



ALBEMARLE-CHARLOTTESVILLE REGIONAL JAIL AUTHORITY

(SERVING ALBEMARLE, CHARLOTTESVILLE, NELSON)

160 Peregory Lane

Charlottesville, Virginia 22902

Phone: (434) 977-6981 Fax: (434) 951-1339

Col. Martin Kumer, Superintendent (ext. 230)

Web: <http://www.acrj.org>

Mrs. Marce B. Anderson, Clerk (ext. 229)

Board Business Meeting

September 9, 2021 (12:00 p.m. – 2 p.m.)

Zoom Conference • Albemarle-Charlottesville Regional Jail, 160 Peregory Lane, Charlottesville, VA

AGENDA

(Action/Information)

I. ACRJ Board Meeting – Call to Order

Adopt Meeting Agenda

Action Item

II. Consent Agenda

For Approval:

1) Draft Summary Minutes August 12, 2021 ACRJA Board Bi-Monthly Business Meeting

Action Item

Informational

1) Administrative Reports

a) Personnel Report – August 2021

b) Out of Compliance Report - July 2021

c) Census Report –July 2021

d) Work Force Report / VDOT Report / Litter Control Report –August 2021

e) Special Management Report – August 2021

f) Home Electronic Incarceration Report – thru August 2021

III. Matters from the Public – (Time Limit: 3 Minutes / 2 Minutes if more than 9 speakers – no longer than 30 minutes)

IV. Matters from ACRJA Attorney – Brendan Hefty

V. Matters from ACRJA Board Members

VI. Matters from the Business Manager – Jeff Brill

1) FY 21 Positive Variance Update

Informational Item

VII. Matters from the Superintendent – Colonel Martin Kumer

1) Community Engagement Update

Informational Item

2) Market and Compression Study

Action Item

VIII. New Business –

IX. Closed Session

1) Personnel Matter

Action Item

X. Adjourn to October 14, 2021 – 12:00 pm – 2:00 pm

Action Item

Authority Board

Doug Walker (Albemarle)
Sheriff Chan Bryant (Albemarle)
Cyndra Van Clief (Albemarle)
Diantha McKeel (Albemarle) - Chair

Sheriff James E. Brown, III (Charlottesville)
Vacant (Charlottesville)
Mayor Nikuyah Walker (Charlottesville)
Ashley Reynolds Marshall (Charlottesville)

Jay James (Joint Rep) - Vice Chair
Sheriff David Hill (Nelson)
Stephen Carter (Nelson)

Bi Monthly Board August 12, 2021

DRAFT

**Summary Minutes of the
Albemarle Charlottesville Regional Jail Authority Board Meeting
August 12, 2021**

Jail Board Members Present:

Ms. Diantha McKeel
Mr. Jay James
Mrs. Cyndra Van Clief
Mr. Doug Walker
Mrs. Ashley Reynolds-Marshall
Mr. Steve Carter
Sheriff Chan Bryant
Sheriff David Hill
Mayor Nikuyah Walker

Jail Board Members Absent:

Sheriff James Brown

Others Present:

Colonel Martin Kumer
Mrs. Marce Anderson
Mr. Jeff Brill
Mr. Brendan Hefty

The meeting was called to order at 12:02 pm by Chairperson Diantha McKeel.

Mr. Hefty stated that the meeting was being conducted via the Zoom virtual platform due to the ongoing COVID-19 pandemic and the Delta variant that is still spreading. It is pursuant to the state of emergency locally declared by Albemarle County in their government ordinance which is still in effect and is the locality where the jail is physically located.

Mrs. McKeel announced all members present:

Mr. Steven Carter – Nelson County Executive
Sheriff David Hill – Nelson County Sheriff
Mrs. Cyndra Van Clief - Albemarle County Citizen Rep.
Mr. Doug Walker – Albemarle County Deputy Executive
Mr. Jay James - Joint Citizen Representative
Sheriff Chan Bryant – Albemarle County Sheriff

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Mayor Nikuyah Walker – City of Charlottesville Mayor

Diantha McKeel – Albemarle County Board of Supervisors

Mrs. Ashley Reynolds Marshall – Deputy City Manager for Racial Equity, Diversity and Inclusion.

