



# NSO TIMES



**Norfolk Sheriff's Office Newsletter**

**February 2015**



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## **Highlights**

**Sheriff's Message**  
**Pg. 2**

**Ribbon Cutting**  
**Pg. 3**

**Career Fairs**  
**Pg. 4**

**Work Force Clean Up**  
**Pg. 5**

**Employees Honored**  
**Page 6-7**

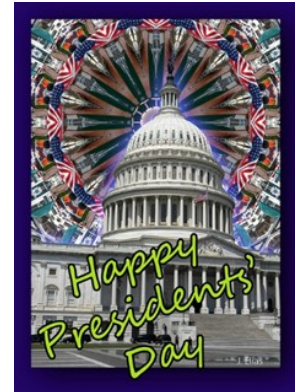
**GED Program—Page 8**

**IT Advancements**  
**Page 9**

**Employee News**



**It takes a village! Norfolk City Jail GED Program—Page 8**



**Courthouse Opening**

**Sheriff McCabe (far left) helps cut the ribbon for the new Norfolk courthouse opening on January 24th.**

**[www.norfolksheriffsoffice.com](http://www.norfolksheriffsoffice.com)**

# Sheriff's Message

As you can see in this month's newsletter, the New Year for the Norfolk Sheriff's Office is starting out with many accomplishments already!

The most noticeable is the opening of the new City of Norfolk Consolidated Courthouse. I cannot be more pleased with the design and technology enhancements that are in the new courthouse.

Thank you to the deputy sheriffs who make up the NSO court security team! The months, weeks, and hours spent training on the new physical design of the court rooms, lockups, and technology will produce dividends to the overall safety of all the users of the new court building.

Special thanks to Major Larry Carter, OIC of Court Operations, for his leadership in conducting the overall training for the court security team, including active threat training for court staff and judges.

Also, in this month's newsletter is recognition by our veteran's fraternal organizations, for Deputy of the Year winners.

I hope you will enjoy this month's newsletter and be as impressed as I am with the men and women of the Norfolk Sheriff's Office and the accomplishments they make throughout the year.

Warm regards,

Sheriff Bob McCabe



*Robert J. McCabe*

Sheriff McCabe is the  
only Sheriff in the U.S.  
certified as a Court  
Security Executive

*NSO Times*

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# Courthouse Ribbon Cutting

The city's \$123 million courthouse opened in January.

Among the new features: greater security for the public, judges, and court personnel.

**January 24, 2015**

January 24th marked the ribbon cutting and opening, and Circuit Court began to operate in the new building on January 26th. General District Court employees will move into the new building, which is next to the old courthouses at 150 St. Paul's Blvd., Feb. 6 through 8.

Construction will continue on the second phase of the building to house the juvenile court, with completion expected in about two years. When that opens, one entrance will serve all three courts. That will improve security as Sheriff's deputies currently monitor four entrances for three buildings.

**"It's like going from the 1960's to 2014 all at once," Sheriff Bob McCabe told local reporters**

NSO "blue coats," court screeners, will operate metal detectors in the new lobby and screen 600-1,000 people daily.

In the old Circuit Court building, deputies would clear the hallways or ask people to stand back as they escorted inmates to holding cells. The new courthouse provides separate entrances and hallways for inmates.

Eventually, a tunnel will connect the jail to the new building. For now, deputies will transport inmates in vans through the construction zone. "It's a short distance, but it's going to be a challenge," said Sheriff McCabe.

Major Larry Carter, Officer in Charge of Courts and Transportation is pleased with the improvements the courthouse will bring for the judges' security and the control the deputies will have over their safety.

Plenty of cameras monitor the new building. Deputies can watch feeds for courtrooms, hallways, streets, and parking lots from a room on the first floor.



## **LEFT:**

Lobby of new consolidated courthouse taken during ribbon cutting ceremony on January 24. Screeners "blue coats" will operate metal detectors.

