



VARJE-NEWS

Volume 2, Issue 2

October 2009

MADISON HEIGHTS GET NEW JAIL

THE AMHERST NEW ERA-PROGRESS

Published: May 20, 2009

The new regional jail to serve Amherst, Appomattox and a portion of Bedford counties took what could be its final step toward construction in May. The Amherst County Planning Commission approved a site plan for the jail in Madison Heights.

Construction on the 380-bed facility to be located near the intersection of Virginia 210 and the U.S. 29 Bypass is scheduled to begin by the end of the year. Grading for the site has been approved and can begin now, according to Jeremy Bryant, director of planning and zoning for the county.

The Blue Ridge Regional Jail Authority will operate the single-story jail, which was made necessary by overcrowded facilities in all three jurisdictions. The current Amherst jail opened in 1994 with a capacity for 50 inmates. In recent years, it has routinely housed between 80 and 95 inmates.

NEXT BOARD OF DIRECTOR'S MEETING

The Western Virginia Regional Jail in Salem Virginia will be hosting the next VARJ Board of Director's meeting on November 13, 2009. We hope to see all Superintendents and/or their representatives at the meeting.

The biggest advantage of becoming part of the regional jail system is that the state will pay for half of the estimated \$50 million cost. The other half will be apportioned among the three localities. The central location near the bypass is ideal for both Appomattox and Moneta, as well as Amherst.

Finding a site for a new jail is never a pleasant task for public officials and the job was no different for the Amherst County Board of Supervisors. Residents who live in the old part of Madison Heights objected to the facility being located too close to them. They expressed concerns about their safety and potentially lower property values as a result of the jail's location.

County officials responded that the nearest neighbor to the jail is the Central Virginia Training Center, which is at least a couple of miles away. The March escape of an inmate from the Blue Ridge Regional Jail in Lynchburg sharpened the focus on safety for Madison Heights residents. Regional jail officials met with residents to assure them that the new jail would have safeguards in place that would prevent a similar escape. The Lynchburg escapee tied a number of bed sheets together to provide a route of escape over the security fencing. He has been recaptured.

Biff Johnson of Hurt & Proffitt Inc., the engi-

neering firm handling the project, told the planning commission the other night that the jail is being designed with a totally different system for security. "What happened at the Lynchburg facility a few months ago," he said, "cannot happen at this facility in the same manner."

While it seems a bit of a stretch to relate economic development to jail construction, there are two distinct links in the case of the Madison Heights regional jail. First, it is expected to bring more than 140 new jobs to the area, according to the regional jail authority.

And just as important, perhaps, officials hope that extending water and sewer lines to the 23-acre site will generate commercial development along Virginia 210 near the intersection with the bypass. Many in Amherst County thought that construction of the bypass would open a whole new section of the county to commercial and business development. That has occurred to a degree along the Virginia 130 connector to the bypass but not so much on the 210 connector.

So, the jail does have a silver lining. With the new jobs and the potential for new development, it could prove to be a blessing to the county and to the region. There may even be some in old Madison Heights who would agree with that. Construction is expected to be completed in 2011.

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Special points of interest:

- Mark your Calendars! The Virginia Association of Regional Jails 12th Annual Training Conference to be held in Virginia Beach at the Cavalier Hotel on April 14-17, 2010.

FROM THE PRESIDENT

Dear Fellow Superintendents, Correctional Officers, Administrative Personnel and Support Personnel,

This year is unlike any other in the history of the Virginia Regional Jails; budget cuts, the recession, and an unstable economy have affected us all. We are working with fewer employees and low expectations of raises or even cost-of-living increases. This fiscal year, two different Jail funding reductions with two different sets of rules attached have already occurred. When the General Assembly meets there are no guarantees that our Jails will not be cut yet again. Rumors are rife that all state support for local Jails is in jeopardy. Political activism at the local level is essential for our survival. Every special interest group is crying out for relief, so it is incumbent on us to make sure our message is heard. We understand, as was recently stated on the editorial page of the Richmond Times-Dispatch that we "are all in the same lifeboat together." And we should act accordingly, making our argument quietly but emphatically: No further reductions in Regional Jail staffing levels.

The point must be made that further

monetary reductions will mean staff reductions, and without sufficient officers we are simply unable to function safely and humanely. No amount of management theory or technology substitutes for housing unit officers. As more and more of the costs associated with our operations are shifted to our member localities, we must help our members understand that Jails are truly different. Our Jails are more like hospitals than businesses or departments within local government. Like hospitals, at very low staffing levels the likelihood of a tragedy becomes a virtual certainty.

