



# Mecklenburg County Sheriff's Office

# FY 2010

July 2009 - June 2010

## Annual Report

Sheriff Chipp Bailey

Mecklenburg County Sheriff's Office  
Research and Planning Unit



# Mecklenburg County Sheriff's Office

## Our VISION is:

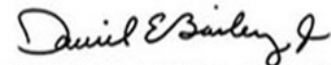
Being recognized as a leading and professional organization committed to customer service and improving the quality of life in our community.

## Our MISSION is:

To protect the citizens of Mecklenburg County by operating secure and professional rehabilitative detention facilities, enforcing civil and criminal laws, providing outstanding public service with integrity and upholding the constitutionality of the Sheriff's Office.

## Our GUIDING PRINCIPLES are:

- Integrity and credibility
- Respecting the rights of individuals through ethical and humanitarian practice
- Recognizing the importance of each employee
- Creating an environment where employees can learn and grow professionally
- Fiscal responsibility and accountability
- Forming partnerships to improve our community
- Opportunities for citizens and volunteer involvement
- Opportunities for inmate change
- Recognizing the Sheriff's Office works for the citizens of Mecklenburg County



**Daniel E. Bailey, Sheriff**  
Mecklenburg County, NC

## Letter from the Sheriff

Budget shortfalls facing the County and the Sheriff's Office caused us to modify the operational philosophy during FY 2010, but these constraints did not impact our overall vision or our service to Mecklenburg County citizens. Several new programs, the opening of a new facility and the retention of a highly successful and nationally recognized program highlighted the 2010 fiscal year.

FY 2010 began with the opening of the new Annex facility in August 2009, which can accommodate 320 inmates. Opening this facility allowed us to drastically reduce the number of inmates housed on portable mattresses placed on the floor in the common areas of most housing units. This facility also has an unfinished section allowing, when up-fitted, for another 320 inmates to be housed in dorm-style housing. Four of nine youthful offender housing units at Jail North were opened in the second half of the fiscal year. If budget issues subside, we hope to staff the remaining units in the FY 2012 budget to permit a more streamlined and efficient operation for this population.



As FY 2010 came to an end, we learned funding for the continuation of a modified Work Release and Restitution Center (WRRC) would be approved for the FY 2011 budget. This was a significant outcome given the success and recognition this program facility has garnered. Although limited resources resulted in a modified program, remaining staff worked hard to ensure the success of the WRRC program. Lastly, the opening of the horticulture and vocational facilities in FY 2010 brought the realization of years of planning, and feedback from the inmates provided validation that when given training and skills, people will rise to the opportunity. Although it is still early in the process, I fully expect this program will have a positive impact on recidivism and I look forward to reporting on the impact in the near future.

On April 27, 2010, I hosted almost 200 employees for our annual perfect attendance breakfast. Nearly 400 employees qualified for this recognition which is a significant accomplishment and a testament to the commitment MCSO employees have made to the service of citizens of Mecklenburg County. Clearly, we are progressing well and the future is bright for our organization.

A handwritten signature in black ink that reads "Chipp Bailey". The signature is written in a cursive, flowing style with a long, sweeping underline that extends to the right.

Chipp Bailey  
Mecklenburg County Sheriff

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## MCSO Department Listing & Contact Information