Ms. McKeel asked for a motion to adopt the meeting agenda.

Mr. Walker made a motion to adopt the meeting agenda. Ms. Marshall seconded the motion. The motion carried.

Ms. McKeel asked for a motion to adopt the consent agenda.

Mr. Walker made a motion to adopt the meeting agenda. Mr. Carter seconded the motion. Mayor Walker abstained from the vote. The motion carried.

Matters from the Public:

There were no matters from the public.

Matters from Brendan Hefty, ACRJA Attorney:

Mr. Hefty advised that the General Assembly seemed to be wrapping up the special session. Colonel Kumer asked if Mr. Hefty had any additional information on the hazardous duty bonus that the governor signed earlier in the week. Mr. Hefty advised that he was tracking that but he believes it only applies to Compensation Board funded positions. It is a one-time bonus of \$3000.00. Mr. Hefty advised that he would follow up and let the board know. Mr. Hefty stated that the way he understood it, you would have to make up the shortfall locally for non-comp board funded positions if you chose to do so.

Matters from the ACRJA Board Members:

Mr. James stated that he is aware of the staffing issues within the jail and is willing to help in any way with recruitment to support Colonel Kumer and the jail in keeping the community safe.

Ms. McKeel reminded the board that at the last meeting, one of the community members stated that there are no busses that stop at the jail. Ms. McKeel stated that she reached out to Garland Williams who is the director of CAT. Mr. Williams stated that they are looking into providing a stop at the regional jail. This could begin as early as September.

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Matters from Jeff Brill, Business Manager:

Mr. Brill stated that there have been significant expenses that have come in since June 30. These expenditures are primarily due to pharmacy and healthcare costs. Mr. Brill stated that his initial estimate was approximately \$478,000 but after the additional invoices came in, that estimate has changed to approximately \$120,000. Mr. Carter asked how the jail incurs those healthcare costs. If the individual that comes into the facility has Medicare, Medicaid, or their own insurance, are we able to use those coverages to pay for their cost or does the jail absorb everything? Colonel Kumer advised that we have a specialist on site. Our employee enrolls and makes sure they have Medicaid coverage under the new federal guidelines. If an inmate goes out to the hospital for 24 hours or more, Medicaid picks up that cost. However, it is rare that we have an inmate who has insurance and also rare that the insurance continues on while they are incarcerated due to lack of employment. An inmate may come in with insurance, it may last throughout their incarceration period, but that inmate may not experience any medical issues we can bill back. We would absorb the cost. We have contracts with Anthem who passes the statements to us from UVA Hospital, Martha Jefferson, and providers in Charlottesville. We do get a discount on some of those services. If it is a pre-existing condition, we are not responsible for those costs. Mr. Carter asked if the Anthem coverage is blanket coverage for the jail. Colonel Kumer stated that they establish contracts and fees with local hospitals and providers. We operate under those fees.

Matters from Colonel Martin Kumer, Superintendent:

Community Engagement: Colonel Kumer introduced Delceno Miles of the Miles Agency. Her company was contracted by Moseley to handle the public engagement piece. That public engagement will involve the jail reaching out to community leaders, family of inmates, general members of the community and taxpayers; anyone who is not a criminal justice agency or does not have a professional relationship with the jail. Delceno will be conducting 3 listening sessions with those individuals who are identified. We have identified 6 so far. we are looking for input from the board. If you know someone that you would want to be part of the interview process, please send me their contact information. In September and early October, we will have 2 additional sessions. These will be open to the community. Chris and Delceno will be there to answer any questions they may have and we will collect more feedback at that time. There will be 2 of those sessions and a 3 session that will wrap up information gathered at the prior 2 meetings. Mr. Roman stated that they will be presenting renderings at this meeting as well. Colonel Kumer advised that the listening sessions with community members will be held on August 24th, 25th and 26th. Delceno will be here onsite to conduct these meetings. The final 3 meetings will be held on September 15th, September 23rd and October 6th. They will be held from 6:00 pm to 7:30 pm in the Muster Room located here at the jail.