While educating politicians and citizens alike to the dangers we face, we must continue to work towards our common goal, protecting the people of the Commonwealth of Virginia.

Sincerely Yours,
Lance Forsythe,
President



VARJ Officers:

President: Lance Forsythe—Southside Regional Jail

1st Vice President: Ron Mathews—Albemarle Charlottesville Regional Jail

2nd Vice President: Walter Minton—Riverside Regional Jail

Treasurer: Ernest Toney—Piedmont

LEE NOBLE RETIRES AS SUPERINTENDENT OF SWVRJ

Lee Noble, Superintendent of the Southwest Virginia Regional Jail Recently retired. Lee was hired as the Superintendent of the jail two years before it opened in 2003.

Prior to becoming the Superintendent of the SWVRJ, Lee :

- Served as the Superintendent of three correctional centers in VA for DOC and DJJ from 1996-2003;
- Between 1997-1998 he served as Vice President, Operations for First Corrections Corporation;
- From 1988-1996 he was Ass't Warden Operations and Ass't Superintendent for major institutions in VA DOC and DJJ;
- From 1984-1988 Director, Corrections Corporation of America;

- 1973-1984 Virginia DOC at Penitentiary and field units;
- 1971-1973 Sworn Officer in Lee County, Florida;
- 1966-1969 US Army Military Police.

Lee has also served on several boards, past and present:

- Board member for the Virginia Regional Jail Association;
- Board member for SW VA Community Corrections;
- Executive Board member for the Southwest Criminal Justice Academy;
- Past Vice President of the Virginia Correctional Association;
- Member American Jail Association.

The Southwest Virginia Regional Jail Authority opened in 2005 and operates a total of four jails serving a whopping ten jurisdictions. The four jails have 342 employ-

ees with 288 of those sworn officers and currently holds approximately 1350 prisoners.

The four jails are approximately an hour and a half driving time apart and provide adult detention services to surrounding jurisdictions. In addition to court and medical transports, three of the four jails provide transportation services from Sheriffs' Offices for persons arrested and ordered detained in their respective jurisdictions to the nearest jail facility.

MEMORABLE QUOTE

"I have learned that success is to be measured not so much by the position that one has reached in life as by the obstacles which one has overcome while trying to succeed."

Booker T. Washington



THE HOLY GRAIL

By Ted Hull

Within a managerial paradigm, regional jails have always been challenged to find and keep qualified motivated employees within the individual demanding requirements of their agencies. The organizational constraints caused by this challenge have implications for the consistency and continuity of operations, financial burdens associated with hiring, training and retention, and ultimately organizational success.

As daunting as these tasks appear, the inherent nature of local correctional jobs lends itself to the creation of possible strategies that can impact employee job satisfaction. In fact, as described by the Job Characteristics Model, we can positively affect performance by the way we design our various job positions.

The concept of job enrichment, as defined by the Job Characteristics Model, is a method of job design that focuses on the task and interpersonal job demands that the employee must manage. In its essence, it is founded on the proposition that the workers value outcomes to the extent that the outcomes satisfy their deficiency and growth needs. There are five measurable characteristics that have the demonstrated ability to improve employee motivation, satisfaction and performance. These characteristics are:

Skill variety: the degree to which there are many skills sets to perform.

Task identity: the degree to which one worker is able to do a complete job, from beginning to end with a tangible and possible outcome.

Task significance: the degree to which work has a heavy impact on others in the immediate organization or the external environment.

Autonomy: the degree to which a job offers freedom, independence and discretion in scheduling and in determining procedures involved in its implementation.

Feedback: the degree to which the job provides direct information about performance.

It has been shown that these core job characteristics have direct and significant relationships to the critical psychological states and mental attitudes associated with job satisfaction and performance.

Typically, skill variety, task identity and task significance generally contribute to an employee feeling that the work is meaningful. Task autonomy leads, logically, to a realization that the employee is responsible for outcomes. Finally, the feedback dynamic provides performance knowledge and appreciation of the results. According to this model a re-designed **job** must lead to these three critical psychological states for employees to achieve the outcomes of internal motivation, job satisfaction, and growth satisfaction. These enhanced attributes contribute to low turnover and absenteeism. In the aggregate, these factors lead to that ultimate objective, the Holy Grail, employee **performance and organizational success**.