### Mecklenburg County Sheriff's Office

700 E. 4th St.  
Charlotte, NC 28208  
(704) 336-2543  
Fax: (704) 336-6118  
www.mecksheriff.com

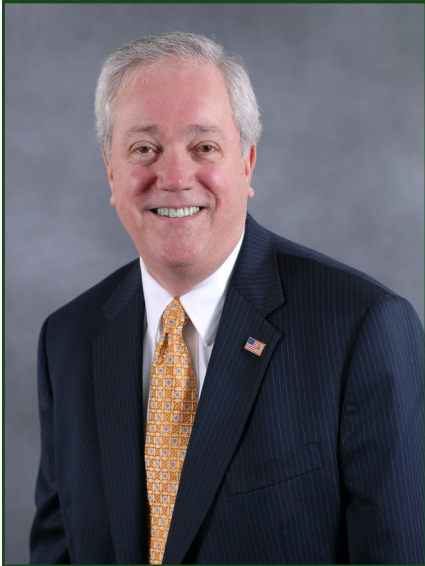
**Jail Information: (704) 336-8100**

**Specific Inmate Information, VINE System (800) 247-9658**

Arrest Processing	Human Resources
Asset Management	Information Services Department
Business Management	Inmate Finance & Property
Chaplains	Jail Annex
Civil Judgments/Domestic Violence/K9	Jail Central
Classification	Jail North
Communications	Inmate Programs (Adult, Youthful Offender, Library)
Community Service	Legal Counsel
Court Security	Office of Professional Compliance
Deputy/Detention Officer Recruiting	Research and Planning
Electronic Monitoring	Training
Facility Development	Transportation
Field Operations	Work Release & Restitution Center
Funeral Escorts	
Gun Permits	



## MCSO Administration



The Mecklenburg County Board of Commissioners selected Chipp Bailey as Sheriff in February, 2008 and citizens recently overwhelmingly elected him to the position in November 2010.

Sheriff Bailey's law enforcement career began with the Mecklenburg County Police in 1972. After resigning in 1975 to attend graduate school in South Carolina, he returned to Charlotte in 1977 to work for the Centralina Council of Governments as a Criminal Justice Planner. Rehired by the Mecklenburg County Police in 1982 as a Crime and Budget Analyst, Chipp was later promoted to Administrative Officer for the Chief of Police. In the early 1990s, when the Mecklenburg County Police and Charlotte Police Departments merged, Bailey supervised the new agency's Planning and Research Unit until joining Sheriff Jim Pendergraph as Chief Deputy Sheriff in 1994.

Sheriff Bailey is responsible for the day-to-day operation of the largest sheriff's office in North and South Carolina. His duties include the following tasks: overseeing a jail system housing an average daily population of approximately 2,200 inmates, providing security for the million plus visitors to the County's courthouse each year, ensuring timely service of over 100,000 civil and criminal papers each year, receiving and booking close to 45,000 arrestees each year, registering and monitoring almost 800 sex offenders, and issuing gun purchase permits and concealed weapon permits.

His educational background consists of a Bachelor of Arts Degree from Pfeiffer University and a Masters of Criminal Justice from the University of South Carolina. A native Charlottean, Chipp and his wife, Sharon, have two sons. Whenever Sheriff Bailey has time in his busy schedule, he enjoys getting away to the South Carolina coast, where he works on writing mystery novels. In 2007, Chipp published his third mystery, *A Lowcountry Murder*, with publisher Silver Dagger Mysteries. Sheriff Bailey is an active member of Matthews United Methodist Church.



Chief Deputy Sheriff, Felicia McAdoo, is a twenty-three year veteran of the Mecklenburg County Sheriff's Office and is the highest ranking female officer.

Chief McAdoo began her career in 1986 starting as a security officer. She served in every level of supervision, i.e., Sergeant, Lieutenant, Captain, Major, and Detention Commander until her selection to Chief Deputy in 2008. Previous areas of experience includes: Work Release, Arrest Processing, Facility Development, Office of Professional Compliance (Internal Affairs), Field Services and the Courts Division.

Chief McAdoo attended Rutledge College, Gaston College and is a graduate of The Administrative Officer's Management Program at North Carolina State University. She is a member of the American Correctional Association, National Sheriffs' Association, North Carolina Sheriffs' Association, and North Carolina Jail Administrators Association. She also serves as a mentor for Mecklenburg County's Leadership Education and Development program, is Chairperson of the Sheriff's Employee of the Month Committee and a Police Activities League board member. Chief McAdoo is a Charlotte native and is married with three teenagers.

