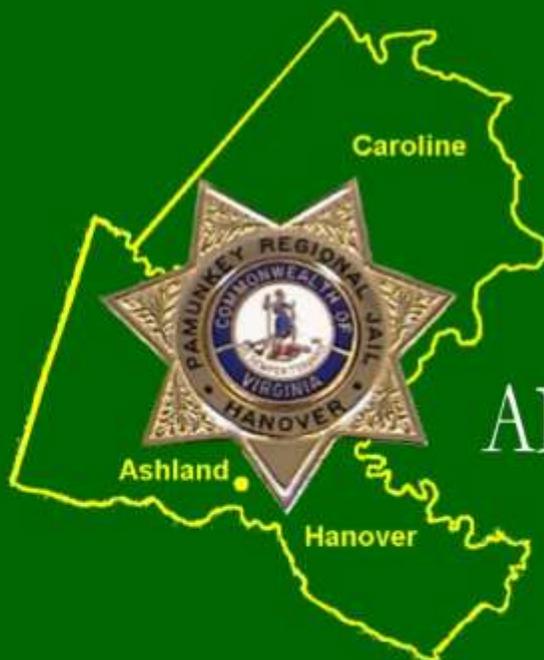


SAFETY • SERVICE • RESPECT • INTEGRITY  
INITIATIVE • INNOVATION • KNOWLEDGE



PAMUNKEY  
REGIONAL JAIL  
ANNUAL REPORT 2015-16

This cover was printed on 28 pound, acid-free, color copy paper. The final cover image was selected from several submissions, and was designed by Lieutenant Colonel Nathan J. Webel, CJM, Deputy Superintendent of the Pamunkey Regional Jail.

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# PAMUNKEY REGIONAL JAIL

## 2016 ANNUAL REPORT

A letter from the Superintendent:

As I present the 2016 Annual Report for the Pamunkey Regional Jail, I am reminded that while our communities are not out of the economic woods, Virginia and particularly this region are making good strides towards a recovery built on a foundation of sound fiscal practices.

This past fiscal year through hard work and proper planning, the Pamunkey Regional was fortunate to be in a position to return \$180,000 to the localities we serve. This return helped eliminate the locality debt service owed, and thereby contributed to a reduction of the financial burden of the jurisdictions. My staff and I have also worked diligently to ensure that we stay within our means. As a result, the facility ended the fiscal year with a budget surplus of \$934,946.

We have also continued to “do more with less” by continuing to hold seven officer positions vacant, despite the burden that it places on those that have been asked to perform additional responsibilities. I would like to take this opportunity to thank the Jail Authority Board Members for all the leadership and support they provided this past year.

With that said, I am a firm believer that tough times make for great opportunities-opportunities to make hard decisions that will serve us well when times get better. That is the approach I have taken as the jail’s Superintendent.

It brings me great pride to see the officers and staff of the jail step up to fully address the issues that we face. As you read this report, I trust you will agree that the Pamunkey Regional Jail is squarely meeting our challenges head on, and laying the groundwork for our future success.

Sincerely,

Colonel James. C. Willett, CJM  
Superintendent

# Vision, Mission, & Core Values

## Vision Statement

It is the vision of the Pamunkey Regional Jail to be an organization that has a strong value system that recognizes the inherent worth of all human beings, respects and recognizes the needs of the community, and holds the belief that, if they choose, offenders can change their lives.

## Mission Statement

The Pamunkey Regional Jail shall provide the highest level of safety and security for our community. We shall strive to exceed national correctional standards while continuously providing exceptional services and resources for the community, law enforcement, and the judicial system. Through integrity, dedication, and teamwork, we shall provide an environment of professional development that promotes respect, cooperation, and ethical excellence.

## Core Values

- Safety – Operate in a safe and efficient manner, for yourself, your team, the facility and the community
- Service – Cultivate excellent relationships with our member localities, and our community
- Respect – Treat all individuals with consideration and thoughtfulness
- Integrity – Demonstrate positive values in the way you act and the way you insist others behave
- Initiative – Always ready, willing, and able to pull together to face new challenges
- Innovation – Adapt to change; work with it, not against it
- Knowledge – Commit to enhancing job knowledge through training & experience

## Facility Overview

The Pamunkey Regional Jail is comprised of 127,000 square feet, containing 14 housing units and a total housing capacity of 495 inmates. In addition to the housing units, the jail has a medical infirmary, administrative section, central control section, general library, law library, kitchen, barbershop, laundry and separate training rooms for staff and inmates.

The housing unit design of the jail provides one female unit, which is divided into 3 sections. This allows for separate housing for protective custody, administrative segregation, disciplinary problem inmates, new committals, and female work release inmates in addition to the general population female inmates. In addition to the general population units for the male inmates, there is also a designated housing unit for special management inmates. This housing unit allows inmates to be housed separately for purposes of protective custody, administrative segregation and disciplinary status.

The Pamunkey Regional Jail's medical infirmary has 2 examination rooms, a dental laboratory and 6 individual cells for inmates who require special medical attention. Two of the cells are designed to house inmates with highly contagious conditions.

The operational design of the jail is state-of-the-art. It has numerous electronic systems throughout the facility, including an *Inter-Office Communications Link*, a computerized *Digital Optical Fingerprint Capture Machine (Cross Match Live Scan System)*, and a computerized *Video Imaging System* for booking, tracking and release of inmates and a sophisticated Computer Network System.

All doors throughout Pamunkey Regional Jail have electronic locks and are controlled and operated by an Officer assigned to Central Control. This officer controls access to all areas of the jail via cameras and intercoms. It is impossible for a person to enter or move throughout the facility without the knowledge of the officer in Central Control.

The Annual Report highlights various employees from every department. These talented individuals, highlighted on the sectional dividers throughout this document, contribute on a daily basis to the overall success of the Pamunkey Regional Jail.

# Administration



Hunter Barbour began working at Pamunkey Regional Jail in July 2014. As the systems engineer for the jail, Hunter has implemented many new technologies into the jail such as a new server infrastructure, wireless access points, network architecture and inmate wireless tablets and kiosks. By working with the Superintendent and Command Staff, Hunter has brought Pamunkey Regional Jail to the forefront of technology for the Regional Jails in the State of Virginia. Hunter has worked in the IT industry since 2001 on Servers, Desktops, Networks, Application Development, Backup-Disaster Recovery Architecture and Virtual Infrastructure.

Hunter has a Bachelor of Science in Computer Information Systems graduating Summa Cum Laude and is a member of the Golden Key International Honor Society and the National Technical Honor Society. He holds professional certifications from Microsoft and CompTIA in Networking and Security. Hunter is currently pursuing his Master of Science in Cybersecurity from Liberty University.

## Administration Division

Colonel J. C. Willett, CJM  
Superintendent

Lieutenant Colonel N. J. Webel, CJM  
Deputy Superintendent

### Administrative Personnel

F. Keith Spicer, CPA, Director of Finance  
Nancy Roberts, Accountant  
Sarah Dunn, Account Clerk III  
Kim Stephens, Human Resource Coordinator II  
Cindy Dykes, Executive Secretary  
Hunter Barbour, Systems Engineer  
Asad Abdullah, II, IT Technician

### **Personnel**

The Pamunkey Regional Jail Personnel Department consists of a Director of Finance, a Human Resource Coordinator II, an Accountant, and an Account Clerk III. This department is responsible for the recruitment, screening, and hiring of all Pamunkey Regional Jail staff. To accomplish this, the perform background investigations, make employment offers and conduct new employee orientations.

The Director of Finance oversees the daily operations of the Personnel Department by supervising and assisting each with their various responsibilities. Specific functions of this department include, maintaining accurate records of each employees personnel file, Workman's Compensation records and Employee of the Quarter/Year appointments. This department is responsible for processing performance evaluations for the entire staff and processing semi-monthly payroll. This includes overtime, leave balances, merit and benchmark increases, internal postings, promotions/demotions, and new hire/separation paperwork. There are also various position status and personnel update sheets that are accurately maintained each month. In addition, the department is responsible for other functions such as billings, accounts payable, budgeting and financial reporting and analysis. This includes the monthly billings of inmates housed for various jurisdictions, processing of payments, and preparation of the Jail's annual budget and comprehensive annual financial report.

The Career Development Program that was developed in previous years has been a success. At the present time, there are six officers at the Officer First Class level.

## Personnel (Continued)

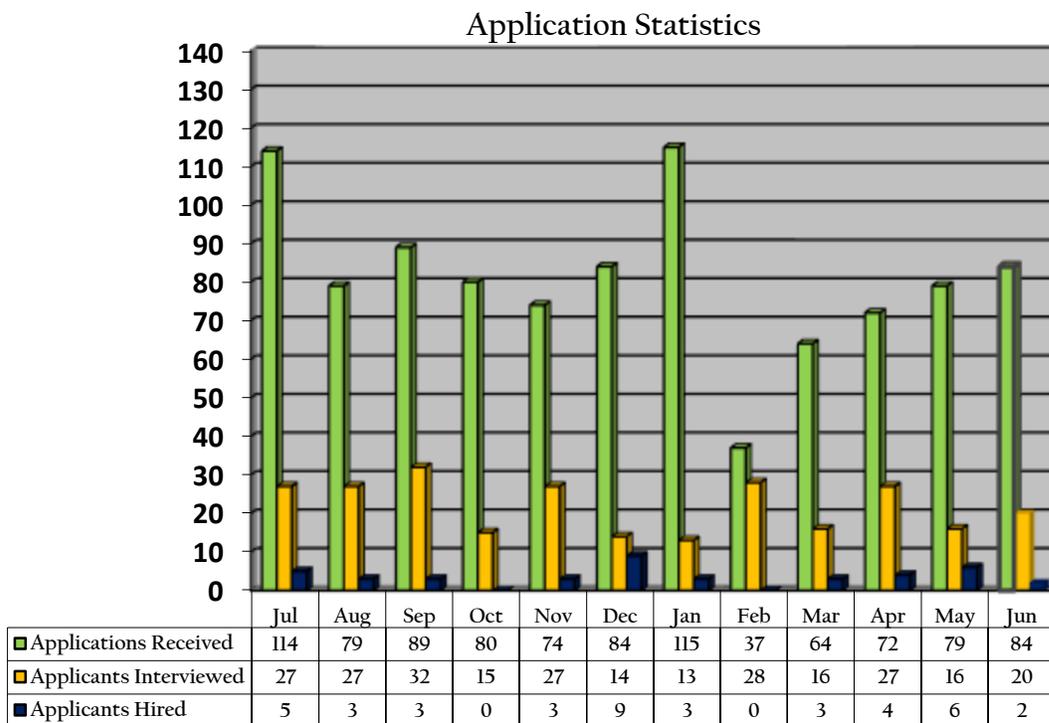
The Human Resource Coordinator serves as a liaison for Hanover County in the administration of health plans, benefits packages and payroll information entry. This involves keeping staff aware of any changes in the Family and Medical Leave Act, the Americans with Disabilities Act, Unemployment Compensation Laws and all Labor and Employment Laws applicable to the operation of this facility. In addition, the Human Resource Coordinator enters and deletes any payroll information required, executes conditional offers of employment and performs extensive orientations for new hires. The orientation includes a review of the benefits offered and the opportunity to enroll in the many benefits offered by the jail.

The Pamunkey Regional Jail staff participated in a Christmas charity project for 2015. This program is called “Adopt-A-Family”, which is a way to provide gifts and support to a family in Caroline County, one of the jurisdictions we serve.

The jail has also been a supporter of the Law Enforcement Torch Run to benefit the Virginia Special Olympics. This past year staff raised money by assisting with fund raising efforts such as T-shirt sales and “Cover the Cruiser” events.

These events were a great way to bring out the best in our staff and to have positive interaction with the community they serve.

In addition, each spring the Pamunkey Regional Jail holds an Officer Appreciation week to thank our employees for their hard work and dedication.



## Information Technology

The computerized system here at Pamunkey Regional Jail is monitored and maintained by the department, which ensures the safety and security of all employees, visitors and inmates who enter the facility.

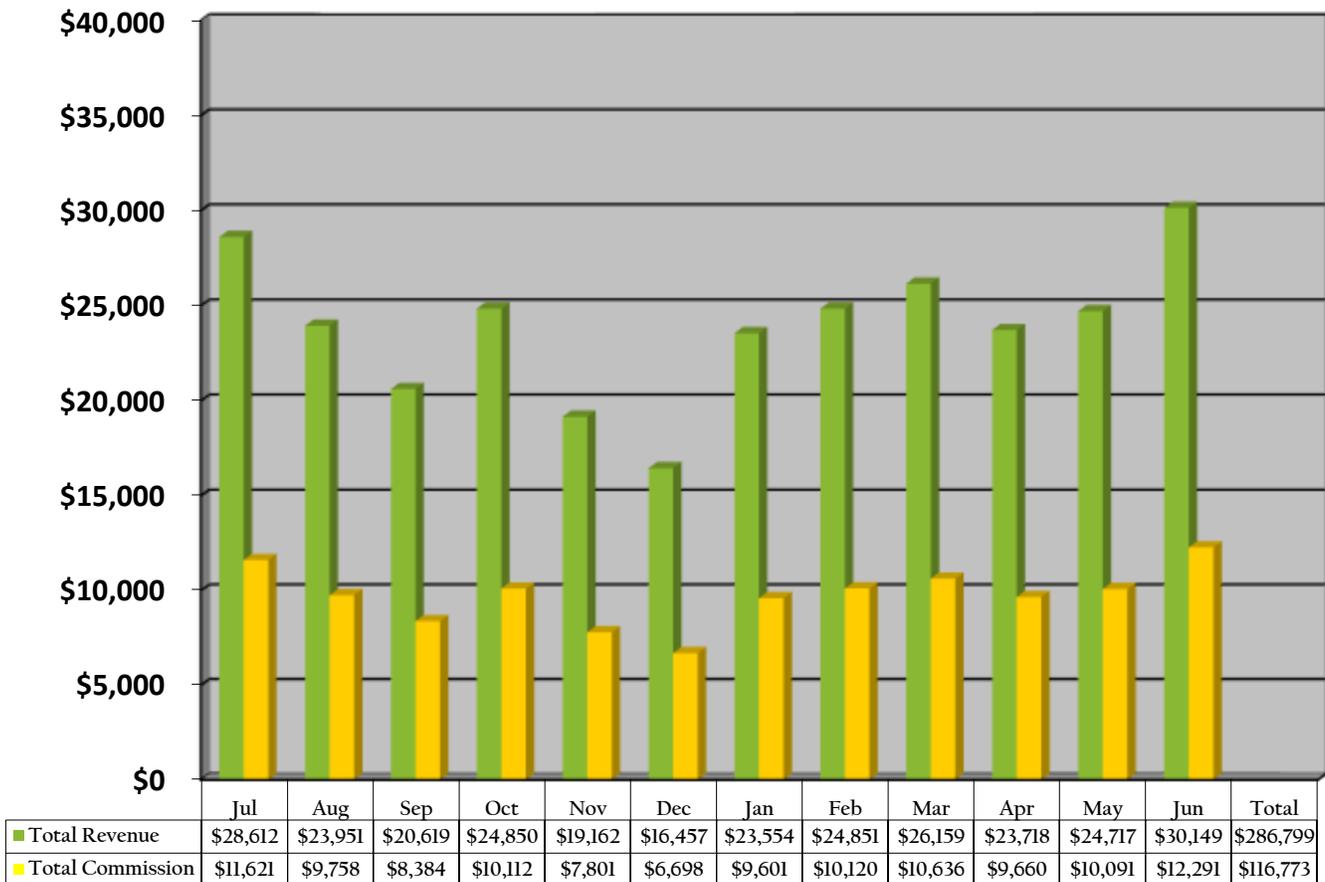
This department is also responsible for the maintenance of the Simplex touch-screen security control system. The facility doors, locks, cameras, and intercoms are controlled by this touch screen system, which helps to track the movement of all inmates incarcerated in the facility. The implementation of Digital Video Recorders (DVR's) allowed this department to record the daily activities of the inmates, and eliminated the use of VCR's. The Systems Engineer is responsible for maintaining the staff and inmate phone system and is the person to contact regarding technology issues dealing with the facility.