Staff Shortage: Colonel Kumer advised that we currently have 27 vacancies; 24 of those are in security with is perhaps the most concerning. We have 2 nursing vacancies but we also have some nurses who are on staff but not currently able to work for various reasons. All healthcare agencies are experiencing the same situation we are. Nurses are in high demand. We are no

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longer at this point able to conduct 24-hr a day 7 day a week medical services on site because of the nursing shortage. In the hours that a nurse is not available, we have a nurse practitioner on call and we can always transport to the hospital. There are quite a few jails in Virginia who do not have 24/7 medical coverage. The 20 vacancies in security are beginning to have an impact. We have been able to maintain critical operations because we are not currently doing programs. Those staff members were pulled from their normal duties to fill security. We have also been able to close down a wing of the jail in order to reduce staffing needs as well. I will be asking the board to conduct a full market study analysis and also a compression study later this year to get a handle of where we are in relation to other facilities. We are not getting applications. There was a time that we were receiving 4 or 5 applications a month and that is no longer happening. The current unemployment insurance is also having an impact. We would previously get individuals from other facilities. We are not seeing that anymore. People are just getting out of corrections entirely. I will present in September for the board to approve going forward with the market study and compression study. Mrs. Van Clief asked if the jail is in a position to reduce its population by not accepting federal prisoners. Colonel Kumer advised that we may have 20 and our contract is for 25. If we reduce that number, there would be a revenue impact. We make a considerable sum housing federal inmates who go to court locally.

Mr. Hefty asked the board to consider a motion to convene in closed session for the discussion of a personnel matter involving the performance of the superintendent of the jail pursuant to Virginia Code section 2.2-3711A1.

Mr. Walker made the motion. Sheriff Hill seconded the motion.

Roll call was as follows:

Mr. Carter	Yes
Sheriff Hill	Yes
Mrs. Van Clief	Yes
Mr. Walker	Yes
Sheriff Bryant	Yes
Mayor Walker	Yes
Mrs. Marshall	Yes
Ms. McKeel	Yes
Mr. James	Yes

The motion carried and the meeting was in closed session.

Mr. Hefty asked for certification by roll call vote that only the matter identified in the motion to convene in closed session and lawfully permitted to be discussed under the Virginia Freedom of Information Act was heard discussed or considered.

Roll call was as follows:

Mr. Carter	Yes
Sheriff Hill	Yes
Mrs. Van Clief	Yes

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Mr. Walker	Yes
Mr. James	Yes
Sheriff Bryant	Yes
Mayor Walker	Yes
Mrs. Marshall	Yes
Ms. McKeel	Yes

Ms. McKeel adjourned the meeting to the September 9, 2021. The meeting will be electronic pursuant to ordinance 20-86, an ordinance to ensure the continuity of government during COVID-19 disaster. Information on how to participate in the meeting will be posted on the Albemarle-Charlottesville Regional Jail's website.

The meeting was adjourned.

DRAFT

CONSENT/AGENDA

PERSONNEL/NEW HIRES:

Stephanie Kim	Corrections Officer	08/30/2021
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ACRJ Vacancy Report

Approved # of Positions		Vacancies
Security	95	27
LPN-Medical	14	2
Food Service	6	1
Finance	6	2

32 total vacancies

Lids Reconciliation (State Bonus Payment Breakdown) and Final Out of Compliance Figures

	9/1/2021	8/7/2021	6/28/2021	5/3/2021
Total number of inmates the jail received a \$8.00 bonus payment	119	130	139	127
The number of inmates who have been released or transferred	31	47	44	33
The number of inmates participating in jail sponsored programs*	4	1	3	3
The number of inmates with less than 60 days until their scheduled release**	0	0	0	0
The number of inmates who are being held as courtesies for other jurisdictions.	0	0	0	0
Total number of state sentenced ACRJ inmates who are eligible for intake	84	82	92	91
Percentage of State Responsible inmates compared to jail's total inmate population	22.58	21.07	22.88	21.92

*These are state sentenced inmates who are not transferred to DOC because they are participating in jail sponsored programs such as Work Release, Home Electronic Monitoring, McGuffey Arts, Culinary Arts and the Road Crew.