## Current MCSO Executive Staff



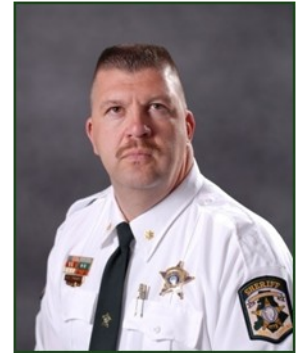
Major L. Pagan  
Arrest Processing



Major R. Collins  
Field Operations/  
Courts



Major T. Plummer  
Jail Central



Major W. Pummell  
Jail North/Annex



Major M. DeTommaso  
Office of Professional  
Compliance



Karen Simon  
Director of Inmate  
Programs



Marilyn Porter  
Legal Counsel



Rachel Vanhoy  
Director of Business  
Management



Julia Rush  
Director of  
Communications



Robin Wright  
Executive Assistant

## Facilities

The Mecklenburg County Jail is comprised of four detention facilities designed to securely house 3,033 inmates on an average day.

### Jail Central

- Jail Central is a high rise detention facility that housed on average 1,530 inmates per day in the 2010 fiscal year.
- This facility houses both male and female offenders, in addition to female youthful offenders, it also serves as the location for arrest processing.



### Jail North

- Jail North is a medium high-rise facility that housed an average of 526 inmates per day in the 2010 fiscal year.
- This facility houses only male adult offenders and male youthful offenders. The MCSO Training Academy is also located at this facility.



### Work Release and Restitution

- The Work Release and Restitution Center housed an average of 79 inmates per day for the 2010 fiscal year.
- This facility houses both male and female offenders with a layout that provides qualified inmates with a more community assimilated housing unit, allowing inmates to acclimate themselves back into society productively.



### Jail Annex

The grand opening of Jail Annex occurred in early 2009. The current facility has the capacity to hold 320 minimum and low-medium level male inmates at 40 per dormitory. Its purpose is to relieve any overcrowding in the other two facilities. Taking less than one year to be built the Annex is developed to withstand wind, fire, and snow. The structure is built with reinforced steel rebar and concrete. Each dormitory has access to outdoor recreation yards, giving inmates safe and healthy exercise opportunities. There are two other features at Jail Annex that differ from the other two facilities, video visitation monitors and Retherm ovens for the heating of meals. Both new features allow for a more controlled environment with more efficient practices for detention officers.

- For the fiscal year of 2010 Jail Annex had an average daily population of 139 inmates.



