



# NSO TIMES



**Norfolk Sheriff's Office Newsletter**

**March 2015**



*Voted: Best Places to Work  
Inside Business*

**HAMPTON ROADS**

**2010 • 2011 • 2012**

★ **Norfolk Sheriff's Office**

• 2012 BEST OVERALL COMPANY



Sheriff McCabe holds promotions ceremony



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**Non-violent workforce inmates help the City of Norfolk dig out of several snow storms**

**[www.norfolk-sheriff.com](http://www.norfolk-sheriff.com)**

# Sheriff's Message

The Norfolk Sheriff's Office was in the spotlight as three winter storms blew into the city in about a week's time.

Local media showcased the stories of our workforce inmates shoveling snow for the city, saving taxpayers labor costs, and giving the offenders an opportunity to get out and work for a second chance at a better life.

We are grateful to our deputies who spent countless hours in the cold, supervising the inmates as they removed snow outside city buildings and schools.

Part of the reason you might have seen some of the coverage on television is thanks to our new Public Information Officer, Karen Hopkins.

After five years of reporting at 13NewsNow, Karen resigned to join the Norfolk Sheriff's Office.

Also, in this month's newsletter is our commitment to hire more Veterans. We are boosting recruitment efforts to find the best candidates to join our team. This includes a brand new NSO website, and more outreach on our Facebook and Twitter pages.

I hope you will learn a few new things in this month's newsletter about the good work the men and women of the Norfolk Sheriff's Office are doing every day.

Warm regards,

Sheriff Bob McCabe



*Robert J. McCabe*

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

Coach Bobby Wilder must have felt right at home with all of the snow, being from Maine!



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# Snow Removal

Inmate Justin Monk shoveled snow for at least eight hours for the City of Norfolk, but he was glad to do it.

"It's very beneficial to me," Monk said.

That's because non-violent offenders, like Monk, are getting credit for their hard work. For each hour they're out shoveling, they receive \$7.25 credit toward their court fines.

The mutually beneficial program is called the Norfolk Sheriff's Office workforce program. For nearly 20 years now, non-violent inmates have been given the opportunity to get out of the jail to work. Deputies are always supervising the inmates to ensure the safety of the public. After a hard day's work, the inmates return to jail at night, many of them serving time for traffic charges, child support, or drug possession.

One of the best parts is that the labor comes at no cost to taxpayers. In a typical year, Sheriff Bob McCabe explained, inmates work nearly 200,000 hours, saving the city about \$2 million doing things like cleaning up at Scope, doing yard work and maintenance at city parks, roads, schools, cemeteries, the airport gateway, Nauticus, Half Moone Cruise Terminal and The Waterside.

"If the inmates impress us, we will be able to bring an employer in and say hire this guy. We can show employers that this inmate is nonviolent and will be an asset to your company. Hopefully he won't come back to our facility," workforce director Mike O'Toole said.

As for Monk, his hard work shoveling snow already did pay off.

"I paid off all my court fines in the workforce program, and now I'm able to get my driver's license too," he said.

His story was featured on 13NewsNow and WTKR, and a day later, a local business owner hired him.

Monk moved up from the "inmate workforce" program to the "work release" program. Now he works at a local business by day, and he spends night in jail. Once he's out, he will already have a job.