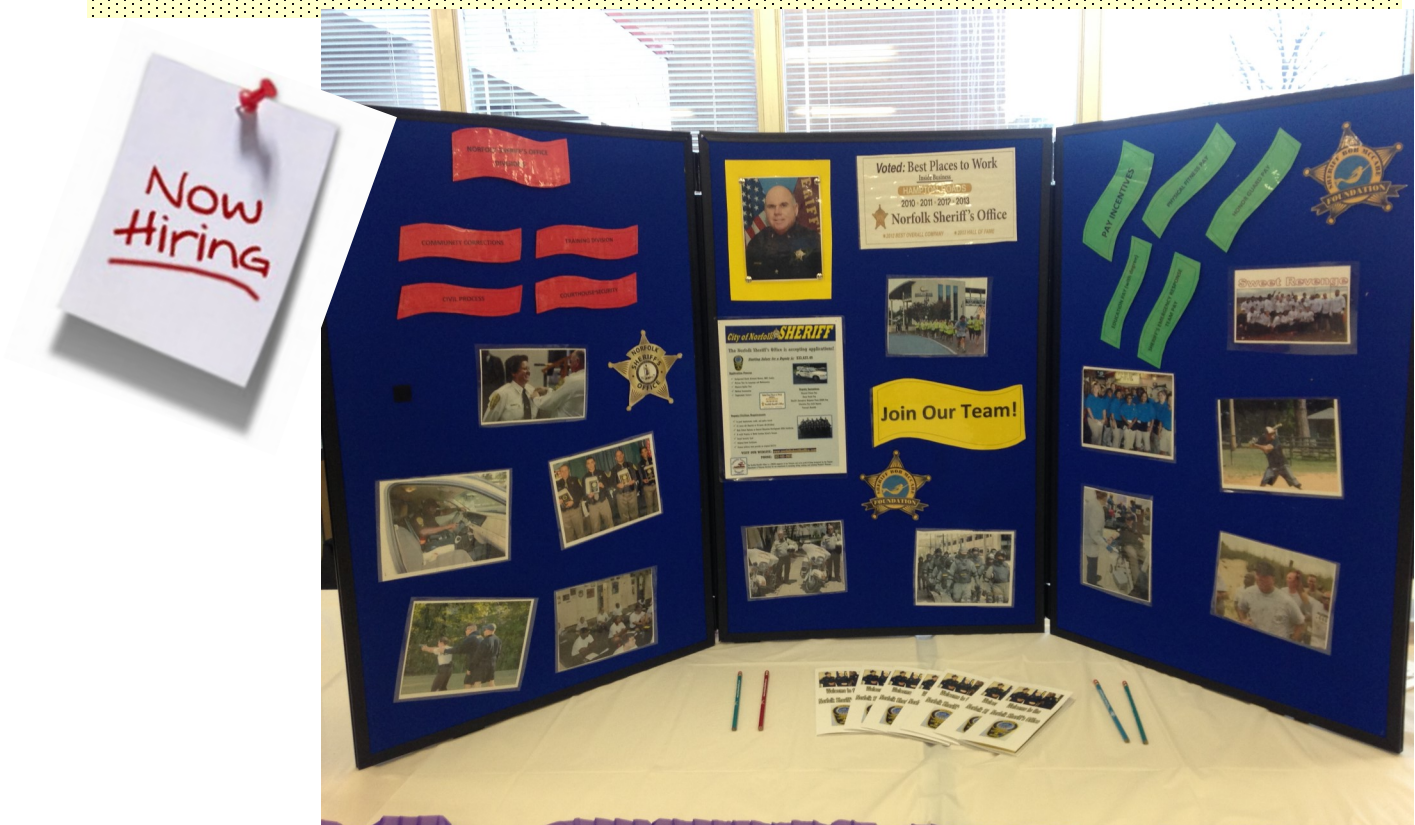


# Career Fair Outreach

The Norfolk Sheriff's Office continuously accepts applications for employment and much focus is given to recruitment of veterans. Our department is a proud supporter of our veterans and has been recognized by the *Virginia Values Veterans* program for our commitment to recruiting, hiring, training and retaining Virginia's veterans. Community Affairs and Human Resources attend local career fairs, especially those at colleges and other vocational institutions.