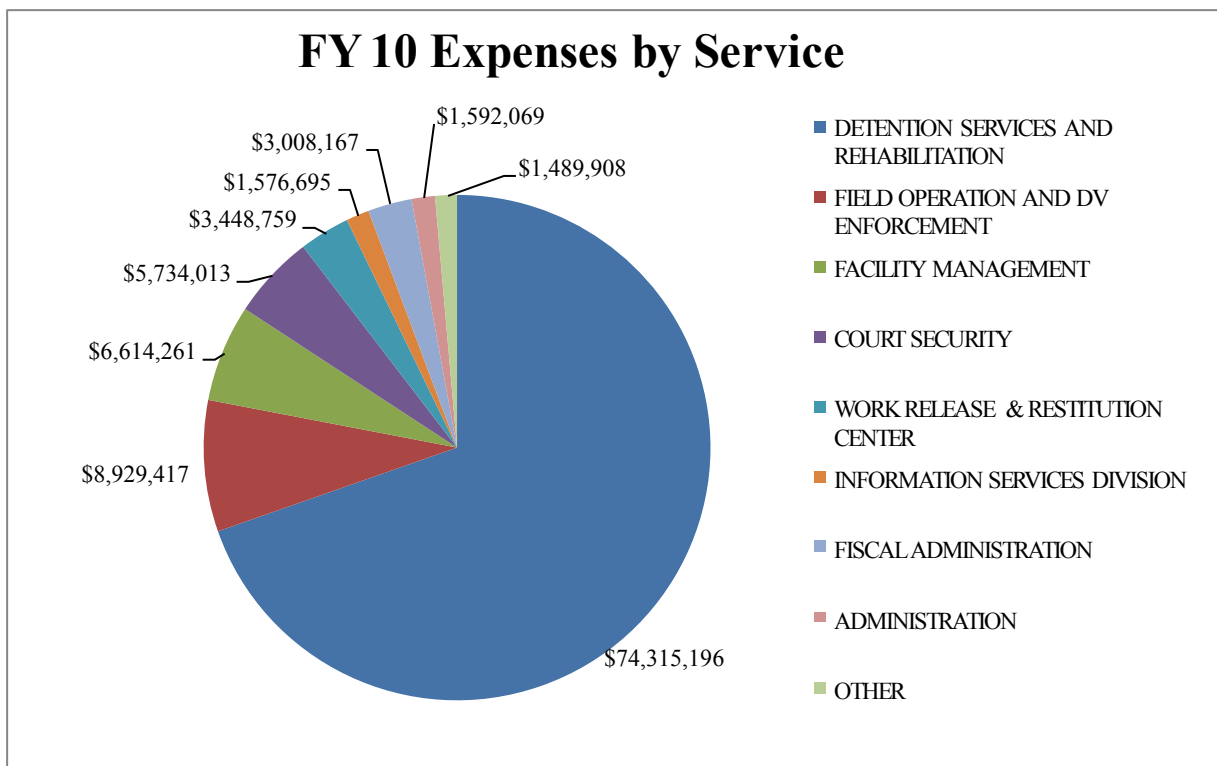


# Finance

## Mecklenburg County Sheriff's Office FY 2010 Expenses

The Mecklenburg County Sheriff's Office began FY 2010 with a reduced budget of \$108 million dollars compared to the FY 2009 adopted budget of \$116 million dollars. Although mid-year reductions were required, the impact wasn't as significant as the previous year. Because of the deep cuts in FY 2009, the mid-year reductions totaled \$700K for FY 2010 and was spread among departmental supply line items as well as travel, training and uniform supplies. Actual expenditures for FY 2010 were less than \$107 million dollars or 98.8% of the amended budget.

The Sheriff continues to seek efficiencies in the utilization of overtime. With the number of defunded or delayed positions, overtime is a necessity for some divisions. Although the overtime budget was returned to a more reasonable level in FY 2010 of \$2.8 million dollars compared to the FY 2009 level of \$1.4 million dollars, the overtime budget was still exceeded by \$800K. The total overtime expenditures for FY 2010 were \$3.6 million dollars compared to FY 2009 overtime expenditures of \$4.7 million dollars. Managers have been advised to be vigilant in their use of overtime and although it is only used as a last resort, at no time can we compromise the safety and security of the operations.