## Commissary

During the 2015-2016 fiscal year, Keefe Commissary provided all commissary services to the inmate population. When inmates are booked into the facility, any cash they have in their possession is taken by the booking officer and deposited into an account to be used during the inmate's incarceration. Once a week, inmates are allowed to purchase items from the jail commissary such as personal hygiene necessities, snacks, and clothing. All jail services such as medical appointments, haircuts, and notary signatures are also deducted weekly from the inmate's account. There is a lobby kiosk located in the visitation lobby, a local phone number and website that family and friends may use for depositing money for inmates to use when purchasing commissary. The revenue generated from the sale of commissary is used to purchase items such as books, computers, and recreational equipment that benefit the inmate population. During this fiscal year, \$286,799 Total Revenue and \$116,773 Total Commission was collected.

### Commissary Sales



## Security



Officer Shannon Thweatt, a native of Petersburg, Virginia, is a graduate of the College of William and Mary. She was hired at Pamunkey Regional Jail in September of 2007. She received her jail officer certification from Rappahannock Regional Criminal Justice Academy in August of 2008. Following graduation, Officer Thweatt was tasked with the duties of Field Training Officer, ensuring that newly hired officers understand and follow policies and procedures for proper management of inmates and housing units. The same year, she was posted as both Female Special Management Officer and Central Control Operator.

In August of 2011, Officer Thweatt completed training to become Officer in Charge for Night Shift B. Using the skills and knowledge gained over the years, she has worked hard to assist her fellow officers and supervisors operate the facility smoothly and successfully. As a senior officer on the shift, she acts as an advisor to fellow officers and in a supervisory capacity when needed.

## Security Division

Major M. A. Claveau  
Security Division Director

Captain M. A. Bennett  
Security Division Commander

### Security Personnel

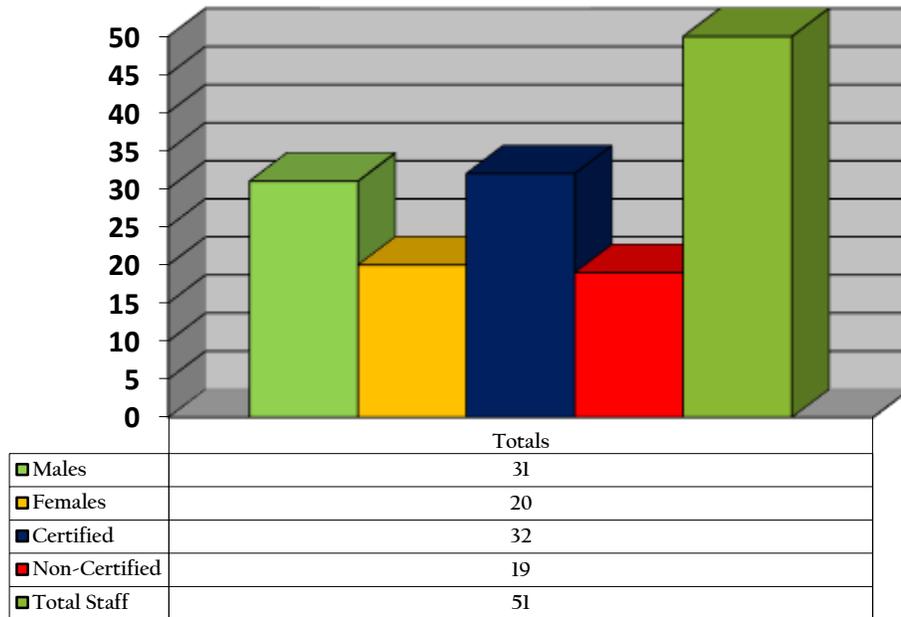
Lieutenant B. Hughes	Lieutenant R. Dority	Lieutenant T. Hackett	Lieutenant J. Winfree
Sergeant D. Banks	Sergeant E. Kasky	Sergeant M. DeVaughn	Sergeant A. Duval
Officer S. Brooks	Officer B. Curlee	Officer M. Bigger	Officer A. Bohannon
Officer B. Cosby	Officer E. Emelianov	Officer E. Brown	Officer M. Brooks
Officer W. Gordon	Officer S. Gray	Officer D. Carter	Officer S. Clark
Officer L. Henderson	Officer D. Hackett	Officer J. Creps	Officer D. Gregg
Officer D. Kyser	Officer T. Holmes	Officer W. Ellis	Officer M. Harper
Officer T. Jackson	Officer T. Jefferson	Officer R. Hagen	Officer J. Langford
Officer A. Morrison	Officer S. Johnson	Officer I. Hamn	Officer G. Madison
Officer D. Nguyen	Officer C. Lindsey	Officer A. Harman	Officer B. Marchese
Officer M. Reinhart	Officer C. Martin	Officer J. Hood	Officer P. Parrish
Officer J. Savage	Officer J. Pendleton	Officer C. Johnson	Officer D. Parry
Officer L. Shelton	Officer B. Reeves	Officer S. Twigg	Officer J. Sweet
Officer N. Stith	Officer R. Vaughan		Officer S. Thweatt
			Officer D. Wade

### Security

The Security Division is responsible for the health, safety, security and welfare of the inmates incarcerated at the Pamunkey Regional Jail. We are the police officers of this internal community. It is our mission to ensure public safety by keeping those individual incarcerated under law separate from society and protecting those incarcerated from each other. We have fourteen (14) housing units, with a total facility holding an average of 410 inmates. The Security Division manages this community with eight (8) Officers assigned to units, two (2) Officers patrolling units, one (1) Sergeant, and one (1) Lieutenant supervising the security team. The Day shift Teams consists of thirteen (13) Officers, one (1) Sergeant and one (1) Lieutenant. The Night Shifts maintain thirteen (13) Officers with one (1) Sergeant and one (1) Lieutenant. There are four (4) teams operating on 12 hour shifts from 0600-1800 hrs. and 1800-0600 hrs. Each team reports 30 minutes prior to the start of the shift for a formal briefing and training period. The rotation schedule of the shifts is a motivating factor for the staff. We currently have 31 male Officers and 20 female Officers. Our staffing at this time is 51 Officers with an authorized strength of 57 Officers. Currently we have 32 Officers that are certified and 19 awaiting certification through the academy. We currently have 8 Officers scheduled to attend the September 2016 academy. Our number of certified Officers has dropped from the previous year. We lost a lot of certified staff to other jurisdictions and new careers in the patrol/police side of law enforcement. We continue to improve training and have a great new base of officers willing and eager to start a new career.

## Security (Continued)

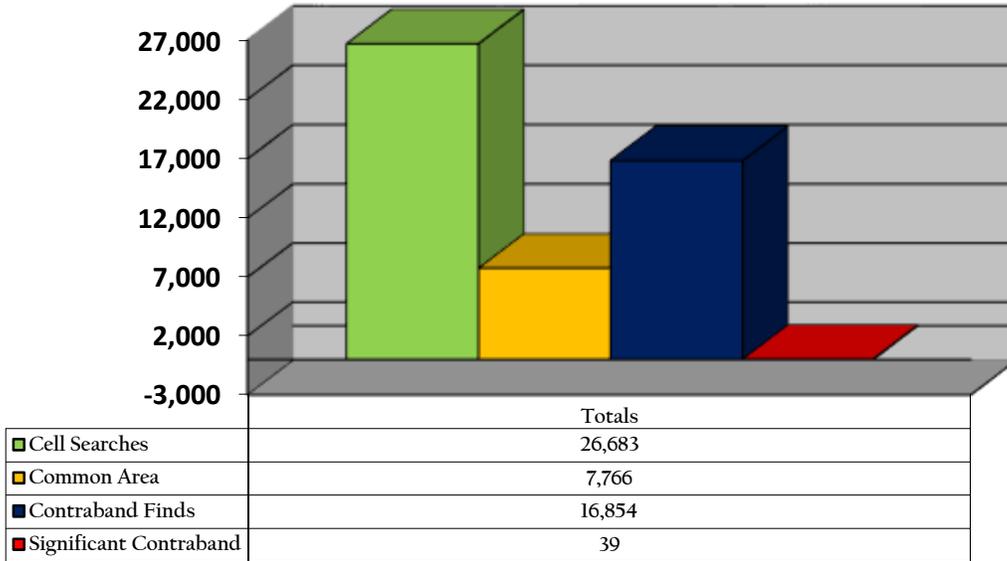
### Breakdown of Staff



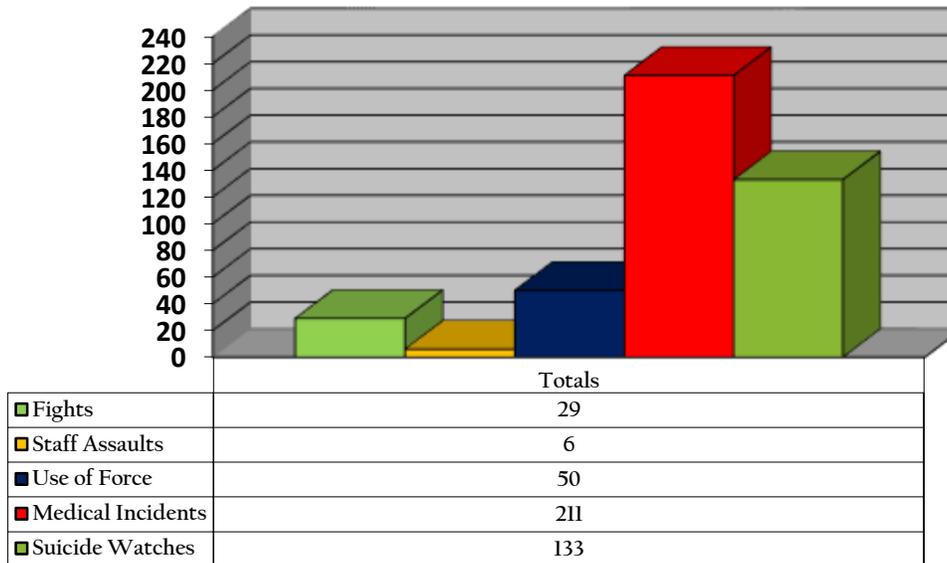
Performing these duties involves continuous searching, controlling, policing, guiding and providing structure to the unstructured. During the fiscal year 2015-2016, the Officers of the Pamunkey Regional Jail successfully conducted 26,683 cell searches and 7,766 common area searches (an increase of 21% from last year). Of these searches, 16,854 netted Nuisance contraband items (an increase of 44% from year). These searches also netted 39 significant contraband items such as drugs, lighters, cigarettes, etc. The security team made an adjustment this year in our goals for searches performed and we are now encouraging quality over quantity. In the policing of the units, there were 29 fights (inmate on inmate), 6 assaults on staff members, 50 uses of force (an increase of 11% from last year), and 211 recorded medical incidents (an increase of 20% from last year). We initiated 133 suicide watches during this year (a decrease of 16% from last year). We experienced a decrease in the number of inmate fights, however, we experienced an increase in assaults on staff. We have had a very successful year with 0 major disturbances and/or forced escapes.

## Security (Continued)

### Searches



### Incident Statistics



## Emergency Response Team

The Pamunkey Regional Jail Emergency Response Team had another successful year. The team continues to be streamlined due to budget cuts. Because the team is smaller, they have taken up more dynamic tactics and utilize equipment that balances out the load. The team currently consists of (1) Commander, (1) Assistant Commander, (1) Team Leader and (4) members. The team experienced some cancelations in training this year due to personnel shortages in the jail, and unavailability of range facilities, obtaining 74 of the normal 96 hours. We did lose several veteran officers to other agencies, but we also had a successful recruitment in March 2016. Four officers tried out for the team and three were successful. This did leave us with a fairly new team to train. Each of our training sessions are extremely intense and physically challenging. We train with specialty equipment that includes Specialty Impact Munitions, Pepper Ball System, Electronic Capture Shield, Electronic Batons, Taser, Flash bangs, Stinger Grenades, and Oleoresin Capsicum (O.C). The Emergency Response Team trains for transporting High Risk inmates, conducting cell extractions, and quelling major disturbances in the safest manor possible.

During the 2015-2016 fiscal year, the ERT Team conducted 7 **High Risk** transports outside of the facility. These transports consisted of inmates that had known escape plans, highly assaultive inmates and gang related death threats. Through hard work and being proactive, the facility has been fortunate and not had a major disturbance. Although we have not experienced any type of riot situation, the ERT Team trains continuously in the even a disturbance occurs.



## Operations & Support Services



Sgt. Snead is the highlighted employee for the Operations and Support Division. He was born and raised in Richmond Virginia. He attended Highland Springs High School where he graduated in 1981. Following high school, Sgt. Snead attended J. Sargent Reynolds College and Commonwealth College where he majored in Business Management and Accounting. He then started work at a Freightliner truck dealership as an outside sales rep. He worked at that profession until 1998 where he then started his career in Real estate. In 2002, he obtained his Broker License and opened up his own real estate agency. In 2004 at his peak, he had four (4) locations and over ninety (90) agents working for him. Years later he downsized his organization to one (1) location which is still operating today.

On October 1, 2008, Sgt. Donald Snead started his career with the Pamunkey Regional Jail. He attended the Jail Basic Academy where he received his certification in July 2009. He is currently assigned to the Intake section where he supervises two (2) Intake officers on Dayshift A. He is a firm believer in the importance of “Leading by Example”.