Referrals from deputies currently employed at the department are welcome. Deputies working at the department can encourage other people who may be interested in a career in corrections to apply at the NSO because it is a great place to work!

The NSO looks for that special type of person who is committed, disciplined, and eager to serve the community.



Community Affairs and the Sheriff Bob McCabe Foundation announce 2015 Camp Dates

Norfolk Youth Sports Week—June 22-26, 2015

Norfolk Youth Summer Camp—July 6 through August 7, 2015

# Community Corrections Continues Clean-Up

Community Corrections deputies, with the help of inmate workforce crews, continue to aid our civic leagues and community by enhancing city property throughout Norfolk infested with undesirable woody vegetation—or brush. Woosley Street, Paper Street, and the Southside Aquatic Center are just a few recent areas where thick brush was removed, making a big improvement for neighbors and citizens.



**Above: Woosley Street clean up before (left) and after (right) work crews tackled the thick brush.**

**Below: Southside Aquatic Center brush removal greatly improved the track of land.**





# Deputies of the Year

Each year we are invited by three Norfolk patriotic and veterans organizations to nominate employees to be honored as Deputy of the Year by local chapters. The NSO selected Deputy Nickolas Johnson as Deputy of the Year for the American Legion Tidewater Post 327 and Deputy Daryl Williams for the Veterans of Foreign War Tidewater Post 4809, both in Norfolk.

Deputy Johnson was honored during a ceremony at the Post 327 on January 27th and also during a NSO command staff meeting (PRIDE) on January 28th. Deputy Williams was honored during the Sheriff's Command Staff meeting on February 2nd in the PRIDE Room. The VFW Post 4809 has not yet announced the date for their ceremony.

Johnson was nominated for Deputy of the Year by his supervisor for his impact in the community through his Civil Process duties on the southside of the city. On his route, he is respected for his representation of the NSO as he executes court documents such as summonses, levies, writs of possession, garnishments, unlawful detainers, capias, and show causes. He has taken several truant students back to school, preventing any possible mischief in the community. He is one of the few deputies assigned to the NSO motorcycle fleet—used for Civil Process and special events such as parades and escorts. Deputy Johnson volunteers much of his personal time doing good deeds, a demonstration of the type of person he is.

Williams was nominated for Deputy of the Year for his expertise in the Booking Division. With his positive attitude and experience, he has helped the department transition to the new Offender Management System (OMS). He is a problem-solver who has helped keep operations running smoothly and has prevented some of the delays that occurred. He shared his knowledge with staff, the commanding officer of Booking, and the Norfolk Police Department. Officers greet him like an old friend and his working relationships have been an asset to effective communications between the agencies. He is a natural leader who never hesitates to share his knowledge, and he uses a commonsense approach to achieve excellent results.



Deputy Nickolas Johnson, Deputy of the Year for the American Legion Tidewater Post 327



Deputy Daryl Williams, Deputy of the Year for the Veterans of Foreign War Tidewater Post 4809

**CONGRATULATIONS  
DEPUTIES OF THE YEAR**

# Employees of the Quarter

The NSO was pleased to honor its **Employees of the 4th Quarter 2014** during the January 28th command staff (PRIDE) meeting.

Sergeant Ken Campbell, assigned to the Information Technology (IT) division, was honored as Deputy of the Quarter. Campbell has played a key role in the implementation of numerous software applications and has been a vital component to the Sheriff's Office as a whole. His eagerness to learn has been an extremely valuable characteristic, challenging himself daily to take on new tasks and applying them to better the Sheriff's Office. Sgt. Campbell has shown great dedication training employees and on numerous occasions assisted users on his personal time. With his knowledge of the Sheriff's Office, we were able to configure and deploy an Offender Management System in half the time it would have taken other agencies to complete. Even our vendor GTL has recognized his efforts, noting that no other jurisdiction has implemented the OMS as thoughtfully and diligently as the Norfolk Sheriff's Office. GTL has stated that they wished other jurisdictions trained and planned as well as Sgt. Campbell. The time he has spent planning and implementing the OMS, and the other NSO technology projects, well exceeds his normal working expectations. When we implemented the new OMS, Campbell coordinated and helped users directly, remaining onsite for over 50 hours straight. He displays exceptional leadership skills managing the daily work and assigning it to other IT staff, ensuring that it is completed in a timely fashion. With his experience and ideas for the future, Sgt. Campbell will certainly be a valuable asset to IT and the entire NSO for the remainder of his career.