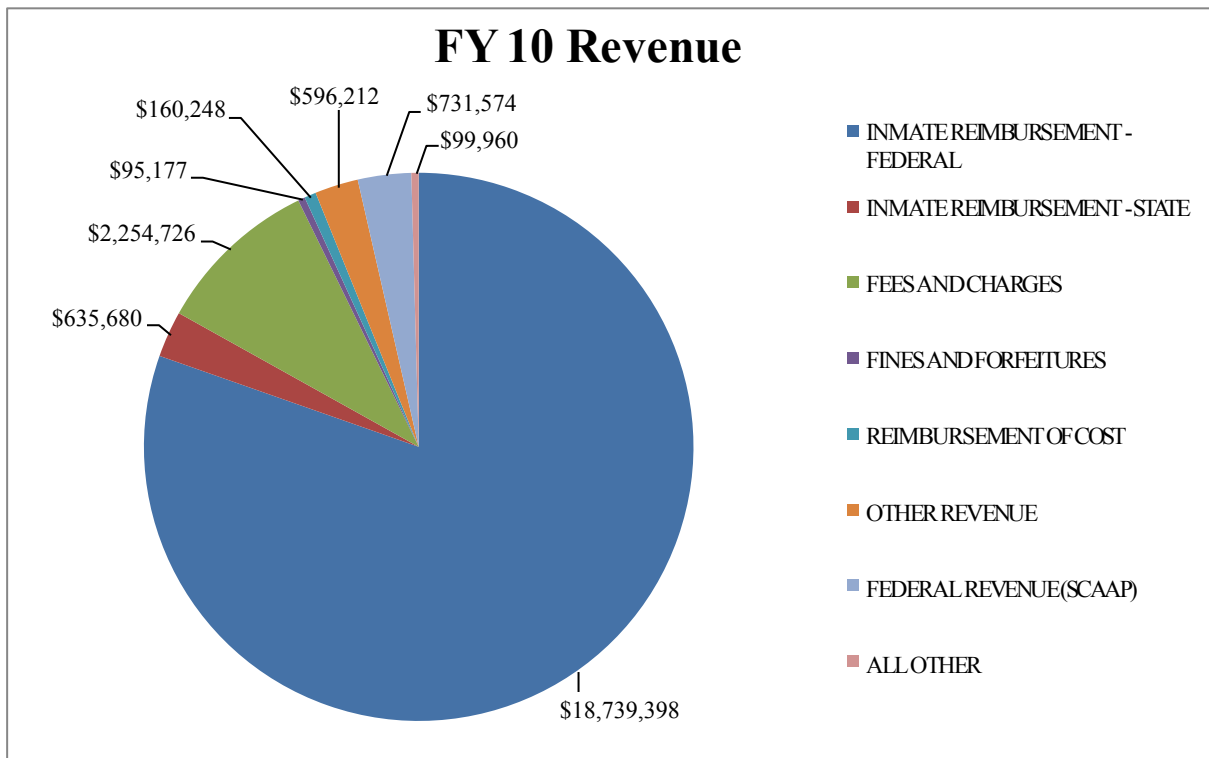


# Finance

## Mecklenburg County Sheriff's Office FY 2010 Revenues

Revenue from all sources was \$23 million dollars, which was significantly lower than the FY 2010 budget of \$30 million dollars. Federal housing revenue continued to drop and was \$4.6 million dollars lower than anticipated. State housing revenue reimbursement was eliminated from the State's budget after the Sheriff's Office budget was approved. As a result our budget was \$1.8 million dollars less than anticipated. Civil process fees were again higher than expected because of the demand for service. Looking ahead to FY 2011 adjustments of \$7 million dollars have been made to further reduce the revenue budget to reflect the impact of housing fewer federal inmates and to eliminate the State reimbursement for housing inmates sentenced to the Sheriff.

During the 2010 fiscal year, the Annex facility was opened followed by a partial opening of the youthful offender facility. The Sheriff's Office received funding for only half of the needed security staff for the youthful offender facility. The Sheriff's Office also reached out to contract service providers to aid in finding savings within their services and as a result identified savings of \$500K. Further reductions are anticipated for FY 2011 and the Sheriff's Office will continue to look for viable efficiencies within its operation while fulfilling its mission to operate secure and professional facilities and enforcing civil and criminal laws.



## Community Service & Special Events

### Charlotte/Mecklenburg Safe Kids Coalition:

MCSO is a governing member of the Charlotte/Mecklenburg Safe Kids Coalition, which works to educate children and families to help prevent injury to children. The coalition focuses on five main areas: Child Passenger Safety, Water Safety, Poison/Drug Safety, Fire/Burn Safety, Bicycle/Pedestrian Safety. MCSO assists in training/educational seminars and events to encourage child safety.



### Master Deputy Program:

Our Master Deputy program consists of deputies nominated for the community and public service initiative. The Master Deputies support specific events throughout the year, representing the Sheriff's Office and providing support to organizations such as Hometown Heroes, Blume Children's Cancer Clinic, and the Huntersville Soap Box Derby.

### Salute to Heroes Hockey Game:

This was the fifth year for the friendly hockey game between the Mecklenburg County Sheriff's Office & the Charlotte Mecklenburg Police Department (CMPD) versus Charlotte Fire Department (CFD) and Charlotte EMS (MEDIC). The event in its first four years has raised more than \$80,000 to benefit the families of injured and fallen public service workers. The annual event takes place after a Charlotte Checkers hockey game and draws close to 3,000 spectators.