He is a stickler for perfection always checking on and correcting any items that aren’t up to standards. He is always willing to do more than his share to ensure that the mission gets completed. His dedication is unparalleled. Sgt. Snead was selected PRJ Employee of the Quarter for the second quarter of 2011 due to his outstanding job performance. On August 21, 2013, Sgt. Snead was assigned to Night Shift B as the Intake Sergeant where he worked and mentored his Intake officers. In September of 2014, he was transferred to Dayshift A Intake where he has continued to excel keeping up with the fast paced booking and releasing process. He is a motivated employee who goes beyond the call of duty.

## Operations & Support Services Division

Major K. D. Hopkins  
Operations & Support Services  
Division Director

Captain S. L. Cook  
Operations & Support Services  
Division Commander

### Operations & Support Services Personnel

Lieutenant C. A. Boyle, Support Services  
Lieutenant W. J. Cordeiro, Operations

#### Records & Classification Personnel

M. Agostino, Records & Classification Supervisor  
A. Bennett, Senior LIDS Technician  
L. Brazier, LIDS Technician  
Officer A. Henley, Classification  
Officer S. Fleischer, Classification  
E. Davis, Records Clerk  
K. Lyford, Records Clerk  
Officer R. Futrell, Work Force/Work Release/HEM

#### Food Service Personnel

S. Nino, Food Service Director  
K. Davenport, Food Service Assistant  
V. Devkota, Food Service Assistant  
P. Platoni, Food Service Assistant  
L. Smithers, Food Service Assistant

#### Standards and Accreditation

Sgt. K. Hurd

#### Support Services Personnel

Sgt. K. Toliver, Training  
Officer, T. Eckert, Training  
Officer C. Davis, Programs  
Officer T. Gurses, Mail  
Officer K. Harvey, Visitation  
Officer S. Hubbard, Visitation

#### Maintenance Personnel

Lt. Troy Tyree, Facility Manager  
Officer J. Agostino, Maintenance  
Officer J. Armstrong, Maintenance  
Officer P. Duke, Maintenance

## Intake/Booking

### Intake Personnel

Sgt. D. Oakley  
Ofc. B. Hudnall  
Ofc. C. Uerz

Sgt. D. Snead  
Ofc. J. Allen  
Ofc. M. Berumez

Sgt. W. Fowler  
Ofc. D. Miller  
Ofc. J. Waters

Sgt. T. Waddy  
Ofc. J. Bishop

The Intake Process is the foundation for the prisoner's incarceration. The process begins when a subject is accepted into the Pamunkey Regional Jail. The Intake Officers review and ensure all committal documents are accurate prior to accepting custody from the arresting officer. Once custody has been accepted, the intake officer conducts a pat down search for weapons or contraband, collect the personal property of the individual being incarcerated, and inventory the property. The officer then generates a computer record on the individual by entering all pertinent charges, personal information, medical history, identifying scars, marks or tattoo's.

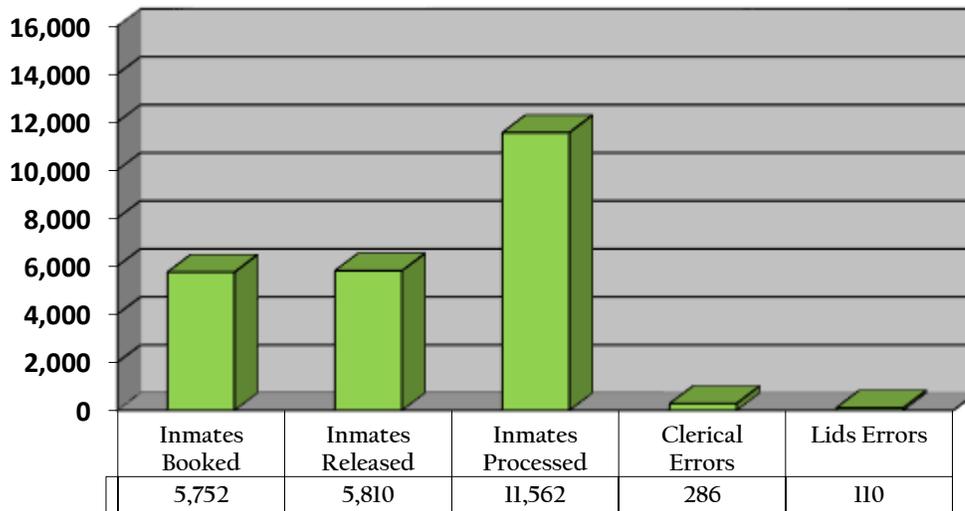
This information and the accuracy are vital to aide other LE agencies as well as for the financials of the facility. Mistakes in this area can cost the facility money and place us in a liable state. Intake officers are averaging an error rate below .01%. The errors that do get through are picked up in our double check system, so that the facility has an almost non-existent error rate. Out of **11,562** inmate jackets processed, intake officers only had **286** clerical errors and **110** LIDS errors, in which all were corrected for 100% compliance.



## Intake/Booking (Continued)

The Intake Officers are responsible for fingerprinting each person arrested. Fingerprints are transferred electronically via the Cross Match Fingerprint capture station to the Virginia State Police Department for processing. The Cross Match fingerprint machine enables the Intake Officer to retrieve clearer and more accurate fingerprints. If the individual has an outstanding warrant, the State Police will notify Pamunkey Regional Jail within minutes of receiving the fingerprint cards so the appropriate action can be taken. Another advantage is the capability to store fingerprints of all individuals printed. This is a tremendous help to local law enforcement agencies who are conducting investigations and may need fingerprints of a certain individual.

Initial intake is the most critical time of incarceration and requires the Officers to be professional at all times to ensure the safety of newly committed individuals. It is during this time an individual who may have thoughts of suicide or self-mutilation will act. The Intake Officers must be able to spot potential hazards and act immediately. During this fiscal year, the Intake Officers booked in **5,752** inmates, (which was an increase of 1% more than last year). They also processed for release, **5,810** inmates, (which was a 1% increase from last year) without serious incident to officer or inmate. This was an increase of 5.9% more inmates than last year. A total of **11,562** inmates were processed by intake in this fiscal year, for a total increase of 1% compared to last year.



## Transportation

### Transportation Personnel

Sgt. T. Berry  
Ofc. H. Overton

Ofc. M. Grant  
Ofc. A. Williams

Ofc. S. Haag

Ofc. T. Mould

The Transportation Section of the Pamunkey Regional Jail consists of one (1) Sergeant, and five (5) Officers. The Transportation Section provides safe and secure transportation of inmates to and from the Hanover and Caroline County courts the Virginia Department of Corrections (D.O.C), the United States Marshals Office (U.S.M.), local and regional jails, and medical facilities i.e. Memorial Regional Medical Center, University of Virginia and Medical College of Virginia / V.C.U. Medical Center as deemed necessary.

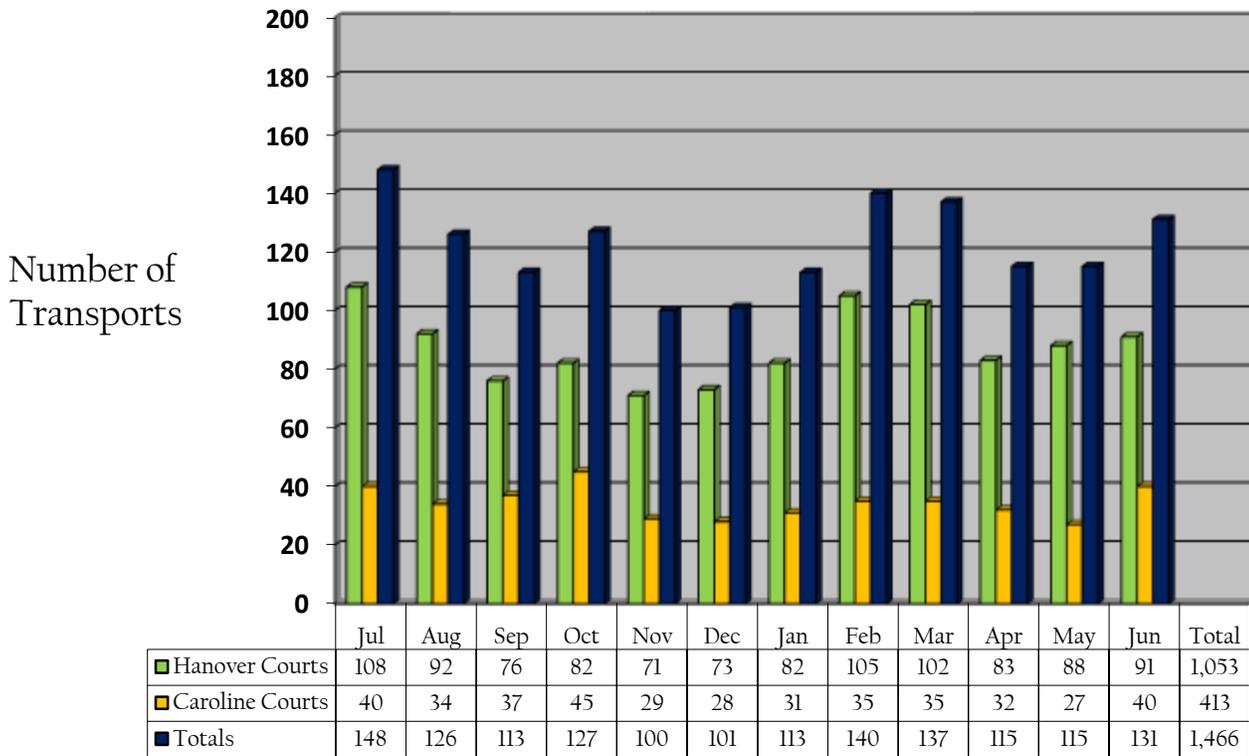
The primary goal of the Transportation Section is to provide safe and secure transportation to and from the aforementioned facilities. Personnel assigned to the Transportation Section receive specialized training in the use of firearms, defensive tactics, personal searches, high-risk transports and personal/public protection.



## Transportation (Continued)

During this fiscal year the Transportation Section completed **1,053** transports to Hanover and **413** to Caroline for a total of **1,466** transports to local courts. Also conducted were **359** transports to Federal Court for the U.S. Marshals, **157** Medical Transports, **85** Department of Corrections turnovers, and **44** transports to various other agencies, for a grand total of **2,111** transports conducted without incident.

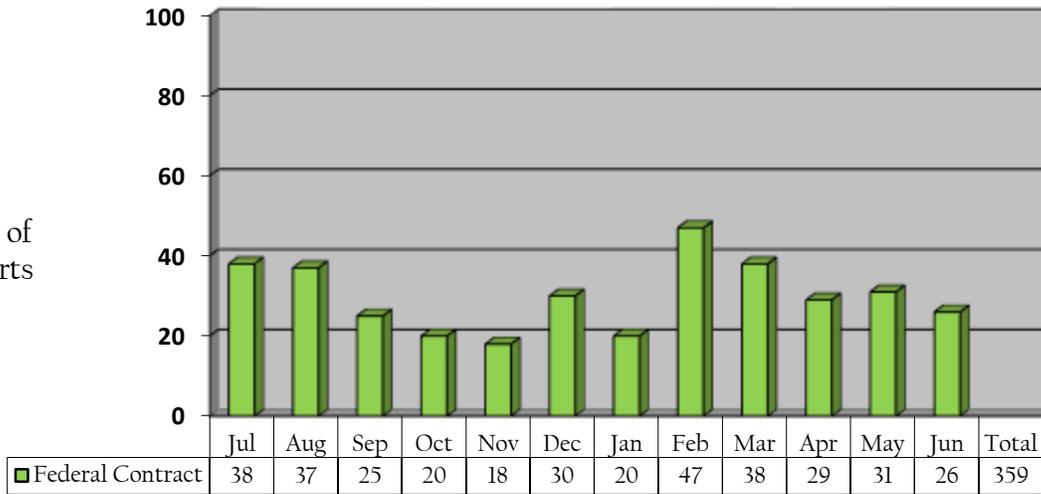
### Transports for Local Agencies



## Transportation (Continued)

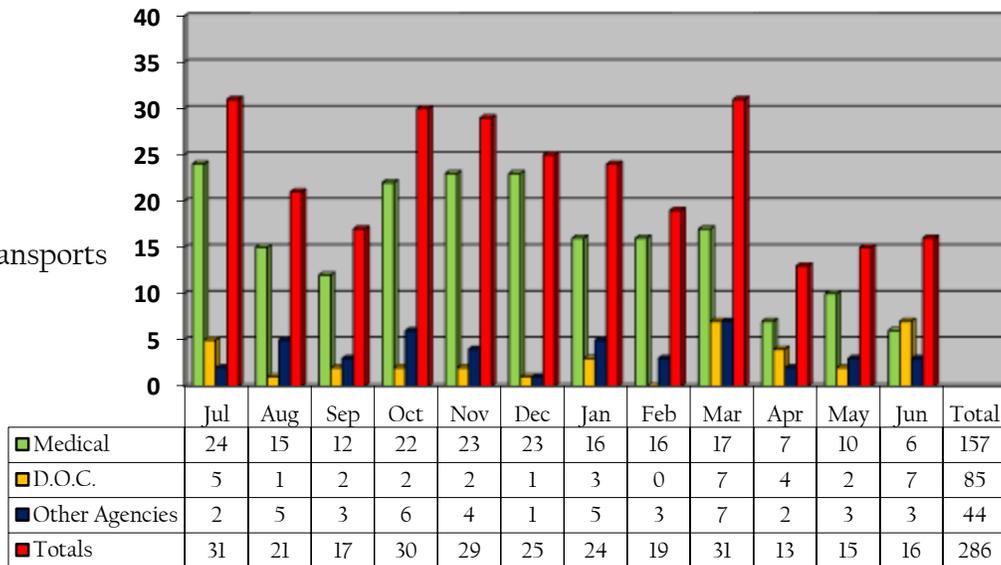
### Transports for Contract Agencies

Number of  
Transports



### Transports for Medical, DOC, and Other Agencies

Number of Transports



## Classification

The primary goal of the Classification Section is to assign each new inmate to a custody level based on their current charges, criminal history, and medical condition. Once classified, inmates are placed either in Minimum, Medium, or Maximum custody.