Ms. Amarilly (Amy) Mengo was honored during the PRIDE meeting as Civilian of the 4th Quarter 2014. Amy was hired in 2000 and assigned to Civil Process. Through the years, Amy has developed as the lead data entry person for Civil Process and trains all new civilians and interns assigned to Civil Process on the proper ways of entering all the different types of papers. Amy has become so efficient in entering papers with little to no errors that her absence from Civil Process is noticed. When Civil Process first went to the new Civility system with DaProsystems, they were astonished at the amount of papers that Amy could input into the system. Once she learned the system, an issue developed because the system could not assign numbers as fast as the amount of papers that were being inputted. They had to fix the issue with Civility in order to handle the amount of papers entered from the Norfolk Sheriff's Office. We were compared to other cities and it was stated they had never met someone that could input so many numbers on a given day with so much accuracy. From January 1, 2014 to date, Amy has entered over 43,000 papers in the Civility system. This is a remarkable amount of papers to enter. Also, during the past year or more, Amy has stepped up and learned other important office duties as well as inputting papers. She is always friendly and is willing to do whatever is asked of her. Amy is bilingual and has been used on several occasions to translate Spanish throughout the NSO or in dealing with the general public.



**CONGRATULATIONS  
EMPLOYEES OF THE QUARTER**

# National Law Enforcement Appreciation Day

January 9th was an opportunity to call our nation's citizens to action in support of law enforcement.

Sheriff McCabe received a letter from Francine C. Ecker, Director of the Department of Criminal Justice Services, regarding January 9th, National Law Enforcement Appreciation Day.

"On behalf of all of us at the Department of Criminal Justice Services (DCJS), we want to express our appreciation for your service and dedication by saying thank you on this National Law Enforcement Appreciation Day in the Commonwealth."

"You and your officers play the integral role in keeping our communities safe. We want to recognize your commitment to public safety, your courage and the daily sacrifices of you and your families."

"Thanks again for all that you do for the citizens of the Commonwealth. Please convey our sincere appreciation to your officers and deputies."

## GED Program Holds Ceremony

**Sheriff McCabe is proud to announce another 16 graduates from the GED Program for individuals incarcerated in the Norfolk City Jail.**

**The primary objective of the Norfolk Sheriff's Office Inmate Education Program is to provide inmates with the opportunity to obtain their high school equivalency diploma by providing General Education Development (GED) preparatory classes within the jail. Offenders who were enrolled into the Norfolk City Jail GED Program graduated in January after completing the 90-day class. A graduation ceremony for 10 of the students included guest speaker Charles T. May, Jr., Executive Assistant Director for Atlantic Operations of the Naval Criminal Investigate Service (NCIS). Some of the graduates were already released from jail prior to the ceremony.**

**Statistics have shown repeatedly that educational attainment while incarcerated is a key ingredient to reducing recidivism and, as a result, helps to make our local community a safer place to live. It is a collaboration between the NSO and the Norfolk school system that gives these men and women a chance to get their lives on track. We congratulate them on this achievement and wish them continued success when they re-enter the community.**

**FRONT COVER: (Far Left ) Guest speaker Charles T. May, Jr. is joined by Mr. Mann, Ms. Pena, Ms. McDonald, Director O'Toole and Ms. Castellanos (Program Staff) with Dr. Kirk T. Houston, Sr. Norfolk Public Schools Board Chair. (Back Row) NCIS Staffers—Mr. May's Executive Assistant Mr. Slagle and Special Agent Pruitt during the January 22nd GED graduation ceremony in the Norfolk City Jail.**



# Technology Advancements

Last summer, the NSO transitioned over to our new jail management system or Offender Management System (OMS), a goal of Sheriff McCabe's administration for over 10 years. The conversion has been dynamic and the dedication of our IT staff and personnel has been fantastic! Technical advancements started with a change-over to our own in-house server and operating systems and a savings in overall technology support services; the OMS component was implemented to help make our daily job tasks easier and more efficient.