⇒ **Our Salute to Heroes hockey game with the checkers raised over \$1,500 for FY 10**

### Hometown Heroes & Annual Christmas Tree Lot:

Hometown Heroes is a non-profit organization started by law enforcement officers to raise money for local children (and their families), suffering from terminal illness or other serious injuries.

⇒ **Our Hometown Heroes Christmas Tree lot run by our Master Deputies raised over \$35,000.**

## Community Service & Special Events

**In addition to the aforementioned, during FY 10 MCSO participated in the following events:**

- ⇒ Elves for the Elderly
- ⇒ Operation Share Bear
- ⇒ Twilight 5K Walk/Run
- ⇒ Reality Program
- ⇒ Citizens' Academy
- ⇒ Child ID Kits
- ⇒ NC Peace Officers' Memorial Week & Police Unity Tour
- ⇒ Keith Larson's Ride for the Kids
- ⇒ K9 Demonstrations
- ⇒ St. Patrick's Day Parade
- ⇒ Thanksgiving Day Parade
- ⇒ Huntersville Soap Box Derby
- ⇒ Lake Wylie Christmas Parade
- ⇒ Matthews Alive Parade
- ⇒ International House info Session
- ⇒ Johnson C. Smith Univ. Homecoming Festival
- ⇒ Internships for UNCC, Strayer University, ECPI and area CMS Schools
- ⇒ Patriot Festival
- ⇒ Mint Hill Madness
- ⇒ Woofin' and Hoofin' Huntersville Fall Festival
- ⇒ National Night Out
- ⇒ Mecklenburg County Homeowner Association Safety Nights
- ⇒ 311 Call Center Safety Day



### **Annual Employee Events**

MCSO values the hard work of our employees and plans a number of events annually to show appreciation. Additionally, in keeping with our value of community and public service, we offer a number of volunteer opportunities to employees such as blood drives.

**Health Fair:** In an effort to promote a healthy lifestyle, MCSO partnered with the YMCA of Greater Charlotte to host a Health Fair for all employees. The fair was hosted twice in October and provided free health screenings and information.

**Blood Drives:** Six times each year MCSO employees have the opportunity to donate blood at blood drives. The drives benefit the Community Blood Center and the Red Cross.

### **Other Employee Events:**

- Friends & Family Day
- Children's Christmas Party
- Annual Golf Tournament (raised over \$2,500 for Hometown heroes and PAL)
- Employee Appreciation BBQ

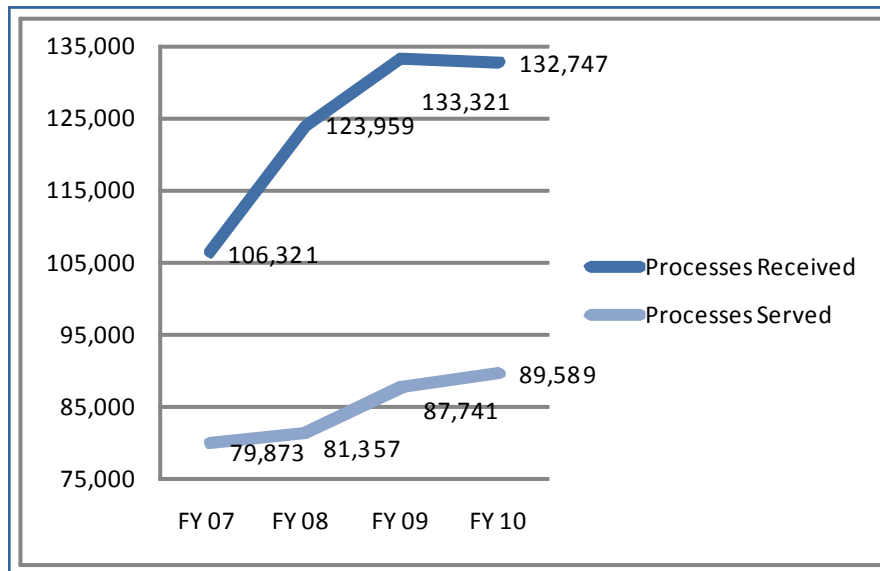


## Field Operations

### Civil & Criminal Processes

All Mecklenburg County court ordered processes are served by the Sheriff's Office. In FY 10 a total of 132,747 civil and criminal processes were received by the Mecklenburg County Sheriff's Office. Of the 132,747 processes received, 115,696 were deemed serviceable, of those 89,589 were served for a 77% service rate. A total of 130,530 individual attempts were made in FY 10 to serve civil and criminal processes in Mecklenburg County.