References:

Dubrin, Andrew (2007). *Organization Behavior*, Thomson Southwestern, 141-2

Major Ted Hull, is the Assistant Superintendent of the Northern Neck Regional Jail and can be reached at 804-333-6001 or ted@nnrj.state.va.us

U.S. TO EXPAND IMMIGRATION CHECKS TO ALL LOCAL JAILS

Obama Administration's Enforcement Push Could Lead to Sharp Increase in Deportation Cases

By Spencer S. Hsu
Washington Post Staff Writer
Tuesday, May 19, 2009

The Obama administration is expanding a program initiated by President George W. Bush aimed at checking the immigration status of virtually every person booked into local jails. In four years, the measure could result in a tenfold increase in illegal immigrants who have been convicted of crimes and identified for deportation, current and former U.S. officials said.

By matching inmates' fingerprints to federal immigration databases, authorities hope to pinpoint deportable illegal immigrants before they are released from custody. Inmates in federal and state prisons already are screened. But authorities generally lack the time and staff to do the same at local jails, which house up to twice as many illegal immigrants at any time and where inmates come and go more quickly.

The effort is likely to significantly reshape immigration enforcement, current and former executive branch officials said. It comes as the Obama administration and Democratic leaders in Congress vow to crack down on illegal immigrants who commit crimes, rather than those who otherwise abide by the law.

Homeland Security Secretary Janet Napolitano has made it "very clear" that her top priority is deporting illegal immigrants who have committed crimes, said David J. Venturella, program director at U.S. Immigration and Customs Enforcement.

"We mean this, we're serious about it, and we believe we need to put in an all-out effort to get this done," said [Rep. David E. Price](#) (D-N.C.), chairman of the House Appropriations subcommittee for homeland security. He has led calls to remove illegal immigrants convicted of crimes after their sentences are served.

The program began as a pilot effort in October and operates in 48 counties across the country, including Fairfax County. This year, fingerprints from 1 million local jail bookings will be screened under the program. It also operates Dallas, Houston, Miami, Boston and Phoenix, according to ICE, and will expand to Los Angeles this year and nearly all local jails by the end of 2012.

The effort differs from programs in several Northern Virginia counties where local law enforcement officers have been deputized to question suspects about whether they are in the country legally. In Montgomery County, police provide immigration authorities the names of those arrested on charges of violent crimes and

handgun violations.

Under the new program, the immigration checks will be automatic: Fingerprints currently being run through the FBI's criminal history database also will be matched against immigration databases maintained by the Department of Homeland Security. The effort would not catch people who have never been fingerprinted by U.S. authorities.

Based on the pilot program, the agency estimates that if fingerprints from all 14 million bookings in local jails each year were screened, about 1.4 million "criminal aliens" would be found, Venturella said. That would be about 10 times the 117,000 criminal illegal immigrants ICE deported last year. There are more than 3,100 local jails nationwide, compared with about 1,200 federal and state prisons.

The program, known as Secure Communities, "presents an historic opportunity to transform immigration enforcement," said Julie Myers Wood, who launched it last year while head of ICE.

In his proposed 2010 budget, President Obama asked Congress last week for \$200 million for the program, a 30 percent increase that puts it on track to receive \$1.1 billion by 2013.

The program could help answer for the first time a question that has been intertwined with debates over immigration policy: How many illegal immigrants in the United States are convicted of non-immigration crimes?

But even some supporters of the program wonder whether it can be implemented smoothly and whether there will be sufficient funding. A surge in deportation cases, noted Stewart Baker, former assistant secretary of homeland security for policy, would require more prosecutors, immigration judges, detention beds and other resources.

Venturella also acknowledged that integrating federal, state and local databases is complex and that the capabilities of local jurisdictions vary. Some counties may take several years to be linked in.

"It's a good program. It's a very expensive program," said Jessica Vaughan, director of policy for the Center for Immigration Studies, a Washington think tank that advocates tighter immigration controls. "I don't know if it's feasible or sensible for all state and local governments."

Venturella said ICE will give priority to deporting the most dangerous offenders: national security risks or those convicted of violent crimes. Based on initial projections, the agency estimates that 100,000 of these are "Level 1 offenders" and that deporting them

would cost \$1.1 billion over four years. Removing all criminal illegal immigrants would cost \$3 billion, ICE estimated last year.