**The DOC will not accept inmates with less than 60 days to serve.

(1) This number represents 22.58% of the jail's population (372) as of 11:43 am on Wed. Sept. 1, 2021

(2) This number represents 21.07% of the jail's population (389) as of 9:34 am on Sat. August 7, 2021

(3) This number represents 22.88% of the jail's population (402) as of 10:36 am on Mon. June 28, 2021

(4) This number represents 21.92% of the jail's population (415) as of 1:53 pm on Mon. May 3, 2021

The primary driver for the sharp increase in the State Responsible population is the closure of DOC facilities around the state. This greatly reduced the number of beds available for the intake of state responsible inmates from local jails. In addition there has been an ever increasing backlog of state responsible inmates in local jails all across the state. Last year the DOC instituted a policy to focus on receiving inmates with more than two years to serve as opposed to one year.

2020/2021	COA	City	Nelson	Federal	Other	Total	Daily Avg.
July 2020	4,593	3,847	1,983	426	592	11,441	369
August	4,948	3,793	1,958	423	588	11,710	378
September	4,901	3,849	1,927	386	506	11,569	386
October	5,352	4,188	2,033	358	561	12,492	403
November	5,218	4,003	1,836	281	595	11,933	398
December	5,263	4,137	2,065	337	583	12,385	400
January-21	5,280	4,476	1,972	389	696	12,813	413
February	4,479	4,155	1,750	375	475	11,234	401
March	5,250	4,976	1,749	335	554	12,864	415
April	5,222	4,730	1,502	324	448	12,226	408
May	5,028	5,012	1,669	380	459	12,548	405
June 2020	4,602	4,889	1,591	350	502	11,934	398
Total FY 20/21	60,136	52,055	22,035	4,364	6,559	145,149	398
ADP	165	143	60	12	18	397	
Percent	41.43%	35.86%	15.18%	3.01%	4.52%	100.00%	
Local Share	44.80%	38.78%	16.42%	N/A	N/A	100.00%	

days 365

2021/2022	COA	City	Nelson	Federal	Other	Total	Daily Avg.
July 2021	4,647	5,129	1,608	381	478	12,243	395
August	4,025	4,640	1,913	292	1,373	12,243	395
September	0	0	0	0	0		0
October	0	0	0	0	0		0
November	0	0	0	0	0		0
December	0	0	0	0	0		0
January-22	0	0	0	0	0		0
February	0	0	0	0	0		0
March	0	0	0	0	0		0
April	0	0	0	0	0		0
May	0	0	0	0	0		0
June 2022	0	0	0	0	0		0
Total FY 21/22	8,672	9,769	3,521	673	1,851	24,486	790
ADP	139	157	57	11	30	394	
Percent	35.42%	39.90%	14.38%	2.75%	7.56%	100.00%	
Local Share	39.38%	44.48%	16.15%			100.00%	

days 31

ICWFP STATS 2021

Departments	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Total Hours
ALBEMARLE COUNTY			39.45	27.3				37.5					
VDOT			92	17.15									
PROGRAM TOTALS			131.45	44.45				37.5					
DOLLAR CREDITS			\$953.01	\$322.26				\$271.88					

Special Management Housing at ACRJ

During the month of August 2021, special management housing stats are as follows:

- 27 inmates were assigned to Administrative Segregation
- 2 inmates were assigned to General Detention
- 34 inmates were assigned to Medical Segregation
- 25 inmates were assigned to Pre-Hearing or Disciplinary Detention