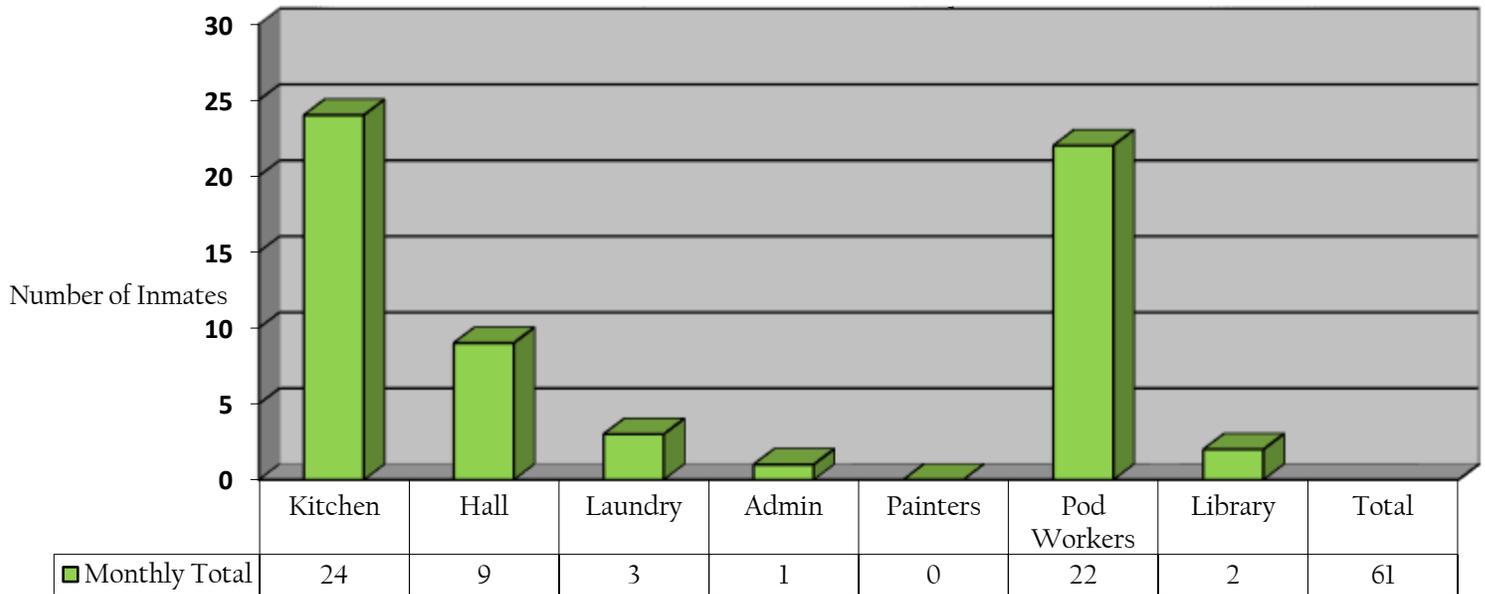
Before moving an inmate into general population, the Classification Officer is responsible for ensuring that all inmates have been tested and cleared of having tuberculosis. Once the inmate has been cleared by our medical department, the Classification Officer then determines where inmates will be housed based on an interview conducted within the first 72 hours of the inmate's arrival at the facility. Every ninety (90) days, inmates are re-classified to determine if their custody level can be changed to a higher or lower level.



### Classification (Continued)

The Classification Section also works closely with Security and Support Services to provide inmate workers within the facility. Inmate workers are responsible for maintaining cleanliness throughout the facility in accordance with guidelines established by the Department of Corrections and the American Correctional Association. Inmate workers are placed in their positions based on feedback provided by security and various other departments, as well as their previous work experience. During the 2015-2016 fiscal year, there were a total of 61 inmate workers assigned on a monthly basis throughout the facility.

In-House Inmate Workers



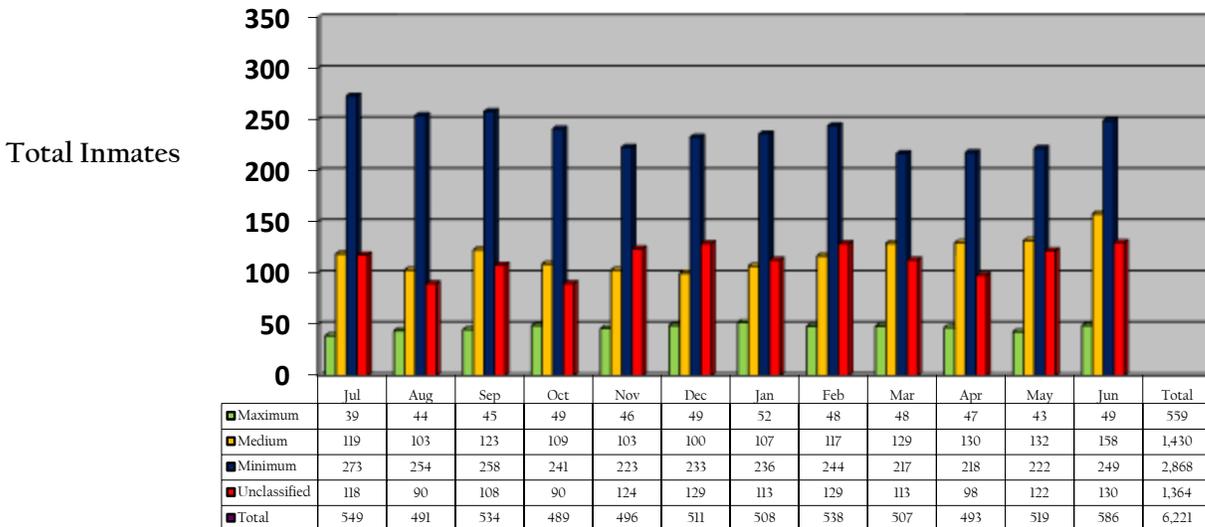
## Classification (Continued)

The Pamunkey Regional Jail classifies inmates based on three separate custody levels. Inmates who have committed non-violent offenses are placed in the least restrictive level, which is minimum custody. Inmates who have violent criminal histories and are currently incarcerated on violent offenses will be placed in the most restrictive level, which is maximum custody. Only inmates who are classified at the minimum or medium level of custody are eligible to become workers. The criminal history of the inmate will determine if they can become a worker inside or outside of the facility. Custody levels are determined by using a point scale system developed by The National Institute of Corrections. This system has proven to be widely successful in the classifying of inmates.

Pamunkey Regional Jail has policies and procedures in place to determine whether an inmate with behavioral, medical, or mental health issues has needs that are to be addressed. After the initial interview has been completed by the classification and medical staff, housing of each individual is determined based upon their recommendations. Inmates who could possibly be dysfunctional in general population because of medical or mental health issues are placed in protective custody. These inmates are closely monitored by the security staff and receive weekly assessments by the classification and medical staff to ensure their safety and determine if they may become eligible to be housed in general population.

This past fiscal year from the period of July 1, 2015 thru June 30, 2016, **4,857** inmates were classified. Of that number of inmates classified, **2,868** were minimum custody, **1,430** were medium custody, and **559** were maximum custody. There was also an additional **1,364** inmates processed into the facility but were not classified because they were released on bond, court order, or transferred to another jurisdiction.

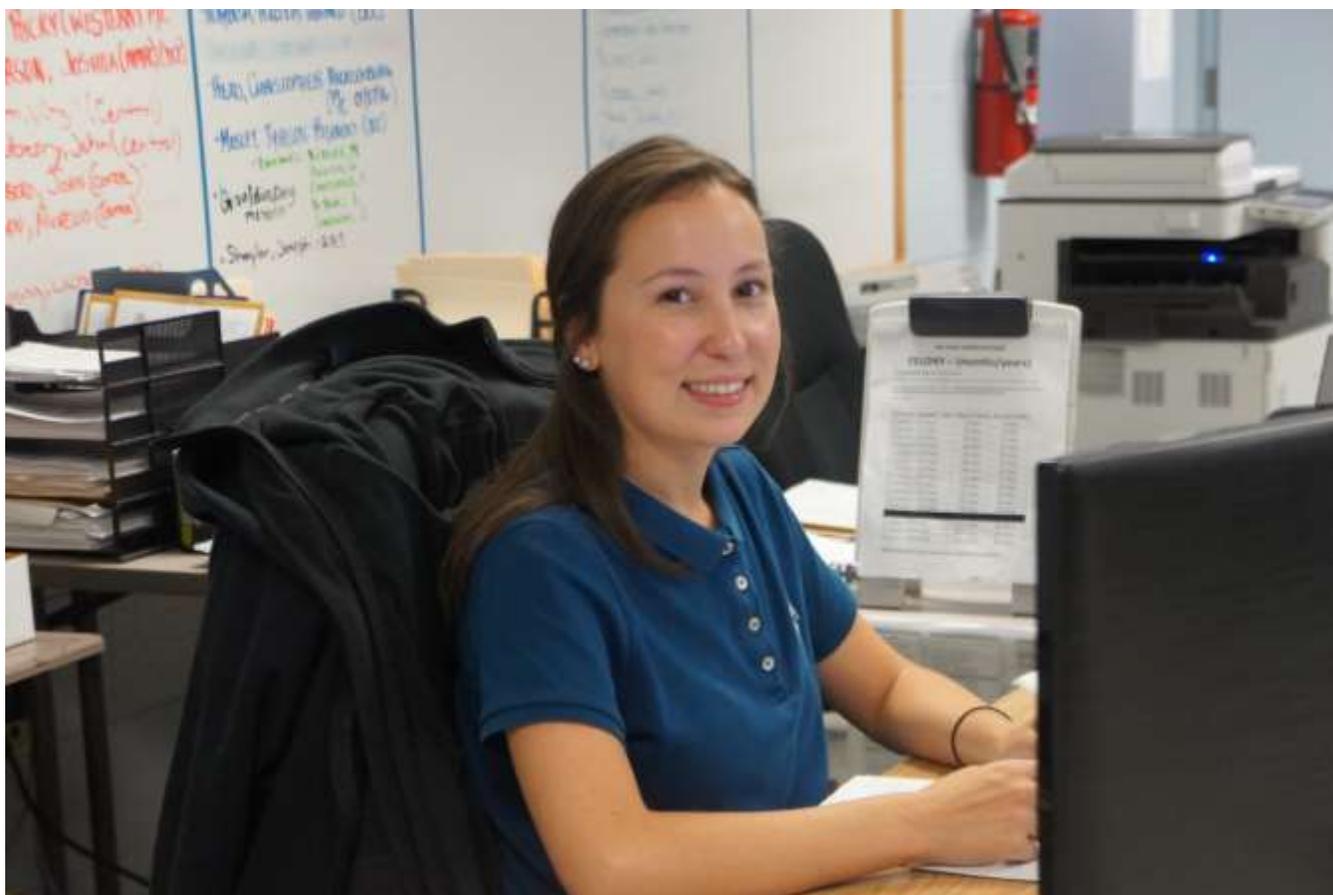
Classification Statistics by Level of Security



## Records

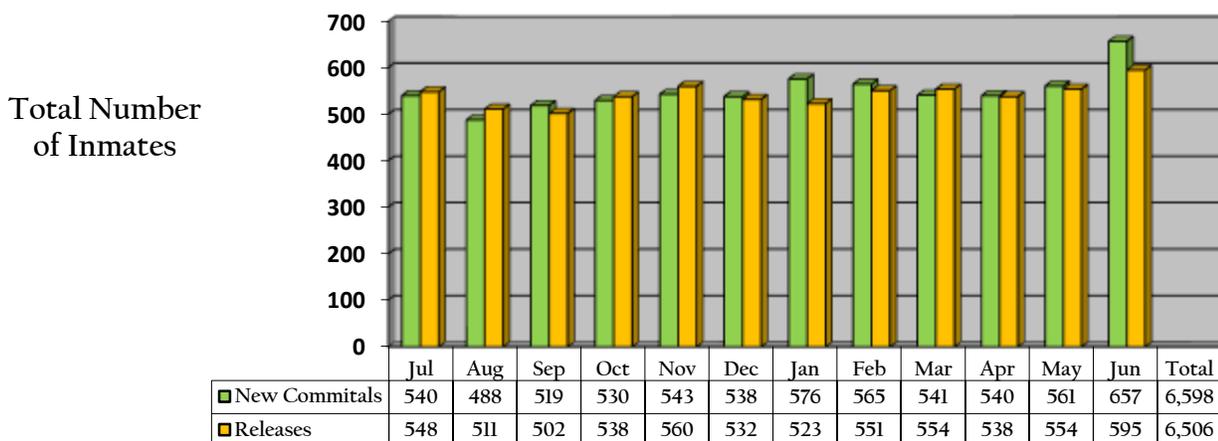
One of the most important sections in the jail is the Records Department. This department is responsible for entering all dispositions received from the courts, which determines if an inmate is eligible for release. The Records Department ensures that all court appointments are documented in the jail's computer system which ensures the inmate is present in the appropriate court on the correct date and time. This section of the facility also works closely with surrounding jurisdictions to make sure transport orders are received for court appearances and time for credit spent at other facilities is calculated during time computation.

The Records Department also reviews all booking information on newly committed inmates to ensure all charge and bond information is correct and that all necessary paperwork is in the folder before an inmate is released from the facility. This past fiscal year between the months of July 1, 2015 thru June 30, 2016, the Records Department processed 13,104 inmate folders. Of those folders, 6,598 were new committals into the facility, and 6,506 were inmates released from the facility.