The next phase of this project is training nearly 500 NSO employees how to use the OMS incident module which replaces our current method of incident-reporting and eliminates repetitive tasks. The outcome of this new method of incident reporting is expected to more centralized, more efficient, have better records retention, and be more streamlined. It will be a drastic change that will affect all staff in the department.

Training is being held over a six-week period of time and by February 1, our staff will begin testing for a month prior toward an anticipated "go live" date of March 1.

About 200 facilities nationwide use OMS. Less than a dozen use the incident module and only two in the Commonwealth of Virginia after we "go live". NSO will be the only agency in Virginia that uses it as its primary means of reporting incidents.

Our IT Division is in the process of creating a Virginia User's Group for users of the GTL Offenders Management System. The purpose of the group is to share knowledge and experiences and to make recommendations for the continuous improvement and support of Virginia-based users of the OMS.



Sergeant Ken Campbell instructs a class of NSO employees. Nearly 500 employees will receive OMS training.

# Welcome Back!

Ironically, one year ago in the February 2014 issue of the NSO Times, Ed Rockefeller (“Rocky”) was featured in an article as he embarked on retirement after a 12-year career at the NSO and 30 years with the Norfolk Police Department. Retiring after 42 years to travel and lead life at a slower pace only lasted a year. Now, instead of a full time job as a sworn deputy, Rockefeller will sport the uniform of a court screener—known to staff as “blue coats” - part time employees hired to perform security screening in the Norfolk courts.

Rockefeller said that he did some traveling, lots of fishing, and spent some time with family but that overall he “flunked out” being retired.

Wayne Lincoln, a former Lieutenant with the NSO who retired January 1, also returned as a part-time court security screener on January 15th.



Left: Court Screener Wayne Lincoln  
Right: Court Screener Ed Rockefeller

## Annual Biggest Loser Challenge

“**YOU** are the biggest loser in this department!” Normally, those are not words people want to hear out of their boss’s mouth!

For several years, the Norfolk Sheriff’s Office, with the help of our Health and Wellness Director (Artemis Floros) has launched a “Biggest Loser Challenge” to encourage and support employees trying to lose weight. The 2015 challenge was launched on January 5th and will end on February 25th after 8 weeks. Inspired by the TV show The Biggest Loser, this voluntary program was developed to give NSO employees good reasons to care about their weight.

As if getting in shape isn’t incentive enough, NSO employees in the contest can win money that is collected from participants throughout the contest AND employees who weigh-in every week are entered into a raffle for a Fitbit Activity Tracker.

This contest is only one way Sheriff McCabe has shown a stake in his employees’ health. The department also has a nicely-equipped gym open on-site available to his employees 24/7. With a full-time Health and Wellness Director, employees can seek help to lose weight every day, not just during the annual contest.

Good luck to the Biggest Loser Challenge participants and to **all employees** who are striving to lead a more healthy lifestyle!

The NSO Biggest Loser Challenge is certainly heating up! With 29 participants, we have lost a total of 216 pounds in just 4 weeks!! We have 4 weeks to go and I can’t wait to see the **INCREDIBLE** results that await us©



# Employee Service Awards

**Celebrating a Service Anniversary in February:**

**Master Deputy Heather Franklin—10 Years**

**Civilian Evelyn Pena—15 Years**

**The Norfolk Sheriff's Office 2015 Relay for Life Team is having its annual Valentine's Day Bake Sale  
Proceeds will benefit the American Cancer Society.**

**Thursday, February 12, 2015 at 1700 at the Loading Dock for A&C Teams**

**Friday, February 13, 2015 at 0500 for all other divisions and teams.**

**For  
Sale**



## **La-Z-Boy Leather Recliner \$100**

Very good condition. About 6 years old. Dark chocolate brown. Great for family room naps!