ALBEMARLE-CHARLOTTESVILLE REGIONAL JAIL AUTHORITY

EXECUTIVE SUMMARY

<p><u>AGENDA TITLE:</u> HEI Update</p> <p><u>SUBJECT/PROPOSAL/REQUEST:</u></p> <p><u>STAFF CONTACTS:</u> Martin Kumer, Superintendent Sgt. Cindy Jo Gibbons</p>	<p><u>AGENDA DATE:</u> September 9, 2021</p> <p><u>ITEM NUMBER:</u></p> <p><u>FORMAL AGENDA:</u> <u>ACTION:</u> no <u>INFORMATION:</u></p> <p><u>CONSENT AGENDA:</u> <u>ACTION:</u> yes <u>INFORMATION:</u> Yes</p> <p><u>ATTACHMENTS:</u></p> <p><u>REVIEWED BY:</u> <u>Martin Kumer,</u> <u>Superintendent</u></p>
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- Total number of inmates placed on HEI: 443
 - Six have been removed from the program after being charged with a criminal offense while on the program.
 - 1 for violation of protective order, guilty
 - 1 simple assault / strangulation. The assault was suspended and the strangulation was nolle pross.
 - 1 simple assault, damage/prevent phone line. The assault was suspended and the damaged was nolle pross.
 - 1 possession of firearm, marijuana PWI sell- pending.
 - 1 domestic assault 3rd offence.
 - 1 Domestic Assault Simple

HEI Participants by Court:

1. Albemarle County Circuit -97
 2. Charlottesville City Circuit-79
 3. Nelson County Circuit-24
 4. Nelson General District-1
 5. Albemarle General District-82
 6. Charlottesville General District-40
 7. Albemarle Juvenile and Domestic Relations-8
 8. Charlottesville Juvenile and Domestic Relations-13
 9. Department of Corrections-4
 10. Combined courts= 26
- Total: 374

Other City / County

1. Waynesboro – 2
2. Staunton City – 1
3. Cumberland – 1
4. Fluvanna – 5
5. Orange – 2
6. Buckingham – 5
7. Greene – 8
8. Louisa – 6
9. Sussex -1
- Total: 31
10. Miscellaneous (Hospital etc.) Total: 38

ALBEMARLE-CHARLOTTESVILLE REGIONAL JAIL AUTHORITY

EXECUTIVE SUMMARY

<p><u>AGENDA TITLE:</u> Community Engagement</p> <p><u>SUBJECT/PROPOSAL/REQUEST:</u></p> <p><u>STAFF CONTACTS:</u> Martin Kumer, Superintendent</p>	<p><u>AGENDA DATE:</u> <u>ITEM NUMBER:</u></p> <p>September 9, 2021</p> <p><u>FORMAL AGENDA:</u> Yes</p> <p> <u>ACTION:</u> <u>INFORMATION:</u> Yes</p> <p><u>CONSENT AGENDA:</u> <u>ACTION:</u> <u>INFORMATION:</u></p> <p><u>ATTACHMENTS:</u></p> <p><u>REVIEWED BY:</u> <u>Martin Kumer,</u> <u>Superintendent</u></p>
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BACKGROUND:

During the August 12, 2021 board meeting, it was determined that The Miles Agency would be conducting Stakeholder meetings with community leader/groups who are not affiliated with criminal justice agencies but have an interest in how the jail interacts with the community it serves. These sessions are part of the Needs Study to determine design and renovation needs. These meetings were conducted on August 24th, 25th and 26th with The Miles Agency and Colonel Martin Kumer.

Mrs. Delceno Miles of The Miles Agency will be presenting her findings at today’s meeting.