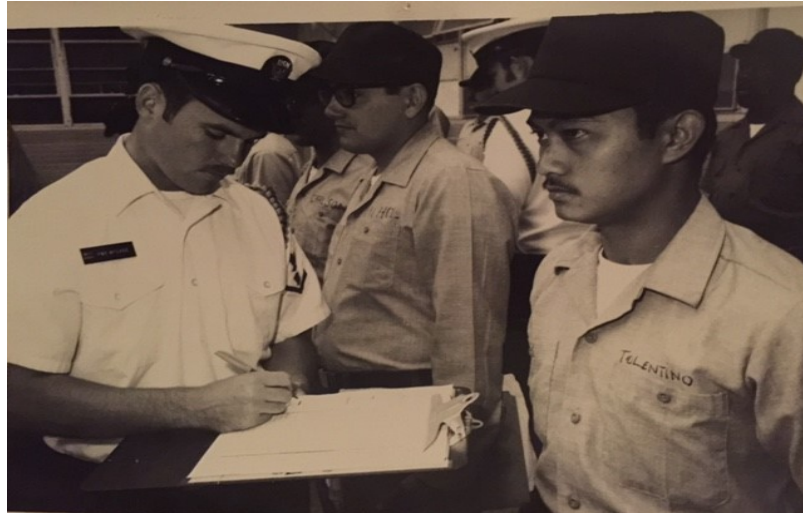
NSO has built relationships with nearly 200 local businesses. If deputies see inmates with a good work ethic, they'll recommend them for a real job. It's one way Sheriff Bob McCabe works to have inmates successfully reenter society, and not end up staying back in jail on the taxpayer's dime.



# Sheriff McCabe targets hiring veterans

Photo: Sheriff McCabe (left) when he served in the US Navy in 1977-80.

Stationed in Norfolk aboard USS Saipan, he was the youngest staff member as an E-4.



Norfolk Sheriff Bob McCabe is leading a charge to hire more veterans.

His office is one of few in Hampton Roads to join Governor Terry McAuliffe's new "Virginia Values Veterans program." Employers pledge to hire and keep a certain number of veterans as staff.

So far, about 170 out of nearly 500 Norfolk Sheriff's Office employees are veterans.

"The Sheriff being a veteran himself, is big on hiring veterans. A company can benefit from veterans because they are disciplined and used to structure," Human Resources Director Lt. Darrell Freeman said.

Sheriff McCabe submitted a letter to Gov. McAuliffe and a committee approved his application to join the V3. This means that NSO is listed as a "veteran friendly" employer at career fairs across the Commonwealth. (continued pg. 5)



(Left) Sheriff McCabe and his son, Jeremy, who is currently serving with the Army in Germany.  
(right) Lt. Darrell Freeman is the NSO Director of Human Resources.



The Virginia Values Veterans (V3) Program is an official Commonwealth of Virginia, Department of Veterans Services Program. © 2014

Sheriff McCabe took the effort one step further, getting VA approval for the “On-the-Job-Training Apprenticeship Program.” His office went through an extensive process to develop a one-year curriculum for law enforcement training. This means veterans can use one year of their G.I. Bill while working at NSO, adding around \$1,200 in additional pay to each month’s check.

“It was great to have that option,” Cpl. Eric Maldonado said.

Maldonado earned an extra \$18,000 in his first year working at NSO by using his G.I. Bill pay. He was already close to earning his bachelor’s degree, so it was a good fit for him.

“Many guys just want the money, but later on they might want to go to school. You have to make sure you’re making the right decision.”

Maldonado spent three years active duty Army before he joined NSO in 2011. He says the Sheriff’s office was an easy transition for him. “You have a similar rank structure, we operate a lot like the military,” he said.

One area of similarity is basic training. That’s why Maldonado is a natural as our training academy instructor.

We are always looking for great candidates to join our team; visit our website or contact:

Norfolk Sheriff’s Office  
Personnel Division  
140 East Street  
Norfolk, VA 23510  
(757) 441-2923