Critics say that deporting the worst criminal illegal immigrants, by itself, does not go far enough because it would not fully address the estimated 11 million illegal immigrants already in the United States or deter further illegal immigration.

"If the Obama administration abandons immigration enforcement in all but the most serious criminal cases, then they will create a de facto amnesty for millions of illegal immigrants and will encourage even more illegal immigration," said [Rep. Lamar Smith](#) (Tex.), the ranking Republican on the House Judiciary Committee.

He said the Obama administration should complete construction of a border fence, enforce laws against hiring illegal workers and deport illegal immigrants before they commit crimes.

Amnesty International and immigrant advocates warn that the change could lead to immigration checks in other arenas and the "criminalization" of illegal immigration.

Tom Barry, an analyst for the Center for International Policy, a nonprofit research and policy institute in Washington, said the initiative could sweep up foreign-born U.S. residents who have served time for offenses but were not deported.

"Many, many legal immigrants are going to be pulled into this net even for minor violations that they're booked for -- traffic violations, drunk driving, whatever -- and after they've lived here 10 or 20 years, they're going to be deported," Barry said.

By checking all people who are booked, supporters say, the program avoids racial profiling. It also could stem what some see as overzealous efforts by some local authorities who, through a \$60 million-a-year ICE training program, have stepped up their pursuit of illegal immigrants through measures such as neighborhood sweeps and traffic stops.

"The administration should reassert the primacy of the federal government's role in enforcing immigration law," said Donald Kerwin, vice president for programs at the Migration Policy Institute, a think tank in Washington. He said, however, that such action should be coupled with efforts to find lawyers for immigrants in deportation proceedings. Unlike in criminal courts, the immigration court system does not provide public defenders.

New Jail Project to Begin in Patrick County

Sunday, August 23, 2009

By DEBBIE HALL - Martinsville Bulletin Staff
Writer

A new jail to be built in Patrick County will save and earn money as well as create jobs.

A ground-breaking ceremony for the new facility will be held at 4 p.m. Monday at the Commerce Street site, adjacent to Eastern Microfilming/EMI Imaging (located in the former Bassett-Walker plant) and across from Clark Gas & Oil.

Construction is expected to begin in late summer or early fall and be completed in 16-18 months, Patrick County Sheriff Dan Smith said.

Smith said the state will reimburse 25 percent of the estimated \$9.9 million construction cost, and the county will make bond payments on the remaining \$7.5 million. Those payments will be made through savings and revenue generated by housing inmates from other areas.

"As it stands now, we can only hold 25 to 30 inmates in our current facility" due to space constraints, Smith said.

So at least half of the 60 to 65 average daily inmate population must be housed in other jails at a cost of \$35 per day per inmate, he said. Smith estimated that will cost the county \$300,000 to \$350,000 next year.

The new jail is a 60-bed facility, but it has been approved to "double bunk" so it can house up to 120 inmates, Smith said.

That means the county will not need to pay other jails to house inmates, and "that savings alone will cover the vast majority of the bond payment," Smith said.

It also means the jail can generate revenue by housing inmates from other areas, Smith said. That money also will be used to offset the bond payment, he said.

Fourteen jobs will be created when the new jail opens, Smith said. That includes 10 deputies, two dietary employees, one new medical employee and one new classification employee to determine inmate placement, Smith said.

"The state has approved the 14 positions, and they will fund about 89 percent of the cost" of the new staff, Smith said.

He also plans to ensure the jail is as self-sufficient as possible, with trustees helping prepare food there and supervised inmate crews working on litter control and other tasks as needed, Smith said.

The jail also will include eight segregation/holding cells and two medical cells, Smith said.

There will be three different pods for housing inmates, depending on security classification.

"We will have dorm-type housing for minimum security inmates," and medium security and maximum security inmates will be held in traditional cells, Smith said.

"I went to Richmond on three different occasions to argue with the state Board of Corrections to allow us to have a higher number of minimum security beds to lower the cost of building the jail," he said.

Generally, it costs between \$18 and \$24 million to build 120-bed facilities, he said.

Using data that showed a majority of inmates in Patrick County are classified as minimum security, the corrections board approved the request, Smith said.

The minimum security area can hold 68 inmates; 58 inmates can be housed in the medium security pod; and 24 can be housed in the maximum security area, Smith said.

The current county jail was built in the early 1900s, and it has had numerous problems in the past. When Smith took office in January 2008, the U.S. Department of Justice had been investigating the county because of the jail conditions since 2000, he said.

