



NSO TIMES



Norfolk Sheriff's Office Newsletter

January 2015



Voted: Best Places to Work
Inside Business
HAMPTON ROADS
2010 • 2011 • 2012
★ **Norfolk Sheriff's Office**
★ 2012 BEST OVERALL COMPANY



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Community Partner



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As we look forward to 2015 and what the New Year will bring, both personally and professionally, this seems like a good time to reflect on the many accomplishments of the Norfolk Sheriff's Office in 2014.

The two biggest changes of this past year was the conversion over to our new jail offender management system (OMS) and the implementation of a Physical Abilities Assessment. Although we hit some bumpy patches, (ok speed bumps) in its first initial rollout, it appears that NSO staff are becoming familiar with the new system. The good news is that it is all downhill from here! In early 2015, we will begin to transition away from the electronic logs, and strictly use the OMS for movement and location of inmates. Additionally, new features coming on line for 2015 will be the addition of offender information on our NSO website. This will allow the public to look up to see offender charges, visitation schedules, etc., which will reduce citizens having to call the jail for this information. Target date for this completion is January 31, 2015.

Also, installation will begin mid-January to make the jail wireless, in order to proceed with the following enhancements: Hand held scanners, proximity readers to log rounds, and many more technological advancements – all to make the operations run more smoothly and reduce work load for deputy and civilian staff. Tim Baker, NSO IT Director, has assured me that these enhancements will all be completed by the fall of 2015. (Hope you're reading this Tim).

The first full year of the Physical Ability Assessment is complete. The safety and wellness of our sworn personnel is of utmost importance as you serve daily in positions that put you at risk of violent confrontations and emergency situations. The Physical Ability Assessment is designed to ensure that every sworn deputy meets the minimum physical abilities necessary to keep each other safe and to assist when duty calls. The public we serve expects those wearing the badge and carrying a gun to be physically fit to do the job. The Physical Ability Assessment not only assures the public but also assures each fellow deputy that when duty calls, every Norfolk Deputy Sheriff are ready to respond!

Public safety is a demanding, often stressful career. Our uniformed staff must always remain diligent and aware of their surroundings to ensure their safety. Current events have raised tensions in our community and its relationship with law enforcement. I remind everyone that we have a duty to protect and serve everyone in our community. We all can play the role of ambassadors for the law enforcement community. Each of us is presented with opportunities daily where we can offer help, share a smile, and build trust with others who may not yet have learned how to trust those who wear the uniform. I look forward to the New Year and the many opportunities 2015 will offer.

I continue to tell anyone who will listen that the NSO has the best deputies and civilian support staff any Sheriff could want. Together we can make a difference and meet challenges head on – as a TEAM.

Thank you – members of the NSO family - for all the sacrifices you and your families make for the City of Norfolk. Best wishes for a safe, enjoyable, and prosperous New Year!

Sheriff Bob McCabe

Sheriff's Message



Robert J. McCabe

NSO Times

Printed

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Professional

Services

Annual Christmas Blessings

Once again, our partner Robin Englehart, Executive Vice President of Port Alliance Credit Union, delivered insulated bags purchased by the credit union for the NSO's annual Christmas turkey dinner delivery on December 22nd. Non-perishable items complimented the fresh turkeys purchased by Port Alliance. With the help of our schools, churches, senior centers, and civic leaders, 150 families in need of an extra Christmas blessing were identified and the NSO staff delivered them to folks throughout the Norfolk community on the Monday of Christmas week. Thank you to everyone who had a hand in sharing the bounty with others less fortunate.

ForKids Toy Drive

Sheriff Bob McCabe, the Sheriff Bob McCabe Foundation, and the NSO Community Affairs Division partnered with ForKids, a charitable organization dedicated to helping homeless families to participate in a toy drive for homeless children.

ForKids accepted donations, new toys or \$10 gift cards and Santa Claus delivered them with the help of Sheriff McCabe. Our NSO staff collected nearly 50 gift cards and the Foundation purchased another 50 cards for over \$1,000 worth of gift cards donated to the project.

Since 1988, ForKids has worked tirelessly to help homeless families in Hampton Roads overcome the barriers they face to stability and self-sufficiency through a progressive system of shelters, housing, counseling, and education. Visit their website at [www: homesforkids.org](http://www.homesforkids.org).



Highlights of NSO 2014 Major Accomplishments

Every NSO employee contributes to the success of our organization and their dedication to upholding our goals and objectives is appreciated! In 2014, some of our major accomplishments included:

- ◆ Procured and implemented NSO's own Laserfiche system and repository.
- ◆ Implemented an onsite and offsite back-up system to the Sheriff's Network.
- ◆ Procured and implemented an automated work order tracking system for maintenance.
- ◆ Outfitted all Sworn Personnel with the new blue uniforms.
- ◆ Fully implemented a Physical Ability Assessment process for sworn personnel based on minimum physical abilities necessary to perform job-related activities.
- ◆ Began transition into the new courthouse to provide security for the building and all courts.