Cpl. Maldonado in NSO’s gym

# More inmates beat addictions

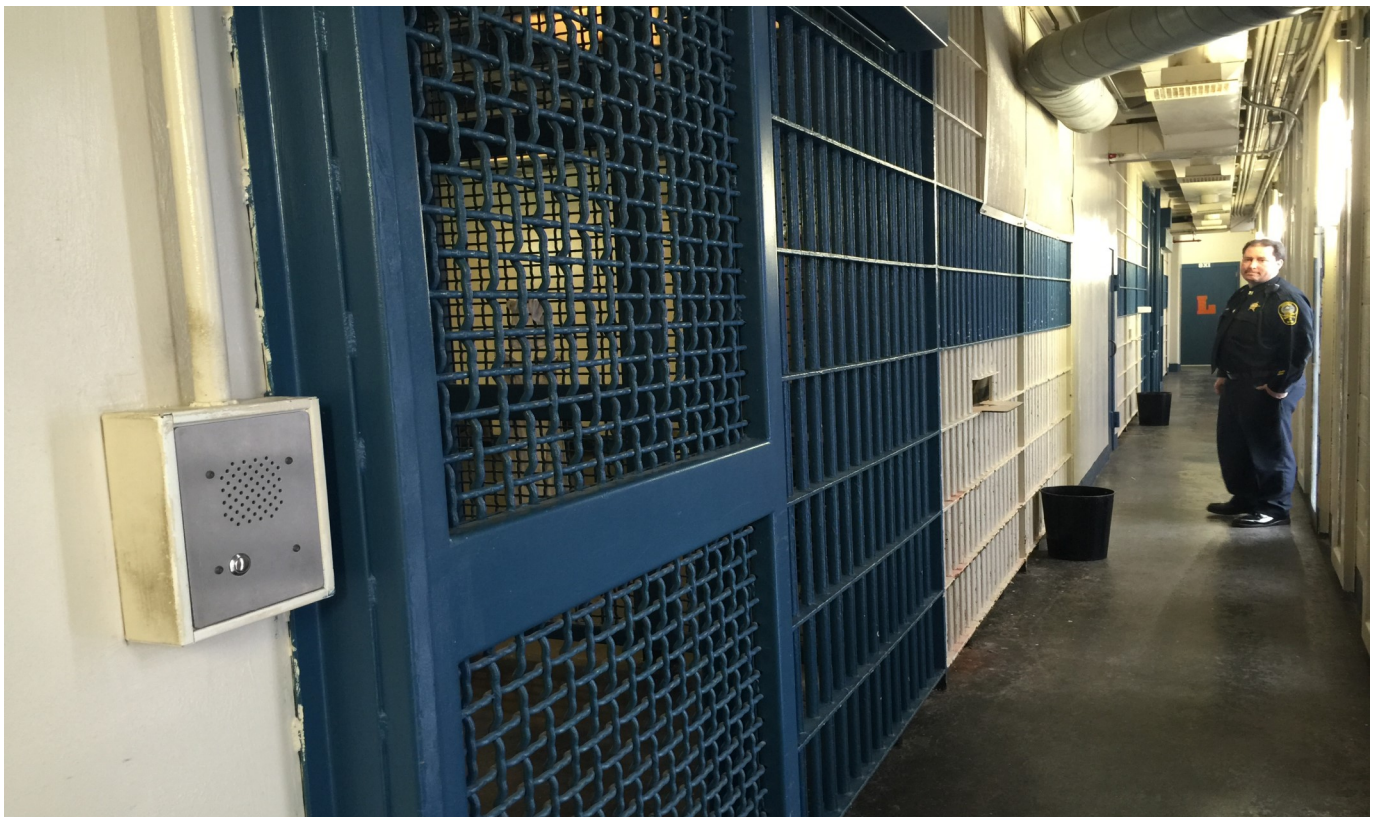
"It is a wonderful thing to see hope in someone's eyes," an Alcoholics Anonymous volunteer remarked.

It's that glimmer of hope that keeps Bascom coming back to help inmates overcome alcohol and drug addictions. Volunteers have been putting on the AA and NA programs inside the Norfolk City Jail for the past three years, and their genuine love and compassion is making a difference.

"The program started out with about 25 inmates in a class, but it has grown to nearly 45 inmates in each session," Director of Community Corrections Mike O'Toole said.

In response, AA is now sending six volunteers, instead of two, in order to meet the growing demand. For Norfolk Sheriff Bob McCabe, it's one of many efforts to help offenders start a new life. His open door mentality is being noticed.