The state Department of Corrections also spent the last 30 years trying to close the current jail, Smith said.

Had the county not decided to build a new facility, "a jail shut-down was imminent. ... We are the only jail operating in the state with no on-site medical staff and no approved fire escape. Those two factors are enough to warrant a closure," Smith said.

If the jail had been closed, all inmates would have been housed in other locations, at a greater cost to the county, he added.

Several months ago, the county was notified it was the last locality in the state to receive the 25 percent jail reimbursement approval by the General Assembly. Now, Smith said, there is a moratorium on state funds for new jail construction.

Thompson & Litton Architects, which has offices around the state, and English Construction, based in Lynchburg, were the low bidders on the project, Smith said.

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NOTICE OF EMPLOYMENT OPPORTUNITY

MIDDLE PENINSULA REGIONAL SECURITY CENTER

POSITION: SUPERINTENDENT

The Middle Peninsula Regional Security Center is soliciting applications/resumes for candidates for the position of Superintendent. The jail, located in Saluda, serves five (5) largely rural, waterfront counties with an estimated 2008 population of 53,127. The jail authority is governed by an eleven (11)-member board that includes the sheriff and a member of the board of supervisors of each county. The jail has had only two (2) Superintendents in the past thirty (30) years. The current jail facility is a 124-bed rated facility that is only ten (10) years old.

The Superintendent is primarily responsible for the overall management and supervision of the regional jail's operations. These duties and responsibilities include, but are not limited to, the incarceration and transportation of inmates, supervision of programs such as work release, management of personnel, preparation of meeting agendas, preparation and implementation of annual budgets, and compliance with all applicable local, state and federal statutes, regulations and policies.

Minimum qualifications include any combination of education and experience equivalent to graduation from an accredited college or university with a degree or major work in criminal justice, penology, psychology or a related field. Extensive experience in the criminal justice system with considerable management-level experience in a security (jail) facility required. Additional management and supervisory experience may be substituted for the aforementioned educational requirement.

Salary is DOQ. Benefits include Virginia Retirement System, group health insurance program and paid holidays. This position is open until filled.

Send applications/resumes to: Frank A. Pleva, Chairman, Middle Regional Jail Board, c/o King William County Administrator's Office, P. O. Box 215, King William, Virginia 23086. Applications/resumes also may be submitted by facsimile to (804) 769-4964 or by pdf at fpleva@kingwilliamcounty.us. Copies of the application form can be obtained by contacting the jail board chairman at (804) 769-4927 or at the aforementioned e-mail address. EOE.

Deadline for the submission of articles for the next issue on VARJ E-News will be January 2 2010. Please submit your articles by the due date!

VIRGINIA ASSOCIATION OF REGIONAL JAILS

Submit articles and/or suggestions to:
 Jeffery W. Frazier, Superintendent
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The Purpose of the Virginia Association of Regional Jails shall be to (a) encourage mutual cooperation and assistance among the membership and the criminal justice community; to (b) improve the level of professionalism among the membership; to (c) improve communication and understanding among the membership and the criminal justice community; to (d) increase and improve the educational and intellectual level of the membership; to (e) promote legislative, executive and judicial improvements; to (f) encourage the highest level of ethical conduct among the membership; and to (g) promote and uphold the appointed offices of Regional Jail Employees pursuant to the Code of Virginia.



Interested in becoming a Member of VARJ?
 Individual Membership is only \$30.00 per year. Contact Lance Forsythe @ 434-634-2254 for more information

FMLA AMENDMENTS SENT TO PRESIDENT

The Family and Medical Leave Act (FMLA) is on the verge of being amended as a result of the Supporting Military Families Act of 2009. The amendment to the FMLA will mandate exigency leave to defined covered active duty military members and further expand the military caregiver provision to the service member's family members of some former military service members.

A conference report, by the U.S. Senate, was prepared and forwarded to the President on October 22, 2009. All indications are that the President will sign the amendment into law.

Leave would be authorized for Military Caregiver:

The new amendment would provide caregiver leave for the spouse, son, daughter parent or next of kin of a wounded covered military member for a period of 26 work weeks of unpaid leave during a 12 month period for up to 5 years after a veteran leaves service

or develops a service related injury or illness.

If the amendment is signed into law, employers will have to revise their policies and procedures to reflect the new changes in the FMLA.



Remember!
 "You're only as good as the people you hire."
 Ray Kroc, Founder of the McDonald's Corp.