#### Service Rate



### Sex Offender Registration

For FY 10 the Field Operations Unit conducted a minimum of 4 checks per sex offender for the year. This includes 2 mandated checks that require the offender to report to our office and present their **DCI Card**. Deputies are immediately dispatched to verify any sex offenders that calls are received on.

Operation Trick or Treat was conducted for two nights instead of the usual one night in order to raise awareness in the community and ensure all offenders have provided any updated information with our office.

#### Fiscal Year 2010 Sex Offender Statistics

Total Registered	756
Newly Registered	190
Warrants Issued	42
Sex Offender Arrest	60
Non-related Arrest	192
Validations Completed	1,115
Inquiries Received	3,298
Inquiries Placed	2,480
Verification Letters	1,295
Address Changes	818

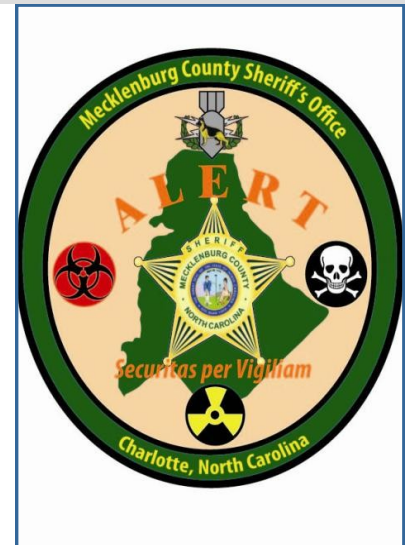
## Field Operations

### A.L.E.R.T

The **A**dvanced **L**ocal **E**mergency **R**esponse **T**eam is a unique multi-agency, terrorism response team that focuses on rapid deployment response to mass-casualty incidents involving chemical, biological or nuclear weapons, as well as respond to natural or man-made disasters. The MCSO's mission for A.L.E.R.T is security of the perimeter, evidence security and collection, decontamination and Disaster Mortuary Operational Response Team (DMORT).

- All A.L.E.R.T members in 2010 completed the WMD evidence class, a 40 hr. class in Anniston Alabama through FEMA. This includes a HOT zone with entry into the toxic substance chambers (VX and GB nerve agents).
- Each Sheriff's Office participant trains at least eight hours monthly in their specialty as well as HAZ-MAT operations.
- All A.L.E.R.T members in 2010 completed training at the Western Carolina University Body Farm. The WCU Decomposition Research Station "Body Farm" is a living lab where students and law enforcement officers get a close-up, long-term look at what happens when a human body decomposes.

Additionally, all participants are required to take classes online to keep their training up to date. Total team training for FY 10 amounted to approximately 800 hours.



### S.E.R.T

The **S**heriff's **E**mergency **R**esponse **T**eam is composed of highly trained deputy sheriffs. The unit is comprised of deputies and supervisors who are trained with special equipment to handle emergencies such as barricade suspects, hostage-taking situations, disturbances in the jail/court facilities, or other situations that require special weapons or tactics.

- The S.E.R.T. unit trains monthly in addition to a week of special training each winter, summer and quarterly training with the Crisis Negotiations Unit.

## Field Operations

### D.A.R.T

The **D**irect **A**ction **R**esponse **T**eam is a specialized team of officers trained to perform cell extractions. They remove disruptive inmates from their cells, as well as serve as a visual deterrent in discouraging inmates from pursuing disruptive behavior.