"I wanted to let you and Joy know how much we appreciate being able to bring these meetings into the Norfolk facility. Not only is it essential service work for us but we have had women leave the facility and continue to go to meetings on the outside, maintaining their sobriety," an Alcoholics Anonymous volunteer wrote.



# Promotions



Nicholas Keisel made Corporal, with his fiancée there to celebrate. They're getting married this spring!



Raan Nieves made Corporal, with his 11-year-old son pinning on his badge.



William Middleton is now a Sergeant in charge of booking.



Ray Fiorella, now a Major, was glad to have his son and daughter in town for the ceremony.

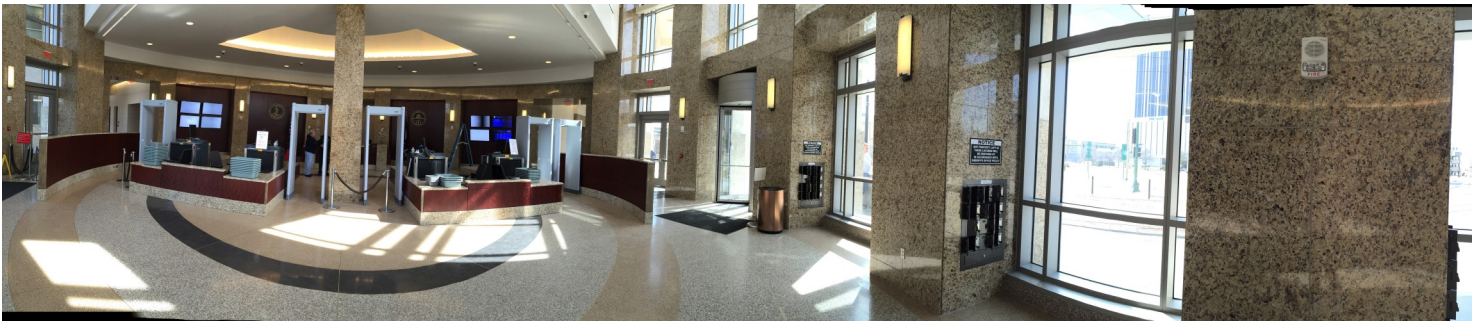
# Courthouse Praise

Sheriff Bob McCabe's deputies and staff are receiving letters of praise after the successful grand opening of the courthouse in January.

"Your deputies were helpful, friendly ambassadors who made themselves readily available to guide visitors throughout the building. The ribbon cutting and open house for the City of Norfolk Courthouse was a huge success, due in part to your leadership and the diligence of your staff," Norfolk Mayor Paul Fraim wrote.

Commissioner of Revenue Evans Poston Jr. was grateful that deputies helped his office move out of the old storage area below the old courthouse.

"We needed to remove some old storage shelves quickly, and would not have been able to do so without the help of Lt. Sharrow and his team. It is nice to have been able to save the taxpayers some money in working with your staff to move the shelves. I am glad that Mr. Smigiel can use them in his new school rather than having to discard them," Poston wrote.



## Sheriff Speaks at National Conference

Sheriff McCabe was a panelist at the 10th Annual Harry Frank Guggenheim Symposium on Crime in America.

Journalists who report on criminal justice topics across the nation were invited to participate in the symposium.

Sheriff McCabe was on the panel for “Jails and the Mentally Ill,” and he listened to presentations on “After Ferguson; Lessons from a Tragedy,” “Re-Thinking Punishment,” and “Sentencing and Public Safety; The Debate on Risk-Based Assessment.”



Master Deputy Brian Williams was honored at the annual “Living Legends of Hampton Roads Black History Month Celebration” for his service of watching over seniors in the community as part of the NSO “Senior Watch” program. Williams checks on dozens of seniors consistently to make sure their needs are met, and they are not victims of crimes.



Deputy Harold Wilson is an avid Trumpet and Keyboard player since high school. He got to play with his brother's band in Williamsburg recently.



A big thanks to the Fresh Market for donating food for senior citizens at our monthly TRIAD crime prevention meeting!

Retired NSO employee Nancy Baker sent a nice note to Lt. Freeman in Human Resources.