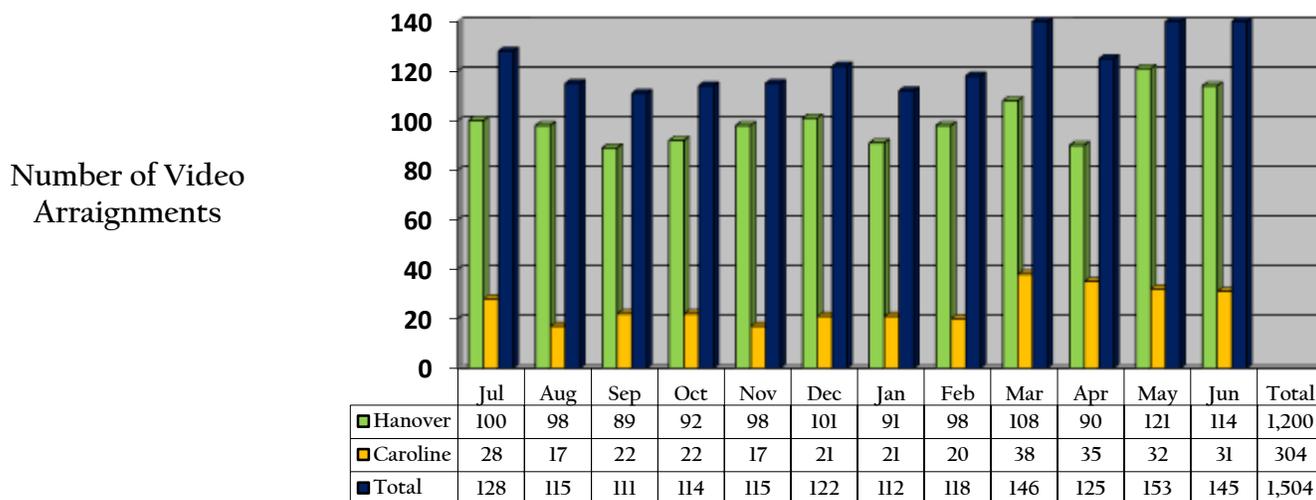


## Records (Continued)

### Inmate Files Processed



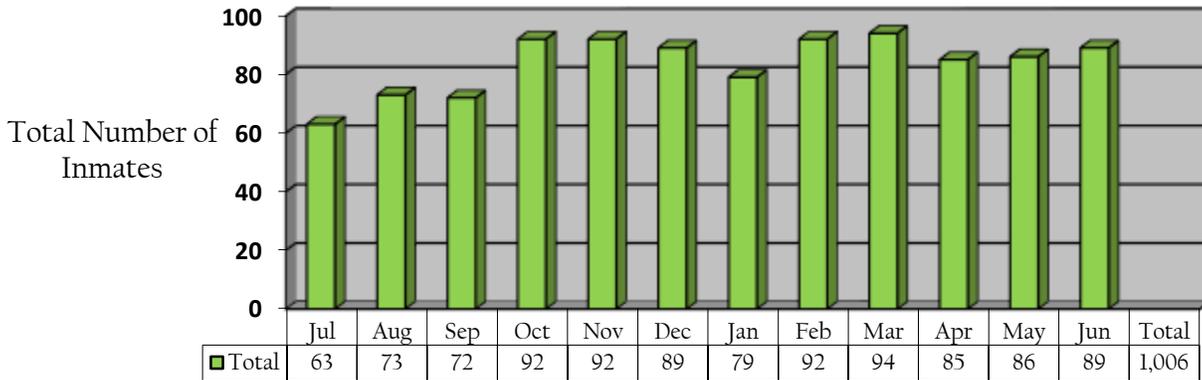
### Video Arraignments Conducted



Video arraignments are monitored by the Records Department Monday thru Friday for inmates who are not required to be physically present in court. During the arraignment, the judge reviews the facts of the case and determines if the individual is eligible for bond. Video arraignments are conducted with Hanover and Caroline County Courts, and other jurisdictions that have the appropriate equipment. This past fiscal year there were a total of **1,504** video arraignments conducted on behalf of the Hanover and Caroline courts.

## Records (Continued)

### Department of Corrections Out of Compliance Inmates



The Records Department is also responsible for keeping track of inmates who serve their time on the weekends. A “weekender” is someone who serves their incarceration Friday thru Sunday because of a work or school schedule. The Records Department keeps track of the days served so that the inmate is released on the correct day and time. Working closely with the Department of Corrections is crucial to the Records Department because it ensures that inmates are transferred to a state correctional facility in a timely manner based on the length of an inmate’s sentence and the severity of their charges. Inmates who remain at the facility sixty (60) days after being sentenced by the courts are considered to be “Out of Compliance”. This past fiscal year, there were **1,006** inmates housed here at Pamunkey Regional Jail in an “Out of Compliance” status.

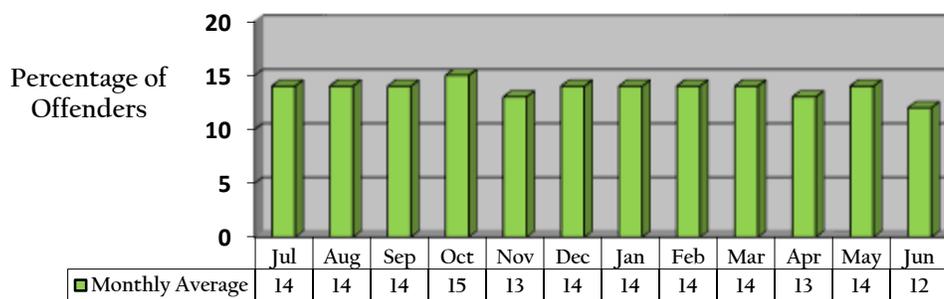
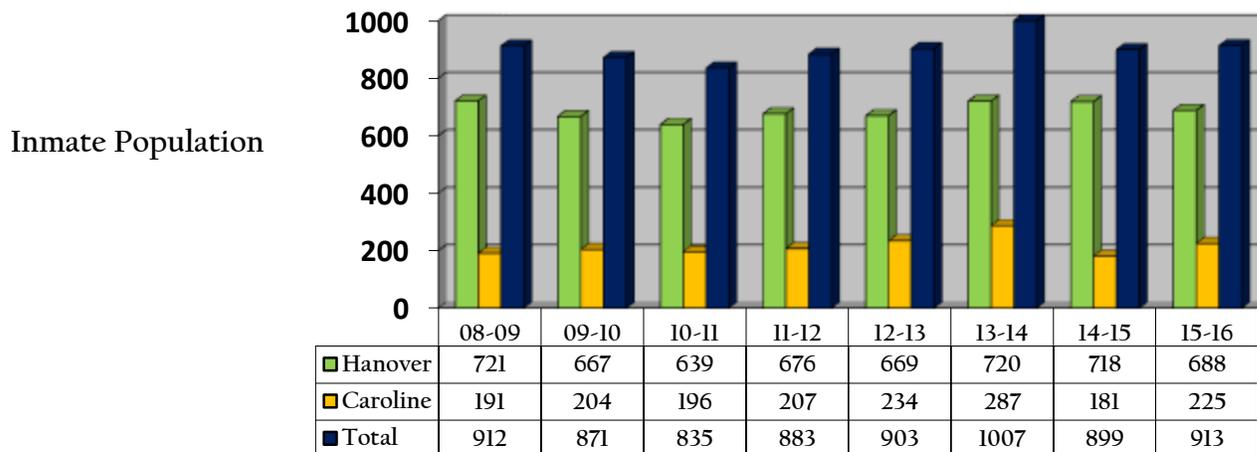
## Local Inmate Data System (LIDS)

The primary goal of the LIDS Technician is to input and maintain inmate records on a daily basis ensuring accuracy and integrity of data. Each inmate record is reviewed to ensure the correct inmate admission, release and court data is submitted accurately to the State Compensation Board of Virginia. Per Diem payments are paid to the facility based on the information uploaded to the state on a daily basis.

Once a month, the LIDS Technician is responsible for reconciling all jail time served days for each locality that Pamunkey Regional Jail serves. Once any inconsistencies and errors are corrected, the total number of day are certified and approved in LIDS and submitted to the Compensation Board for approval.

Every two years, the jail is audited by the State Compensation Board to ensure the facility is in compliance with the guidelines established by the Compensation Board.

Inmates Housed for Localities



## Maintenance Department

The goal of the Maintenance Department is to provide a safe, secure and comfortable environment for all visitors, staff, and inmates. This was once again, a very productive year for the department. The duties include, involved troubleshooting and complex maintenance work on building and kitchen equipment, conduct weekly facility inspections and maintain a preventive Maintenance Program. We guarantee that all building fire inspections are complete, and our fire suppression system is at peak performance should we encounter an emergency. This is done with minimal outside support from contractors. It is the responsibility of the department to monitor and control all chemicals and equipment used for daily housekeeping throughout the facility, including our laundry area. The Maintenance Department ensures that all federal, state, and local regulations are met, and maintained. It is our responsibility to plan, coordinate, and evaluate our schedules on a daily basis, to maintain operations of the facility at 100%. The Maintenance Department takes pride in not having any cells out of service. Through determination, dedication, and desire to go the extra mile, we have met that goal.

This department's staff consists of a one (1) Lieutenant and three (3) Maintenance Officers. These four (4) certified officers are on duty five days a week, with at least one staff member on call for emergencies 24/7. Along with their normal duties, these officers assist other departments when they are short staffed, or when additional support is needed to maintain facility safety and security. The Maintenance Lieutenant also carries a certification in HVAC, plumbing, and electrical. The skill level within this division allows for 95% of all building related issues to be handled in house, saving the facility, not only the inflated cost of contracting, but also, the downtime normally associated with calling in outside contractors. We continue to strive for complete building operations without the need for outside contractors. With our four (4) highly skilled officers, and the fact that our building is getting older with increasing maintenance repairs, we continue to meet the challenge.

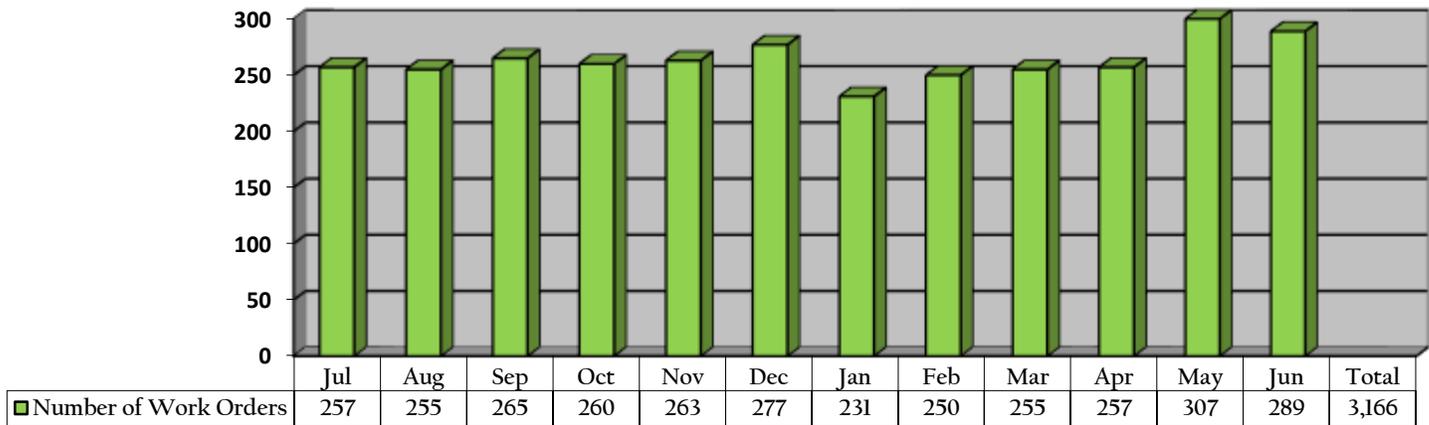


## Maintenance Department (Continued)

The Maintenance Department has had a very productive year. As the graph will show, they received over 3,000 work orders and maintained 100% completion with no backlogs. Most of our housing units have been fitted with new LED lighting. As the year progresses we plan on having a large percentage of our facility outfitted with this energy efficient lighting. All the work is being done in house, eliminating any need for outside contractors. Again, we are fortunate to have the knowledge to handle almost building related situations. As a result of the joint effort among staff, new high efficient LED lighting, and several ideas implemented from an energy audit, our facility saw a decline in our electrical cost over the last 12 months of the fiscal year. This is all accomplished while maintaining compliance with state, local and federal building safety codes.

The Maintenance Department completed 3,166 work orders this fiscal year. As the facility continues to age, the Maintenance Department continues to increase its efforts to stay ahead of the rising challenge.

### Work Orders Processed



## Accreditation



The Pamunkey Regional Jail is audited on a yearly basis by the Virginia Department of Corrections, the Bureau of Immigration and Customs Enforcement, and the United States Marshals Service to ensure the staff receives proper training, the facility is secure and clean and the inmates are treated fairly.

Since the opening of this facility in March, 1998, we have received 100% compliance on these yearly audits.

In June, 2001, in an attempt to reach a higher level of excellence, the Pamunkey Regional Jail entered into a contract with the American Correctional Association (ACA) to obtain its jail accreditation. After a rigorous eighteen months of development and information gathering, Pamunkey Regional Jail received a 96.8% rating on its first ACA accreditation in 2003.

In January, of 2014, the first paperless American Correctional Association audit was conducted. This was our fifth re-accreditation process, and our second outstanding score of 100%.

To be accredited by the ACA, a jail must be in compliance with 100% mandatory standards and at least 90% of the non-mandatory standards. This process involves 61 mandatory expected practices and 324 non-mandatory expected practices for a total of 385. Pamunkey Regional Jail staff members and civilians are proud to maintain the accreditation compliance in all areas of day to day operations.

In November of 2015, Pamunkey Regional Jail had its first PREA (Prison Rape Elimination Act) audit. This audit is conducted a little different than others. For three days, the auditor asked the staff, inmates, volunteers and contractors questions (one on one) testing their knowledge on the PREA standards. There are 42 mandatory standards which the facility has to be in compliance. The Pamunkey Regional Jail received a 100% compliance.

Also in November, of 2015, our annual (DOC) Department of Corrections inspection was conducted. Pamunkey Regional Jail was found to be in compliance with 45 of the 47 mandatory standards. Upon implementing two plans of action, the final compliance tally with all the standards was 100%.

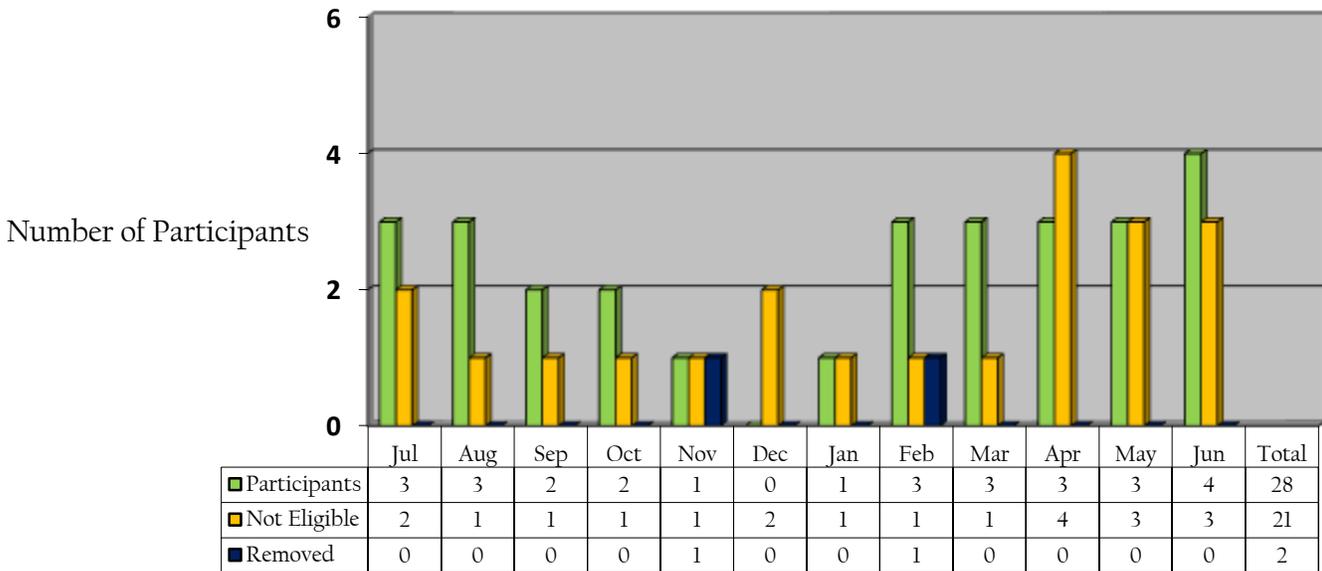
There are 102 jail and detention facilities in the State of Virginia. The Pamunkey Regional Jail is proud to be on the fully accredited list by the American Correctional Association. Only 13 facilities in Virginia are currently on this list.