RECOMMENDATION:

Information



POST OFFICE BOX 68228 VIRGINIA BEACH, VA 23471
757.499.9627

www.themilesagency.com

**Albemarle-Charlottesville Regional Jail Community Based
Corrections Plan (CBCP) Planning Study
Stakeholder Interviews Summary Notes**

Interviewers: Delceno Miles, The Miles Agency
Colonel Martin Kumer, ACRJ Superintendent

Interview dates: August 24 – 26, 2021

Total Interviewees: 9

Interviewed Organizations: Charlottesville Democratic Socialists of America; Evergreen Ministries; Equipping Leaders International; Virginia Organizing; Lending Hands; Islamic Society of Central Virginia; Legal Aid Justice Center; Radical in Christ Ministries

Overview: Those individuals who were interviewed were very candid about their observations and ideas for the planning study. Their experience with ACRJ varied from inmate support services, former inmates to pen pals. Each was asked what they would improve, tweak or not address regarding architectural design. Most seemed hesitant about or out right against any expansion. A summary of their feedback is below by category.

Building Exterior

- No bike rack
- More visitor parking
- Improvement to the handicap ramp
- Outdoor recreational space/green space
- More ADA-compliant building access
- Community garden for the inmates to tend
- Better way-finding signage for building access
- Move Magistrate building elsewhere so it's not part of jail facility
- Space for dog-training program

Building Interior

- Improve maintenance
 - Mold
 - Insects (cockroaches)
 - Crumbling paint
 - Poor air quality/HVAC
 - HVAC too loud in the gym
 - Inconsistent water temperature and mold in the showers
 - Leaking toilets and ceilings
- Better usage of unused and current space
- Don't want more beds
- ADA-compliant housing, showers
- Larger classrooms with technology for virtual training
 - More technology in each classroom
 - Each inmate have an IPAD for coursework
 - TV/DVD player
 - Projector
 - Smartboard
 - Intercom button in each classroom
 - Space for artistic expression (dance, art)
- Better monitoring of areas where visitors offer programs/training so they can feel safe
- More space to place disruptive inmates so whole unit isn't locked down
- Improve public bathrooms – “5 points above gas station bathrooms”
- Larger units or fewer inmates in the cells
- Adequate space for counseling those with substance abuse/mental illness
- Use jail for more violent offenders
- Resource room/library
- More flexible space for multi-purpose uses (accordion walls for certain rooms)
- Privacy area for phone calls
- Room dedicated to multifaith prayers
- Exposed nails in older sections that caused injury
- Emergency buttons in cells or the units accessible to inmates
- Use lobby 2 area which is currently closed off
- More visitation areas
- More observation by staff of the inmates and other blind spots
- More humane environment (less noise, carpet, paint choices, etc.)
 - Less depressing
- More open space in social areas with natural lighting
- Remove glass partitions
- Improve medical care space
- Virtual receptionist
- Better visitor locker system
- Obscure classroom windows to minimize distractions – 2way mirror
- More indoor recreation

- Family visitation rooms

- Remove the bars – replace with plexiglass or other comparable material

Inmate Amenities

- Tablets for visitation good thing but return to in-person visits when possible
- More toiletries
- Programs to change life trajectory – re-entry support

- More time to go outside for fresh air and sun
- More bottom bunks for those with mobility challenges
- More telephones in areas that are separate by gender

Financial

- Spend money only on maintenance – not on expansion
- Spend as little money as possible on renovations
- Hire more staff to re-open closed sections

- Explain how funding process works
- Tablets for each inmate costs money – seems to be an excuse to not bring back in-person visits. In-person is only free option.