"As far as I am concerned, retirement is for the birds! I really miss the wonderful people that I had the pleasure to work alongside. You could never find such dedicated, smart and professional young women and men. Just shows what a wonderful job that you and Karen Moore do!"

## Scholarships

Sheriff Bob McCabe has announced that 2015 Virginia Sheriffs' Institute Scholarship forms are available to college-bound Norfolk residents who are interested in pursuing a criminal justice degree.

Only students who are accepted to Virginia colleges and universities are eligible for the award. Applicants must submit a letter of recommendation from the local sheriff.

Sheriff McCabe must receive student applications by April 24<sup>th</sup> in order to qualify. He will then attach his letter to the application and forward it to the Virginia Sheriffs' Institute in Richmond. To download a form, visit: [www.vasheriffsinsitute.org](http://www.vasheriffsinsitute.org) and click on the scholarship icon. Mail completed application to Sheriff Bob McCabe, Norfolk Sheriff's Office, 811 E. City Hall Ave., Norfolk, VA 23510

**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 - August 7, 2015**

# Employee Service Awards

**Celebrating a Service Anniversary in March:**

**Lt. Col. Christopher Walz—25 Years**

**Lt. Wendy Crocker—15 Years**

**Sgt. Kathleen Edwards—15 Years**

**Master Deputy Charles Williams—15 Years**

Law & Disorderly Club: 21th Annual Charity Bowling Tournament, supporting children's charities

Saturday March 28, 2015, 11:45 a.m. with bowling @ noon

AMF Bowling Lanes, 2441 E. Little Creek Rd. Norfolk, VA

\$20 per person, \$80 per Team, including shoes and roll off game.

Contact Steven Duke 373-9184 or Robert Wash 823-1562 for entry forms due by March 18, 2015

## April Birthdays

1	Curry, Duain	13	Maldonado, Eric	23	Corillo, Keith
2	Ashley, John	13	McAloose, Mark	23	Segelstrom, Chad
2	Borum, Cindy	14	Williams, Charles	24	Placke, Jeraldine
4.	Hooker, Belinda	14	Walton, Taylor	24	Campbell, Kelly
4	Mitchell, Daniel	14	Purdie, Algenon	24	Hurt, Lawrence
7	Hollenquest, Teniesha	15	Trevena, Richard	24	Walz, Christopher
7	Salisbury, Ryan	17	Morrow, Lillian	25	Hodge, Donald
8	Drake, Matthew	19	Middleton, William	25	Mosley, Willie
8	Chumpitaz, Paul	19	Williams, Randolph	26	Sheldon, Mark
8	Boone, Wayne	21	Bocclair, Terry	27	Conklin, Melissa
8	Eichelberger, Chad	21	Kuhn, Alice	28	Cleek, Robert
11	LaPorte, Michael	21	Robinson, Frederick	30	Thomas, Robert
12	Hoggard, George	23	Waheed, Karim	30	Zirpoli, Jeremy
12	Simmons, Mylicia				



NSO IT director Tim Baker welcomed John Franco on February 17th, weighing 10.7 lbs. 22.5 inches. 9-year-old Vincent and 8-year-old Patrick are happy big brothers!



Also, congrats to Deputy Jasmine Parker (C Team Deputy) who also had a baby.

# New NSO Website

You'll have to visit our new NSO website at [www.norfolk-sheriff.com](http://www.norfolk-sheriff.com). You can find the application for employment on our site. We are hiring!

You can also read the latest news, and see Public Information Officer's Karen Hopkins videos showing a "behind the scenes" look at our work. We have a new tool, called the "Inmate Lookup," where you can search for people booked into our jail, and see their mugshots.

# NSO Times

Your ideas and suggestions are always welcome.  
Please submit photos and subject matter to Karen Hopkins,  
Public Information Officer ([Karen.Hopkins@norfolk-sheriff.com](mailto:Karen.Hopkins@norfolk-sheriff.com)) X44344

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