Contact Dee Minor-Administration

.Must provide your own truck to pick up.



# March Birthdays

1 Bibbins, Marivetta

1 Frye, Daniel

2 Brewer, James

3 Brown, Dennis

3 Davis, Ann

3 McDonald, Joy

5 Boyles, Dennis

7 Noggle, Jacob

8 Boyd, Anna

8 Finlayson, Michael

10 Keefe, Joseph

10 Rantanen, Kathy

11 Cherry, Jesse

12 Kidd, William

13 Baron, Joseph

13 Bussler, Alexander

13 Martin, Caitlynn

14 McInnis, Ronald

14 Wilson, Harold

16 Eagle, Johnathan

17 Batakis, Jeffrey

17 Hallman, Brian

17 Provance, Walter

17 Shortt, Derek

18 Capers, Jerome

18 Cleek, Stephanie

18 Sterling, Norman

19 Gray, Charles

19 Valencia, Shannon

21 Armstrong, Teana

22 Burchette, Anthony

22 Tweed, Garrett

23 Thompson, Reginald

24 Dehollander, Matthew

25 Little, Alfred

26 Barco, Morris

26 Keisel, Nicholas

27 Drowns, Jody

27 Nixon, Adreinne

28 Yankosky, Bryan

31 Cooley, Vincent

31 Hall, Brian

# Project Lifesaver Fees

The Norfolk Sheriff's Office recently had to make a tough decision concerning the Project Lifesaver Program and made the following announcement to its participants and their caregivers.

Project Lifesaver has been a great success since implementation of the program in Norfolk in 2001. Over the past 13 years, the Norfolk Sheriff's Office has responded to over 300 searches with a 100% success rate. Currently the program has over 146 clients who must be visited monthly for battery changes and equipment checks. The Sheriff's Office has handled all of the monetary and resource costs of the program since its inception. Annual budget reviews and considerations force all City organizations to be critical of operating costs and to make reductions as necessary.

Therefore, in order to maintain effective and efficient operations of the Project Lifesaver Program and meet fiscal reductions recommended by the City of Norfolk, effective February 1, 2015 there will be a ten dollar (\$10.00) fee per month for this service.

Project Lifesaver's mission is to use state of the art technology in assisting those who care for victims of Alzheimer's and Related Mental Dysfunction Disorders (ARMD) by finding those victims should they become lost. These victims include the elderly and even the youngest in the community who are afflicted with Down Syndrome and autism.

Victims of ARMD tend to wander from their homes. Project Lifesaver places personalized radio transmitters with clients identified as having ARMD. These transmitters, about the size of wrist-watch, emit a signal that is used to track the device, which assists in locating the client that has wandered. Project Lifesaver is 100% volunteer staffed twenty-four hours a day, seven days a week. Volunteers of Project Lifesaver are dedicated employees of the Norfolk Sheriff's Office who assist in all aspects of Project Lifesaver.



## NSO STAFF DIRECTORY

Have you tried to find a phone number for a staff member?

***There are two ways to find people.***

NSO staff looking for phone numbers within the department are encouraged to use the NSO Directory located on SharePoint. You can type the name of a person or division and search or scroll through the directory.

Please report any necessary changes to Dee Minor in Administration.

**\*You are also urged to update your own profile to make it easier for others to locate you\***  
To update your profile: Launch Sharepoint, click on your photo in the right-hand corner click About Me and Edit Profile.

## NSO Times

Your ideas and suggestions are always welcome.

Please submit photos and subject matter to Dee Minor,  
Administration ([diana.minor@norfolk-sheriff.com](mailto:diana.minor@norfolk-sheriff.com)) X44713

Thank you for the help of Jennifer Worden and Captain Joe Baron for the meticulous proofreading skills. Your expertise is appreciated!