Thank You for the Food Donations

The Foodbank of Southeastern Virginia and the Eastern Shore sent a letter of thanks to the NSO. They were recipients of some of the holiday turkey dinners distributed by the Norfolk Sheriff's Office in November and December.

Dear Foodbank Friend:

We can't thank you enough for your recent donation of 205 pounds of food that will provide 170 meals to those in need. Your donation to the Foodbank helps us fill tummies and put smiles on the faces of individuals struggling with hunger.

Through donations like yours, we are able to supply much-needed food to our Partner Agencies and Programs such as food pantries, soup kitchens, shelters, Mobile Pantries and Child Nutrition Programs.

Please know your contribution has resounding impact here in our community. Our Board, staff, volunteers and recipients are grateful for your partnership in our mission. Thank you so much for believing in our work.

Joanne E. Batson
Chief Executive Officer

NSO Prepares for Court Move

In 2008, Norfolk City Council approved spending for a new court complex. The complex was to be completed in stages, with Stage I being built at the corner of St. Paul's Blvd. and City Hall Avenue. Stage I is almost now complete, with workers putting the finishing touches on the building, and plans have been made to start moving in January.



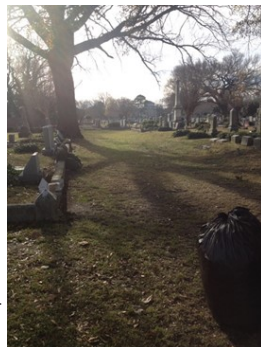
Circuit Court plans to move in January 21, 22, & 23 and be operational on the 26th. General District Courts plan to move on February 6, 7, and 8 and be operational on the 10th. Major Larry Carter and his court teams have already started training and will be prepared for full operations and security. The Sheriff's Office will hire off duty deputies, working overtime, to help maintain transportation and security needs while Stage II of court construction is being completed.

Busy Month in Community Corrections

During the holidays, many families and friends visit local cemeteries to beautify graves of loved ones with festive holiday embellishments. In Norfolk, the NSO deputies supervised inmate work crews recently to enhance the appearance of several cemeteries and public properties, primarily with leaf and brush removal. All of the before and after photos could fill an entire newsletter, but some of the projects where the crews made a significant impact were St. Mary's Cemetery (450 bags of leaves), West Point Cemetery (134 bags of leaves), and Elmwood Cemetery (clean up of cemetery grounds). They also collected 43 bags of leaves at the Police Operations Center and cleared brush and leaves at the Vo Tech. Great job Community Corrections!!



Before and after work crew clean up Elmwood Cemetery in Norfolk



St. Mary's cemetery and garden mausoleum after crew clean-up



Promotions!



**Lieutenant
Brad Ward**



**Captain
Stephanie Cleek**

Congratulations to two fine employees who have earned promotions to higher ranks of supervision at the Norfolk Sheriff's Office!

Brad Ward, who has been with the department for over 10 years, has reached the third level of supervision as a Lieutenant. His most recent assignment was as the commanding officer of the Training Academy; he will now be supervising a jail team. Stephanie Cleek was hired in 1998 and has gained experience as a supervisor in many divisions throughout the jail and courts. As a Captain, she will be assigned to A Team Corrections. It is well known throughout the department that both employees are die-hard Red Sox fans, but that did not keep Sheriff McCabe (a die-hard Yankee's fan) from promoting them!



Promoted December 5, 2014

NSO RANKS OF SUPERVISION

Corporal

Sergeant

Lieutenant

Captain

Major

Lieutenant Colonel

Employees of the 4th Quarter Announced

Well Done! Employees of the 4th Quarter 2014

Sergeant Ken Campbell, assigned to the I.T. Division, was nominated and selected as Deputy of the 4th Quarter.

Ms. Amy Mengo, assigned to the Civil Process Division, was nominated and selected as Civilian of the 4th Quarter.

Both employees will be formally recognized on a date in the near future to be determined and featured in the next NSO Times.

Congratulations!



Deputies of the Year Announced

Each year we are invited by three Norfolk patriotic and veterans organizations to nominate employees to be honored as Deputy of the Year by the local chapters. Two deputies have been selected for invitations received from local posts in December.

Deputy Nickolas Johnson, assigned to the Civil Process Division, was nominated and selected as Deputy of the Year for the American Legion Tidewater Post 327 located at 705 Lesner Avenue, Norfolk.

Deputy Daryl Williams, assigned to the NSO Booking Division, was nominated and selected as Deputy of the Year for the Veterans of Foreign War Tidewater Post 4809 located at 5728 Barte Street, Norfolk.

In the future, ceremonies will be held at the NSO and the posts to honor them.