## Work Release

The Pamunkey Regional Jail offers a wide array of programs to offenders housed within the facility. An example of these programs is the Inmate Work Release Program. The facility has designated two (2) housing units for offenders placed on the Work Release program. Housing Unit 'B' has the capability of housing up to sixteen (16) male participants, and Housing Unit 'J' has the ability to house up to eight (8) female participants. Before an offender is placed on the program they are thoroughly screened for eligibility. The Work Release Officer checks the offender's current sentence and the severity of the charges, and forwards his/her findings through the chain of command for approval. If the offender has been declared eligible for the program a check of their criminal history, a drug screening, and full time employment verification is conducted prior to entrance into the program.

The goal of the Work Release program is to prepare inmates for their release back into the community and helps to reinforce and maintain good work habits. During this fiscal year, twenty-eight (28) inmates participated in the Work Release program. The facility collected a total of \$11,012 from inmates participating in the program to help offset the costs of their incarceration. Also during this fiscal year there were twenty-one (21) inmates who applied for Work Release but were deemed ineligible for the program based on their criminal history and the severity of their charges. During 2015-2016, only two (2) inmates were removed from the program for disciplinary violations.

### Work Release Participation



## Work Force

The Pamunkey Regional Jail has a sixteen-bed (16) unit designated and approved for inmates who wish to work on public property owned, leased or operated by the county. These minimum-security inmates maintain the facility grounds and provide assistance on special jail projects.

The jail entered into a cooperative agreement with Hanover County, which allows county employees to pick up inmates who wish to work and learn valuable skills, which can be applied in the job market upon release. During the period of July 1, 2015 through June 30, 2016, 17,734 man-hours were provided to Hanover County by Work Force inmates. Using The Federal minimum wage of \$7.25 per hour, these inmates saved the County \$128,571 in labor costs.





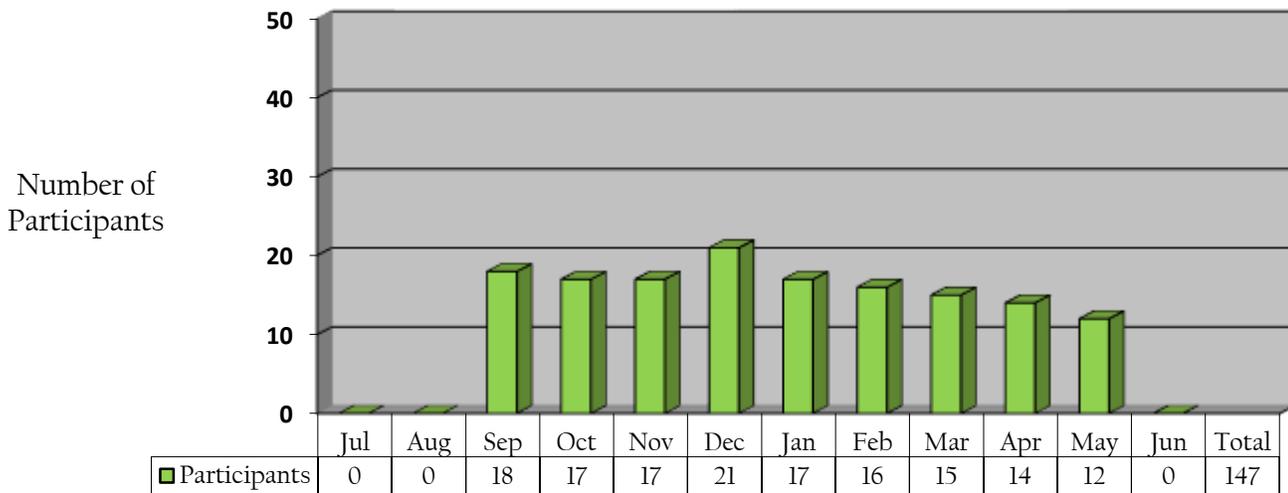
## Inmate Programs (Continued)

### G.E.D. Preparation / Career Readiness Certificate

The Programs Department continues to offer several different programs to inmates who wish to further their education. The GED program is aimed at providing inmates with basic reading, writing, and math skills, and prepares inmates for obtaining their GED. GED testing is conducted here at the facility through the Hanover Adult Education Center. During their enrollment, inmates are expected to attend daily classes in lecture format, complete educational programs on the computer, self-study and complete instructor issued homework. During the last year, **147** inmates participated in the program and three (3) obtained their GED.

The Career Readiness Certificate is an assessment based program in which inmates undergo testing related to reading, applied math, and locating information through the Work-Keys skills assessment system. Inmates can earn a Bronze, Silver, or Gold level certificate based on their test performance in each subject area. This is a valuable certificate for inmates when they are released because it helps potential employers determine if the recipient possesses the skills needed to effectively perform the job.

### Education Participation



### Computer Training

Computer training classes are offered on a weekly basis teaching skills levels from beginner to intermediate. Inmates who are classified as beginners learn keyboarding skills through individualized software and assistance from the instructor. Inmates who are classified on the intermediate level work on assignments such as resume writing, graphics, and various other assignments provided by the instructor.

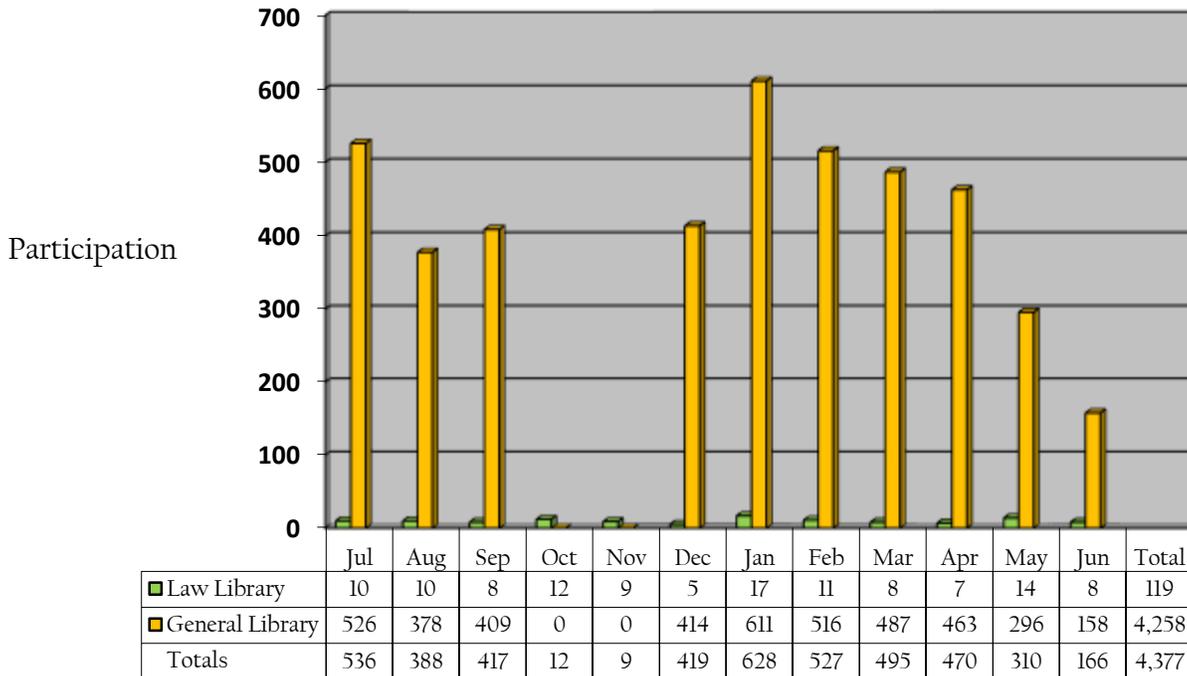
## Inmate Programs (Continued)

### Library Services

Law library services are provided to the inmate population who wish to research legal matters pertaining to their case. The law library contains State and Federal law books and related legal materials. Inmates being held for the Department of Homeland Security are provided with specific research material. This fiscal year, the law library was utilized **119** times.

Inmates are offered general library services weekly, this fiscal year the library was utilized **4,258** times. The library contains over 3,000 books and is updated on a frequent basis. A wide selection of topics ranging from suspense novels to romance novels are offered and books in Spanish, Chinese, and French are available for non-English speakers. Newspapers such as USA Today are distributed daily and magazines such as Newsweek, Essence, Rolling Stone, and People are available weekly. Total combined inmate usage of both the law library and the regular library was **4,377**.

### Library Usage



## **Inmate Programs (Continued)**

### **Special Education**

Any inmate between the ages of 18-22 with special educational needs who wish to further their education is placed in this state mandated program. A state certified, full-time teacher works with participating inmate students on an individual basis or in a classroom setting.

### **Offender Aid and Restoration (O.A.R.) Services**

OAR provides pre-release services to inmates at Pamunkey Regional Jail such as Alcoholic Anonymous/Narcotic Anonymous, Productive Citizenship, and employment assistance. Three days per week, an on-site counselor meets in a group setting or individually with inmates to assist with locating transportation, housing resources, and job readiness in preparation for inmates return as a responsible member of the community.

### **Life Skills Program**

Throughout the year on a rotating basis, O.A.R. offers a variety of different programs. Inmates participate in group sessions which last about 8-10 weeks and receive a certificate upon completion of the program. Programs such as Anger Management help inmates deal with emotional issues and Productive Citizenship helps to prepare inmates for their release back into the community.

### **Money Management**

Money Management is based on the MoneySmart course and has been adapted to fit the jail environment. This course is designed to help participants develop their understanding of and comfort with financial concepts and help them make better financial decisions in their daily lives. Topics covered include basic banking, budgeting, types of credit and the credit rating system, risks of using non-mainstream financial services (i.e. payday loans, rent-to-own, and check cashing), predatory lending, how to protect yourself from fraud, ID theft, and insurance. Lessons are augmented with instructor lecture, worksheets, group activities, class discussion, and guest speakers.

### **Clerical Services Program**

Pamunkey Regional Jail offers clerical services such as notarizing, photocopying of legal material, and providing applications/legal forms to all inmates.

## Inmate Programs (Continued)

### Religious Services

Chaplain services are provided on a daily basis at Pamunkey Regional Jail by the Harvest Christian Fellowship Jail Ministry. Our on-site chaplain is Mr. Hiram T. "Buddy" Pritchard. Members of all denominations are provided with support and religious materials. Bible study groups are held weekly inside the units and church services are conducted on Saturdays. Muslim services are also offered for inmates who practice that denomination. Affiliated pastors of many other denominations are also available to inmates who seek spiritual guidance.

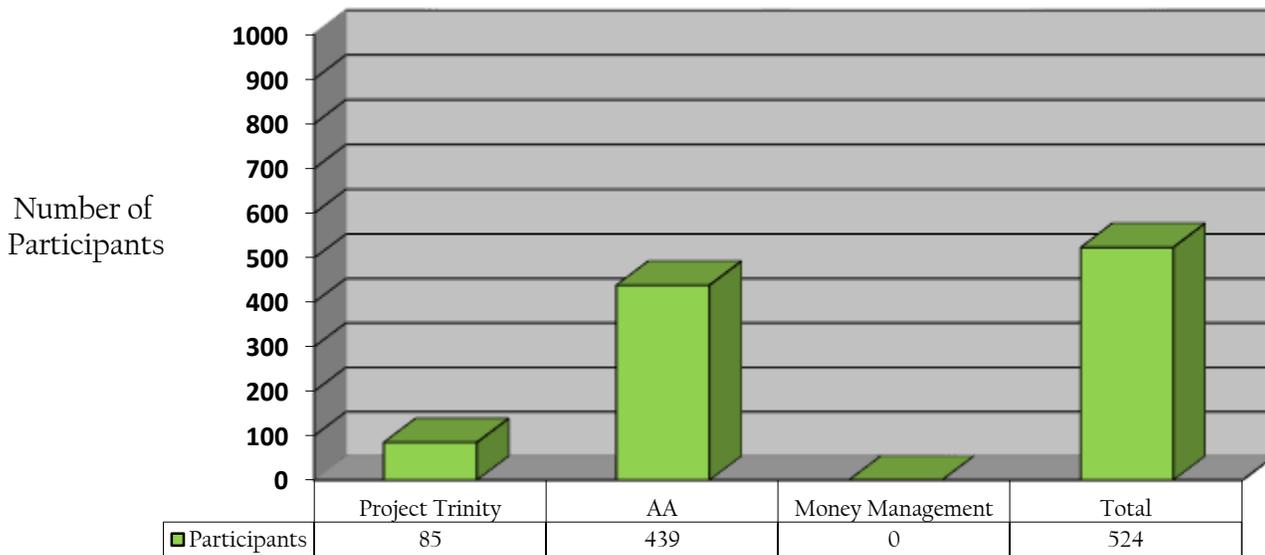


## Inmate Programs (Continued)

### Substance Abuse Programs

All inmates incarcerated at Pamunkey Regional Jail are eligible to participate in the substance abuse program. This program is designed to provide education and support to inmates with drug and/or alcohol addictions. Alcoholics Anonymous is a self-help support group offered twice a week with 439 inmates participating this fiscal year. All of the facilitators for these groups have counseling experience and/or specific training. A total of 85 inmates have started and completed the McShin Program. This program is a residential peer based recovery program that typically lasts 6 weeks in duration. Total inmate participation in group programs was 524 for this fiscal year.