Process/Policy Matters

- Allow hugging when appropriate with release signed by inmates to remind them that they have value
- Sensitivity training for CO's (witnessed rudeness to inmates)
- Improve check-in to avoid long waits for those with appointments
- Recidivism reduction programs to help cycle inmate out of jail faster
- Partnerships with re-entry program service providers
- Male teachers for female inmates
- More support services all housed on site vs. in and out sporadically
 - Job training
 - Soft skills

- Explain funding process in laymen's terms and that it's a multi-year timeline
- Ensure students are ready to start classes on time
- Teaching materials on tablets
 - Multiple languages
 - Reading assignments

ALBEMARLE-CHARLOTTESVILLE REGIONAL JAIL AUTHORITY

EXECUTIVE SUMMARY

<p><u>AGENDA TITLE:</u> Market / Compression Study</p> <p><u>SUBJECT/PROPOSAL/REQUEST:</u></p> <p><u>STAFF CONTACTS:</u> Martin Kumer, Superintendent Felicia Morris, Director of Human Resources</p>	<p><u>AGENDA DATE:</u> <u>ITEM NUMBER:</u></p> <p>September 9, 2021</p> <p><u>FORMAL AGENDA:</u> Yes</p> <p><u>ACTION:</u> Yes</p> <p><u>ATTACHMENTS:</u></p> <p><u>REVIEWED BY:</u> <u>Martin Kumer,</u> <u>Superintendent</u></p>
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BACKGROUND:

I am seeking the board's approval to immediately procure a market study and compression study for all employees including the position of Superintendent at the request of Chairperson McKeel. We will use vacancy savings to pay for the two studies.

The Jail has 161 authorized positions. There are currently has 27 total vacancies or a vacancy rate of 15%. Of the 95 authorized security positions, 24 are vacant. There are 2 vacancies out of the 14 nursing staff. Our food service department has 1 unfilled position out of 6. Included in the security openings are two Command Staff positions, Major of Security and the Deputy Superintendent. When the previous Major of Security retired their salary was used to offset the salary of our Mental Health Nurse Practitioner. We froze the Deputy Superintendent position who retired last spring. These two positions will not be filled until our security teams are full staffed.

In addition to vacancies, at all times, we have staff on FMLA, attending the academy for required training and vacations etc.

In order to maintain core operations, ALL staff have either assumed additional duties or been reassigned to work in food service or assigned to one of the four security teams. However, once programs, courts open and visitation resumes we will no longer be able to rely on those staff. By implementing this plan we have been able to keep overtime to one of its lowest rates in years and allowed staff to use vacation time. The intent is to maintain morale during this shortage.

This facility is in similar situations as all other criminal justice agencies, regionally, statewide and nationwide.

Reasons staff are leaving:

Retirement - During the pandemic we experienced several retirements with more scheduled in the near future. Staff who may have otherwise worked a few more years to increase their retirement chose to retire as soon as they were eligible. The pandemic was part of those decisions. The events over the last few years involving law enforcement and societies changing views towards

these fields also played a role. I believe those two issues are also hampering our ability to recruit.

Higher pay- All employers are facing similar shortages. Therefore that have to offer competitive wages to our own. Staff are leaving for entirely different fields of work for higher pay and less stress.

Poaching (one criminal justice agency recruits from another) - When law enforcement agencies need experienced well trained staff, they often recruit directly from jails by offering higher wages.

Seeking Employment with Law Enforcement Agencies- This is different than poaching, in that the employ is active looking for employment in the Law Enforcement field.

Pre-pandemic, we would receive on average 4-5 applications per month. Over the last 16 months we have received an average of less than one application per month for any position. All regional jails are experiencing similar if not greater shortages.

Reasons for lack of applications:

Enhanced Unemployment Benefits - In addition, the current unemployment benefits structure is also a concern. In Virginia, under the CARES ACT, a person who is unemployed may receive a maximum monthly benefit equal to almost \$2,800 or annually \$33,000. Our starting salaries for our vacant positions are \$31,058 for food service and \$36,795 for security. The enhanced benefit is scheduled to expire on September 6, 2021. We hope this will encourage more individuals to apply.

Public Perception- Over the last few years the negative incidents involving law enforcement agencies have unfortunately impacted the way the criminal justice agencies as a whole are view by some in society. Fewer individuals, especially the current generation are not choosing these fields.

Number of Vacancies - We are competing with virtually every criminal justice agency for a handful of qualified applicants.

RECOMMENDATION:

Approve