NSO Holiday Party

No amount of rain could put a damper on the NSO Holiday Party held at Baxter's Sports Lounge on Granby Street! Over 250 employees and guests gathered to celebrate the season together in December. B Team's Lieutenant Morgan also made sure that the deputies working in the jail were shuttled down in shifts to fix a hot plate of food.

This venue has been the location for the party for several years and there is always a great turnout. The restaurant is closed to the public until after 9:00 so that our employees can enjoy good food, great company, 15 raffles, and even a friendly game of billiards. It's a wonderful change of pace to spend time with co-workers outside of the busy jail, courts, and offices. Sheriff McCabe is proud to be able to provide this opportunity for fellowship to NSO employees.



NSO Holiday Party



NSO employees always look forward to the holiday party and this year was no exception.

Some familiar faces were captured throughout the evening.

Many thanks to Sheriff McCabe for making this function a priority for his employees.



12/16/14



Norfolk Citizen Turns 100!



Sheriff Bob McCabe, Councilwoman Mamie Johnson, and Master Deputy Brian Williams of Community Affairs stopped to visit a Norfolk Citizen who had a very special birthday in December. Mrs. Joyner celebrated her 100th birthday. She is on the Sheriff's Senior Watch program through the Norfolk Sheriff's Office.



NSO Posse Wins Tournament

The NSO Posse basketball team played in a tournament December 13th to benefit the Norfolk Adult Protective Services Holiday Project. The team won first place in the single game elimination in a tournament held at Berkley Community Center that included city staff from the Norfolk Police Department, Department of Utilities, and the Department of Public Works.

Cookie Exchange



A group of our NSO ladies, organized by Kim Bean (Investigations), held a cookie exchange in the Training classroom to help each other prepare for their Christmas gatherings. It was a new concept to several participants and the social even brought Nancy Baker (retired) back to be part of the fun. Of course, they were nice enough to share samples of their goodies with co-workers!



Employee Service Awards

Celebrating a Service Anniversary in January:

Master Deputy Andrea Dixon
20 Years!

NSO Relay for Life Date Announced

Lt. Colonel Borum announced that the NSO Relay for Life team is looking for employees to join their team to assist with fundraisers for the **May 30, 2015** event. Each year, NSO employees show their support for the American Cancer Society to help fight against cancer and promote cancer awareness in the community. Contact Lt. Colonel Borum if you are interested in joining the Relay Committee.



February Birthdays

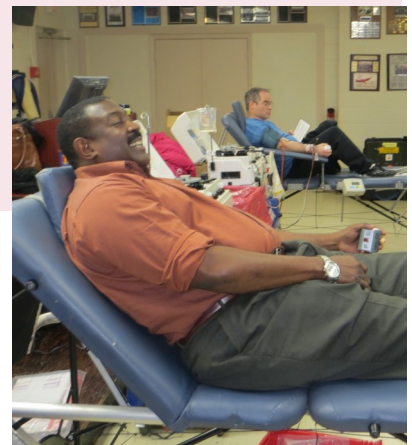
1 Holt, Katalina	10 Sherwood, Jason	18 Williams, Christopher
2 Minshew, William	10 Willie, Chanda	19 Persichina, Jamie
2 Williams, Nathaniel	11 Brumfield, Donald	20 Bennett, Angela
3 Armstrong, Calvin	11 Williams-Valentino, Charisma	21 Goosby, Melvin
3 McClean, Erin	12 Ballance, Paul	21 Mann, William
3 Scott, Micah	13 Lee, James	22 Roebuck, Daniel
4 Provost, Michael	13 White, Maranda	22 Taylor, Kendra
5 McCabe, Robert	15 Hudson, Robert	22 Williford, Harold
6 Isureal, Mondray	16 Breeden, Meryah	26 Brown, Leekycia
7 Martin, Warren	16 Franklin, John	27 Balch, Thomas
8 Adams, David	16 Hoose, Robert	28 Cordell, Chase
8 Barnett, Shylisle	16 Sharrow, Gerald	28 Wash, Robert
9 Raper, Nicole	16 Volkman, Michael	28 Keough, Michael
10 Coleman, Sandra	17 McClam, Edmon	29 Williams, Brian

NSO Blood Drive

December 10, 2014

Once again, NSO employees rolled up their sleeves to donate blood during the American Red Cross blood drive held in the Training classroom. We already know what the statistics show. The number one reason donors say they give blood is because they **“want to help others.”** Donating blood is just one way our staff steps up to help others in the community. One donor can help save the lives of up to three people. During this blood drive, 26 units were collected with a potential of saving 78 lives!

Special thanks to Dawn Wilson, who scheduled appointments for staff, and Jennifer Carpenter who volunteered to help keep the Red Cross staff organized so they could give their full attention to the donors.



NSO Times

Your ideas and suggestions are always welcome.
Please submit photos and subject matter to Dee Minor,
Administration (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!