### Group Participation



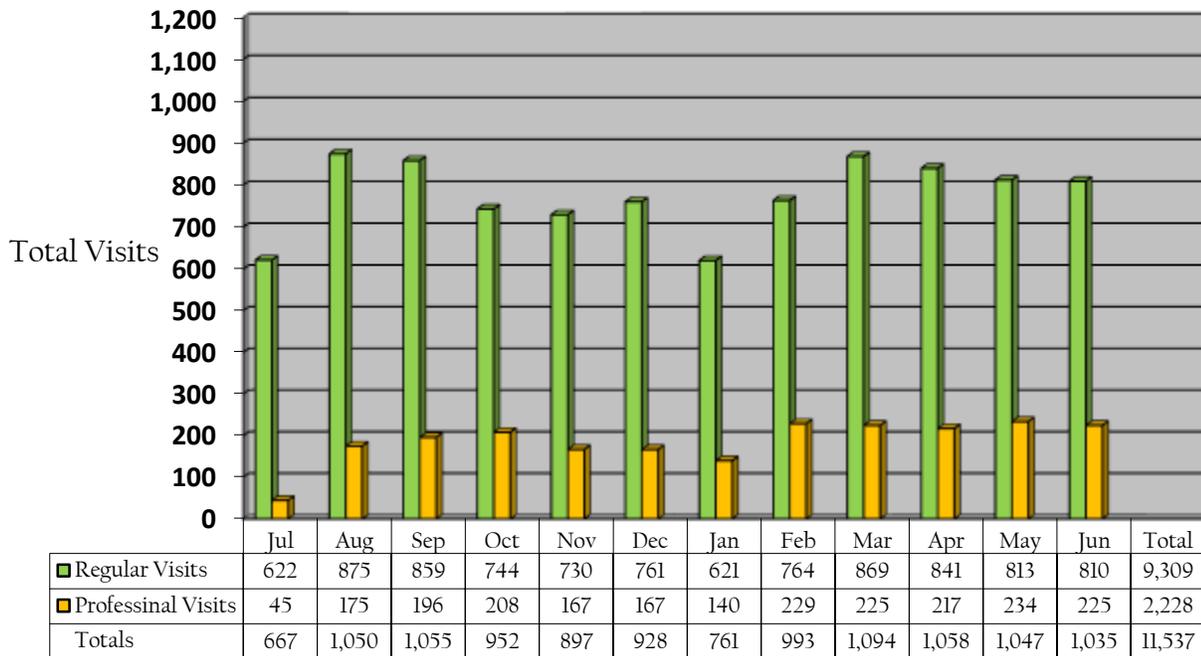
## Inmate Visitation

Pamunkey Regional Jail encourages each inmate to maintain contact with their family and friends through bi-weekly visits. Visitation is allowed Monday through Friday, and is scheduled one week in advance by the inmate. Although an inmate can schedule two visits per week, they can only have one visit per day. The visits can last from thirty minutes to an hour depending on the visitor's living distance from the facility.

Pamunkey Regional Jail does not allow "contact visits" between family and friends. All visits are held in specialized areas which has a glass divider between the inmate and the visitor. Only attorneys and law enforcement personnel are allowed direct contact visits with inmates. Attorney visits have to be scheduled with the visitation officer and are held in rooms that provide attorney-client privacy, which is required by law.

During the period of July 1, 2015 thru June 30, 2016, there were 11,537 visitors recorded at our facility. Of those visits, 9,309 were visits from family and friends and 2,228 were from attorneys.

### Visitation Conducted



## Training

The Training Department is operated under the supervision of the Training Officer and the Training Sergeant. The Training Department is responsible for scheduling and conducting classes that benefit the facility staff and ensure compliance with DCJS and ACA requirements.

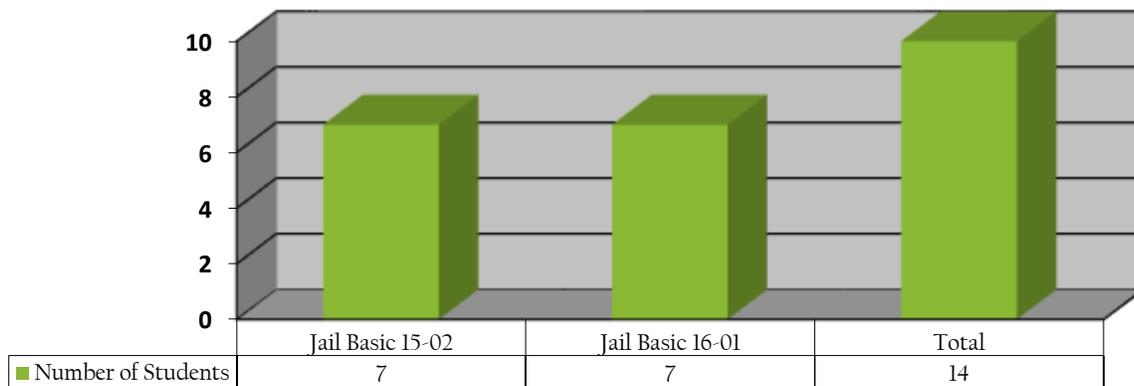
New employees are placed in an extensive “on-the-job-training” (OJT) program which is broken into two phases. The first phase of the program requires each new officer to complete forty (40) hours of training which is conducted through classroom lecture and simulated exercises under the guidance of DCJS certified instructors. The second phase consists of actual on post “real world training” in which the new officer first “shadows” an experienced Field Training Officer (FTO) and then operates the unit under the supervision of the FTO. This training takes approximately 45-60 days to complete and is highly beneficial not only to the new officers but also to the experienced staff and the inmates in the facility as it produces a more competent and consistent officer. The OJT/FTO program is supplemental to the 390 hours of academy training new staff will undergo in their first year of employment. During Fiscal Year 2015-2016, fourteen (14) officers attended and graduated the Jail Basic Academy.

Certified staff are required to complete twenty-four (24) DCJS hours every two years and forty (40) ACA hours yearly. The Training Department ensures this is completed by scheduling and conducting in-service training. To accomplish this, the Training Department first looks at the needs of the facility and then develops and performs revisions to lesson plans to ensure up to date information is taught to the staff. Through our partnership with the Hanover County Sheriff Criminal Justice Academy specialized training is provided to staff as needed. This year, with the continuing use of roll call training, our staff has exceeded both the DCJS and ACA hour requirements for training.

Since the Hanover County Sheriff Criminal Justice Academy has become our academy of record, the facility has conducted a total of four Jail Basic academies in house. 1,120 hours of instruction have been completed to date. A total of twenty-four (24) Jail Officers from Pamunkey as well as other jurisdictions have completed the 280 hour jail basic course. In the three years since the departure from Rappahannock Regional Criminal Justice Academy, the Jail Authority has saved \$120,000 in membership fees. As the academy of record, the Hanover County Sheriff Criminal Justice Academy offers a more regionally tailored training geared towards the community in which it serves.

The Training Department also ensures that civilian staff, having regular or daily contact with inmates, receives forty (40) hours of training yearly. This year the civilian training program was continued consisting of self-study courses and classroom training which allows for greater flexibility to deal with the varying civilian schedules.

**Number of Staff Graduated from the Academy**



## Training (Continued)

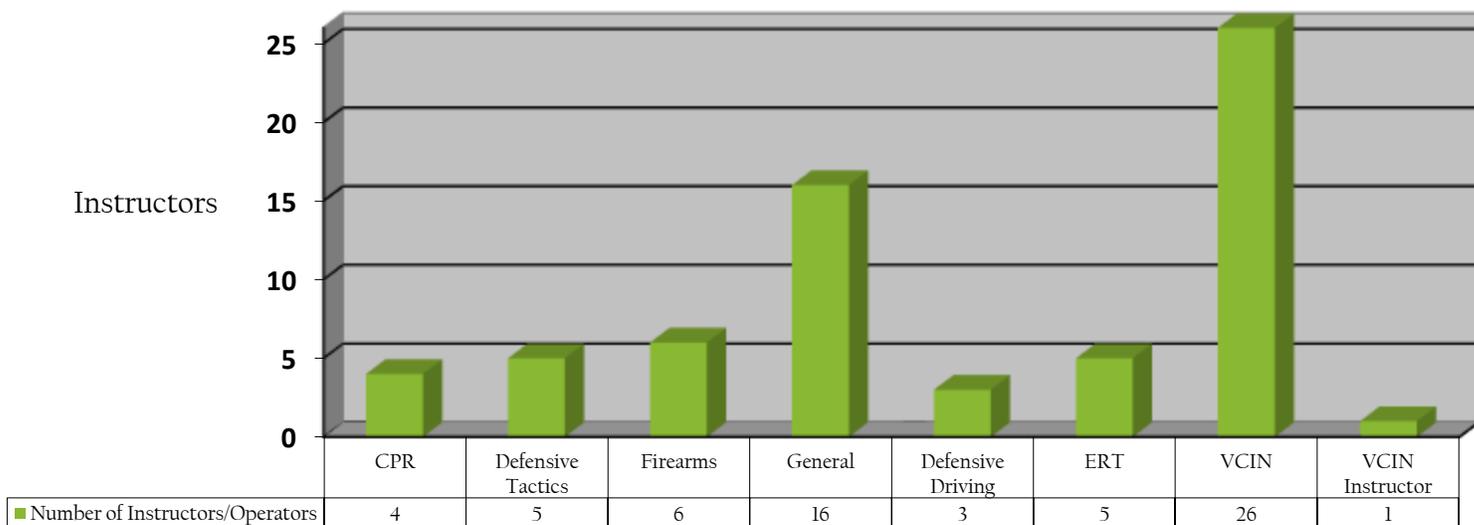
In addition to providing instruction, the Training Department is a source of information for the jail staff. Through the availability of a library of videos and books, staff has the opportunity to further their knowledge beyond the scheduled topics of instruction. The Training Department maintains communication with the American Correctional Association, the Virginia Department of Corrections, the Virginia Department of Criminal Justice Services, and the National Institute of Corrections and has a mutually beneficial training relationship with the Henrico County Sheriff's Office, Chesterfield County Sheriff's Office, the Rappahannock Regional Jail, and the United States Special Operations Group which allows for a greater scope of training for our staff.

Effective instructors play a vital role to the Training Department; the department benefits from its sixteen (16) General Instructors, six (6) Firearms Instructors, five (5) Defensive Tactics Instructors, three (3) Defensive Driving Instructors, four (4) American Health & Safety Institute First Aid / CPR Instructors, and one (1) VCIN Instructor. The certification of one (1) new General Instructor has helped ensure that the Training Department maintains its pool of certified instructors.

To assist in effective facility operations the Training Department has ensured the continued certification of twenty-six (26) VCIN operators, and has monitored a minimum of eight (8) hours a month of training for our five (5) member Emergency Response Team (ERT). The ERT has received specialized training in the areas of firearms, less-than-lethal munitions, defensive tactics, cell extractions, and emergency response.

Over the next year the Training Department will continue to provide up to date training using state of the art equipment. Realistic training will be completed using firearms training simulation and role playing scenarios which will allow the officers to experience "real life" situations.

Number of Instructors/Operators



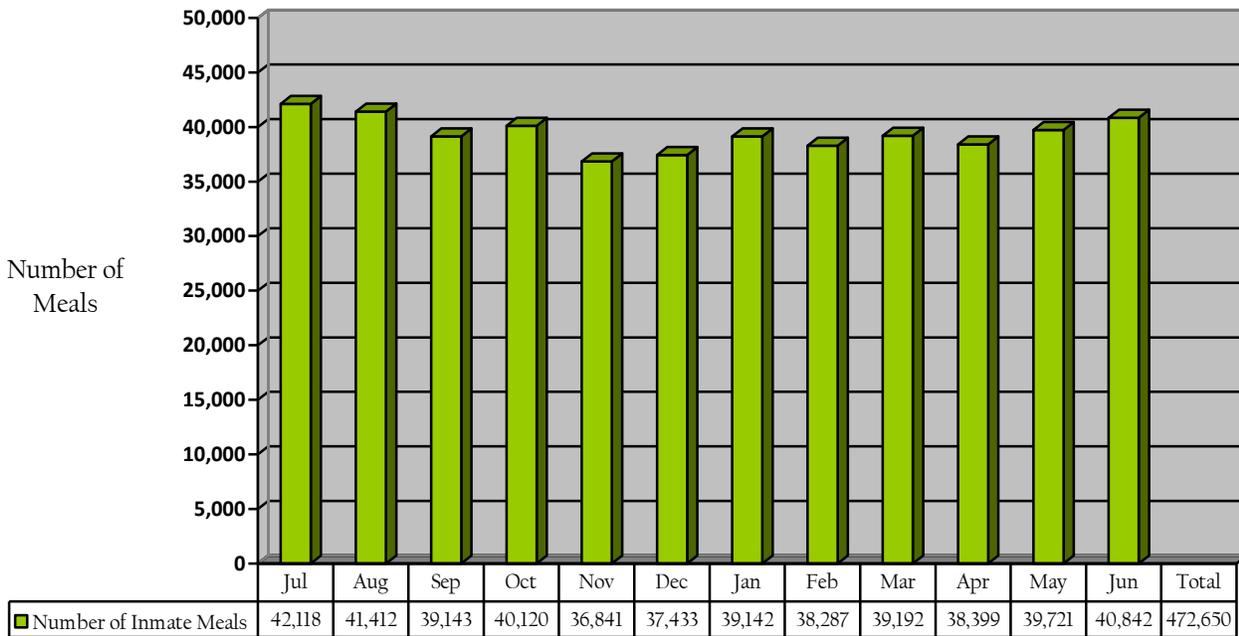
## Food Service Department

On a daily basis, the Food Service Department prepares all inmate meals. All meals are prepared according to the guidelines set forth by the National Academy of Science and a registered dietician. Inmate meals are also monitored by the American Correctional Association to ensure they remain compliant with the daily guidelines. The Hanover Health Department routinely inspects the kitchen, all kitchen equipment, and storage areas on a semi-annual basis to ensure that the facility meets or exceeds all standards set forth by the health department.

During the 2015-2016 fiscal year, the Food Service Department prepared **472,650** inmate meals. On a quarterly basis, the inmate menu is reviewed and approved by the Superintendent in order to ensure that the inmate meal menu meets or exceeds nutritional guidelines.

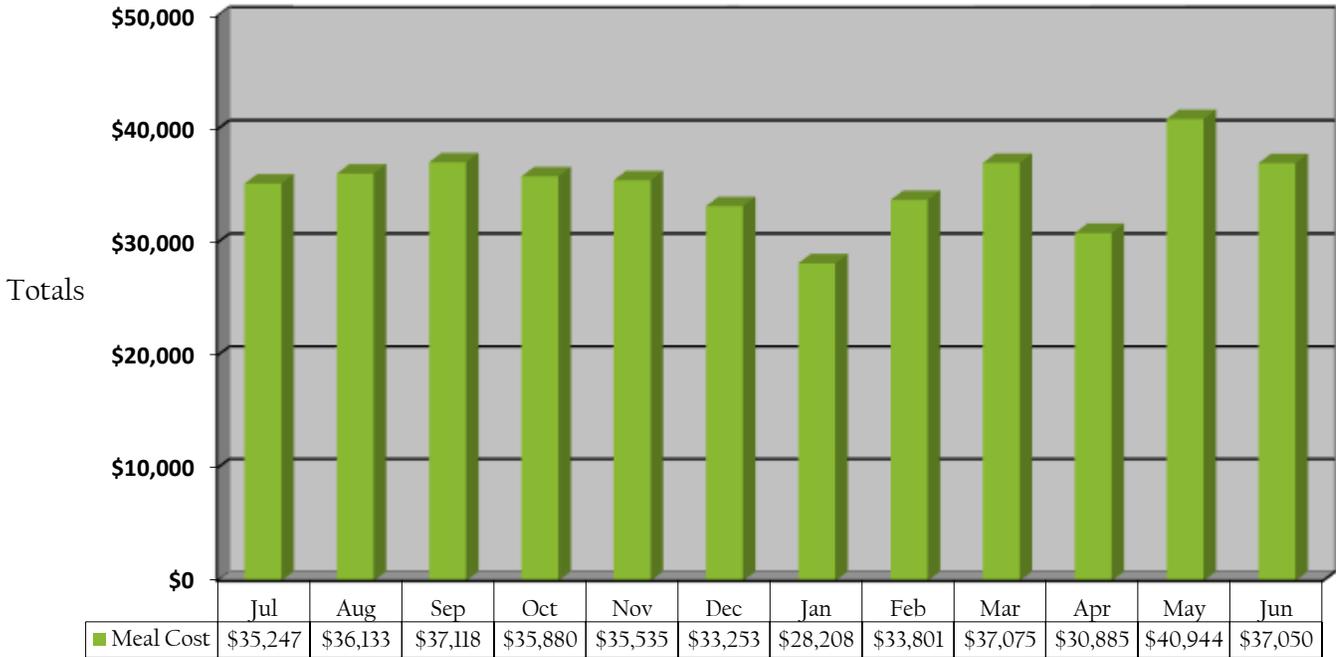
Under the guidance of the Food Service Director and her assistants, inmates volunteer to work in the kitchen because they earn good time credit for every month of work, which can reduce their overall sentence. Working in the kitchen also gives inmates the opportunity to learn skills such as cooking and proper cleaning techniques.

