents.

Typically, 75% 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 document. Instead, it can be posted on the door or given to another member of the household or business.

About 25% of the documents require in-person service, which usually takes more time and may need to be served after normal business hours. Deputies must prove that they diligently attempted service before returning a document to the courts as "Not Found." The deputy will leave a business card if the person to be served is not present at the address. Sometimes service turns into an arrest or an involuntary commitment due to a mental health issue.



Project Lifesaver

The **Civil Enforcement Section** is facilitating the Project Lifesaver Program (PLS). PLS clients have conditions that tend to make them wander away from home and caregivers. The conditions include Alzheimer's Disease and other forms of dementia, autism spectrum disorders, Down's syndrome, and other conditions that affect mental functioning. Due to concerns about their safety if they wander, clients wear a transmitter that pulses every second, 24 hours a day. Civil Enforcement deputies trained in PLS handle the attachment of the transmitter to a client's wrist or ankle, maintenance of the battery, and replacement of the transmitters as needed.

The Sheriff's Office currently has 55 clients. Deputies conduct visits with them about every 60 days. Due to a staffing shortage, the agency cannot accept new clients until staffing needs can be met.



Honor Guard

- Active members: 24
- Total events scheduled: 32
 - Parades: 2
 - Funeral services: 5
 - Community events: 11
 - Agency events: 5
 - Judges' investitures: 4
 - Cancelled events: 5



Bicycles and Motorcycles

Bike Patrol Unit

- 4 Cub Scout bike rodeos
- 2 Reston Triathlon events
- Vienna Halloween Parade
- Ongoing courthouse security

Motors Unit

- 29 traffic summons
- 2 criminal summons
- 57 parking tickets
- 63 escorts with the county (from the beginning of the year, motors training)
- 4 motors trainings
- 1 law enforcement only rodeo



Community Engagement: Child Safety Events



Inspected 420 safety seats of which 186 (less than half) had been installed correctly



Attended 80 community events where we created 3,536 child ID cards

Community Engagement: National Night Out

Our deputies had a wonderful time on National Night Out, meeting residents throughout the County in their neighborhoods and at community centers. Many of them had the opportunity to “swear in” and pin a badge on “junior deputies” who all promised to be good and study hard in the upcoming school year.



Community Engagement: Senior Prom

Sheriff Stacey Kincaid and her staff had a fabulous time with seniors at Chesterbrook Residences assisted living retirement community in Falls Church. The dinner, conversation and dancing were extra special and created fond memories for all.



Learn More About Us

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