Meals Prepared



## Food Service Department (Continued)

### Cost of Meals



## Medical



Cheryl Kelske, EMT-B is the highlighted employee for the Medical Department. Cheryl joined the medical department April 16, 2013, in the position of Emergency Medical Technician. Cheryl's outstanding technical skills have elevated her to the role of leader and mentor to other staff within the medical department. In addition to her technical abilities, Cheryl excels in delivering quality, compassionate care while remaining vigilant to recognizing and meeting the cultural and socioeconomic diversities present in the correction field.

Cheryl has proven herself to be a valued asset to the organization. She is flexible to meet the ever changing needs and always rises to any challenge before her. Cheryl is constantly striving to better herself personally and professionally, taking advantage of every learning opportunity available. Currently Cheryl is attending to school to advance her medical career as a Registered Nurse. We are excited to watch Cheryl continue to grow her at Pamunkey Regional Jail, as well as in her personal life.

# Medical Department

Diane L. Burton, MSN, FNP-BC, CCHP  
Director of Medical Services

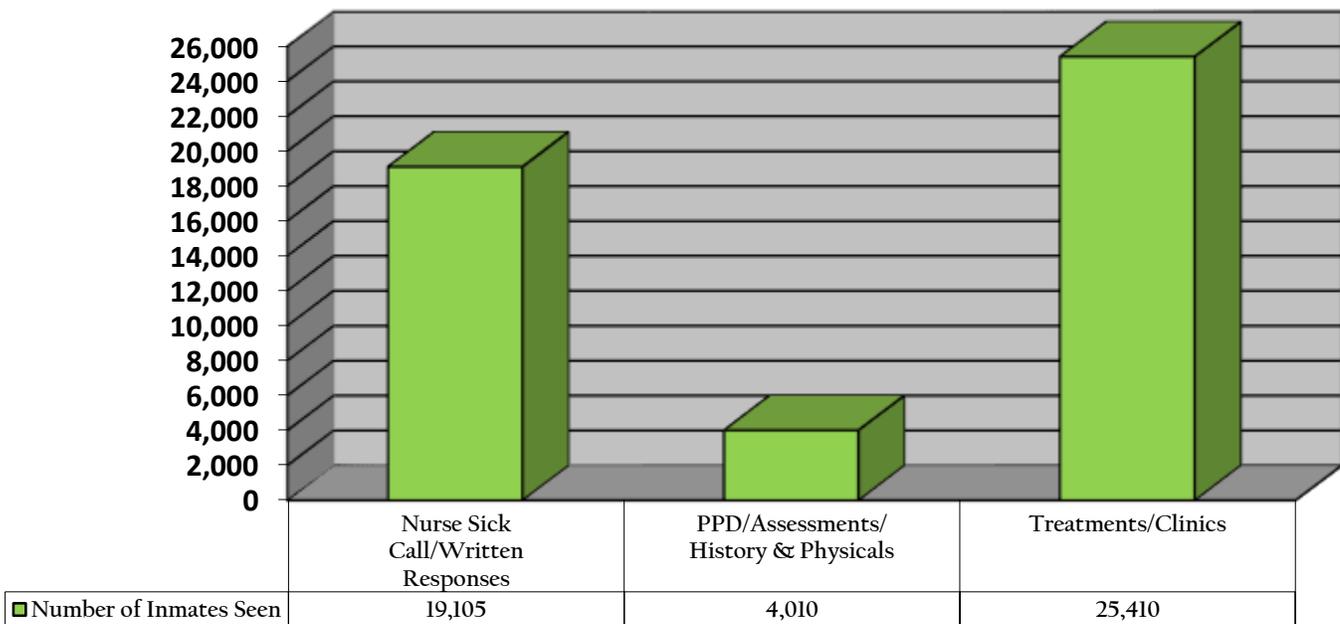
## Medical Personnel

Margaret Hayes, RN  
Angelene Chelluck, LPN  
Kenneth Evans, EMI-I  
Robert Fleming, EMT-B  
Jacob Hoffmaster, EMT-B  
Cheryl Kelske, EMT-B  
Jeffrey Pitts, EMT-B  
Ray Watson, EMT-B  
Melinda Workman, EMT-B  
Ruth Krebbs, Secretary  
Doris Mines, Medical Officer

## Medical

The Medical Department’s primary mission is to provide quality health care to all inmates. Our services include not only general health care but also dental care and mental healthcare services. The Medical Department consists of one (1) Nurse Practitioner, one (1) Registered Nurse, one (1) Licensed Practical Nurse, seven (7) Emergency Medical Technicians a Medical Secretary and a Medical Officer.

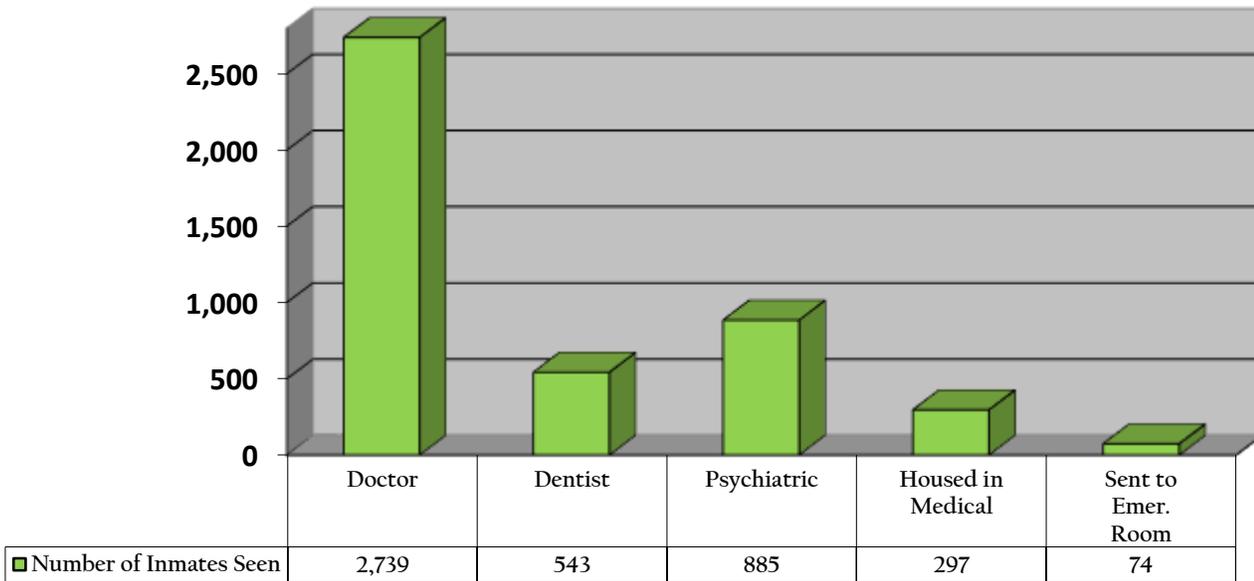
Daily operations include three (3) pill calls, sick calls, wound treatment clinics, blood pressure checks, and blood sugar checks as well as any emergencies that may occur. A Chronic Care Clinic is held on a monthly basis and Women’s Clinic is held on an as needed basis. The Medical Department also coordinates with local hospitals and clinics making arrangements for inmates to go to outside medical resources when their problems require treatments beyond the scope of the department’s practice.



## Medical Department (Continued)

The medical department continues to be a busy place. The number of sick call visits and written responses totaled 19,105. In addition, 4,010 PPD's / Assessments / History & Physicals were performed, as well as 25,410 treatments. We are seeing an ever-increasing inmate population with chronic health problems. In order to answer this demand we conduct Chronic Care Clinics on a monthly basis providing continual assessments, education, and support to those with such issues as Infectious Disease, Hypertension, Diabetes, and Psychiatric illness. Dr. Douglas Johnson and Physician's Assistants Joshua Sung and Peter Ober have seen over 2,739 inmates within the last year and addressed a wide array of illnesses. Once seen by the doctor, a plan of care is put in place which includes maintaining medication compliance, follow up care, and proper education.

Referrals for Further Treatment

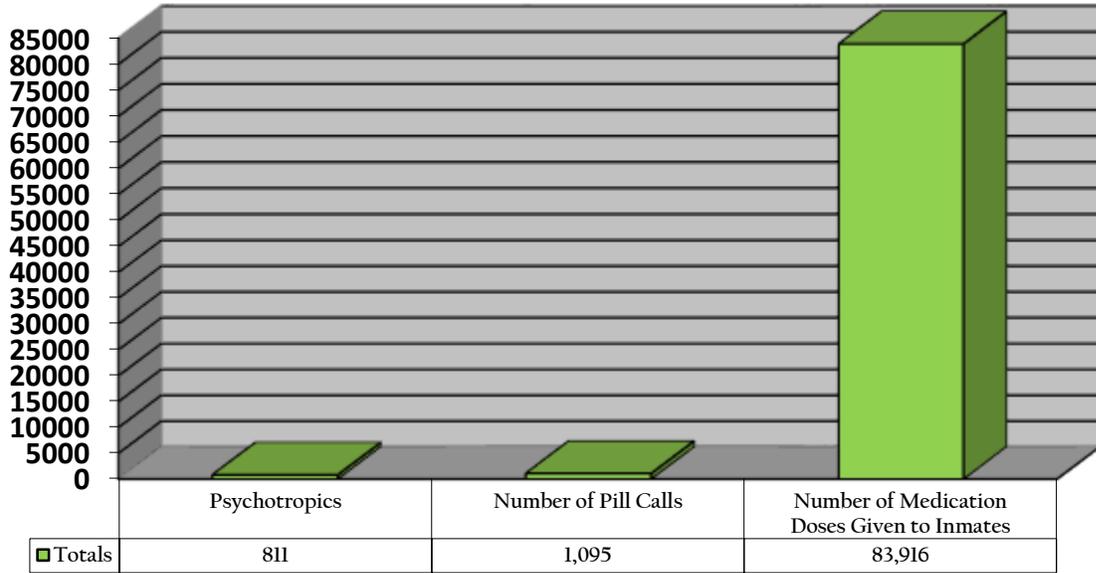


Upon the approval from the Superintendent and Dr. Johnson, the Medical Department offers a “Keep on Person” (KOP) medication program allowing responsible inmates with minor health problems to keep medications with them in their cells and take them on their own as needed. During the period of July 1, 2015 thru June 30, 2016, 83,916 doses of medication were dispensed, either through Pill Call or the KOP program. We hope that giving the inmate a little responsibility for their own healthcare will increase the likelihood of medication compliance once they are released.

The Medical Department continues to be a demanding, fast paced environment. The success of the department is a result of the dedicated teamwork of our skilled medical staff. The department sets very high goals and standards to provide the highest quality of medical care to our inmate population.

# Medical Department (Continued)

## Medication



# Employee Recognition



The Pamunkey Regional Jail strives to recognize officers who have received special recognition for achievements, not only in jail operations, but also in various off-site activities.

This year, the facility continues to recognize the employees of the year, and those that have made the facility shine in the community. The following employees have demonstrated dedication to excellence, and true professionalism, reflecting greatly on the facility.

The facility commends these individuals for their accomplishments, and is certain they will continue to strive for excellence.

## Employee of the Year



Officer Jennifer Devaughn began her career at the Pamunkey Regional Jail in November of 2012 and proved herself to be an outstanding employee. She was the recipient of the Overall Academic Achievement Award when she graduated from the Jail Basic Academy in July 2013. Daily, Officer Devaughn set an example for the rest of the staff to follow on shift. Officer Devaughn came to work with an up-beat attitude, willing to do whatever necessary to ensure her assigned duties were carried out in the safest and most efficient manner possible.

Officer Devaughn's stellar organizational skills were put to good use when she was selected to be the Property Officer in January 2014. She proved herself as an Officer that would go above and beyond what was asked of her to assist other areas of the facility in having a smooth and productive day. Officer Devaughn routinely filled in to cover absences and to assist with other departments' workloads in order to be the most productive employee she could be, and therefore was selected to be the Pamunkey Regional Jail's 2015 Employee of the Year.

## Virginia Association of Regional Jails 2016 David L. Arnold Pistol Tournament



The Pamunkey Regional jail has participated in the Virginia Association of Regional Jail's (VARJ) David L. Arnold Annual Pistol Competition for 12 years. At this competition, regional jails from all over Virginia compete with each other and demonstrate their firearm training and skills. Since PRJ has begun competing in this event, we have managed to place or win in one or more of the competing classes. In 2016, we showed that we will remain a force to be watched. PRJ team members for 2016 were Major M. Claveau, Lieutenant B. Hughes, Sgt. D. Banks, Officer J. Allen, Officer S. Haag, Officer T. Jackson, Officer C. Martin, Officer D. Nguyen, Officer L. Shelton, and Officer C. Uerz.

The competition offers four classes of competition: Master, A, B and C Classes. This year, Major Claveau and Lieutenant Hughes advanced to the finals in Master Class and Officer Shelton advanced to the finals in C class. When all was said and done in the finals, the results were as follows:

**Master Class:** Major Claveau- 1<sup>st</sup> Place, Lieutenant B. Hughes-3<sup>rd</sup> Place  
**Class C:** Officer L. Shelton, 3<sup>rd</sup> Place

This event, in conjunction with the conference, allows Officers and staff from all over the state to come together and share information and experience. In addition, there are training classes offered as well as lectures on the newest products to the industry. PRJ has benefitted greatly from this event as well as developed a respected reputation.