There are teams on all four shifts at MCJ-Central. Each team will consist of no more than 12 officers. D.A.R.T is comprised of highly trained detention officers, who receive no extra compensation. Each team member has clear duties and responsibilities during a cell extraction.



### C.N.U

The **C**risis **N**egotiation **U**nit provides negotiation services in situations involving hostages, individuals threatening suicide, or barricaded subjects encountered in fulfilling the operational objectives of the Mecklenburg County Sheriff's Office. During a crisis situation or critical incident, the negotiators have two primary responsibilities - intelligence gathering and negotiations.

- All negotiators attend a week long basic crisis negotiation course and a week long advanced crisis negotiations course.
- The team meets monthly in order to train with new negotiation applications in addition to debriefing on any local or national crisis that may have occurred recently. These monthly meetings allow for fresh perspectives on ways to improve and continue their success.
- C.N.U has assisted agencies such as the Greensboro Police Department, Guilford County Sheriff's Office, Mint Hill Police Department, Matthews Police Department, Rock Hill Police Department, and the Cleveland County Sheriff's Office.



## ACA Accreditation

The MCSO proudly distinguished itself in 2003, as the first nationally accredited local jail system in North Carolina. According to the American Correctional Association (ACA), the national standards serve as benchmarks in the operations of correctional facilities. These standards are necessary to ensure that facilities are operated professionally.



To achieve accreditation, the jail undergoes a comprehensive audit of its operations to determine compliance. Accreditation is effective for a three-year period and requires annual audits of supporting documentation in order to maintain accreditation.

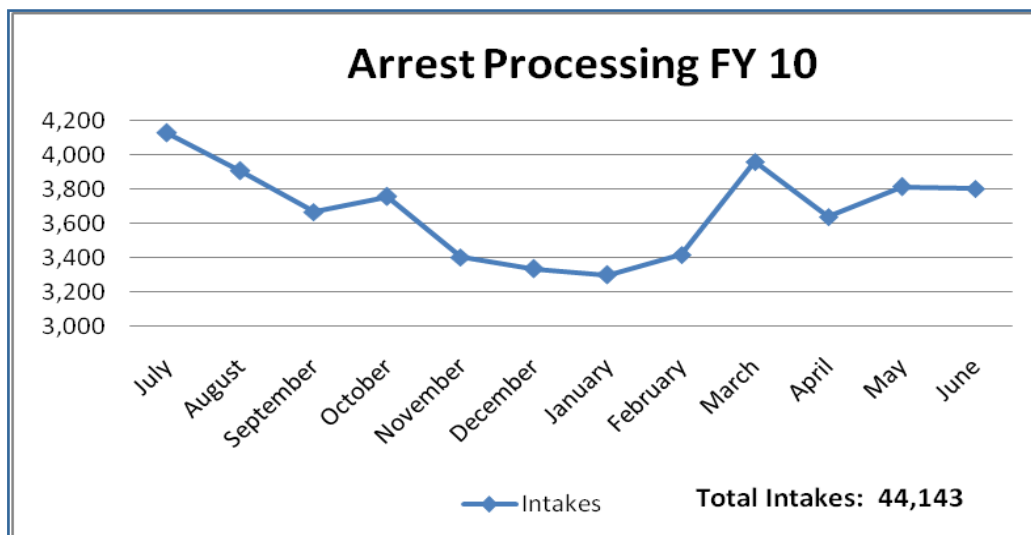
The accreditation process examines services, programs, and operations essential to superior correctional management. While the primary purpose of accreditation is to protect jail staff and offenders, many additional benefits are also derived. Examples of such benefits:

- Minimizes the potential for expensive and time consuming litigation from negligence and other liability
- Assesses the strengths and weaknesses of the jail to maximize available resources and implement positive change
- Contributes to public and professional recognition of good performance
- Contributes to improvement of staff moral and inmate behavior

## Arrest Processing (AP)

Arrest Processing is the main center for intake at the Sheriff's Office and is responsible for positively identifying and processing all persons charged with a crime. The MCSO Arrest Processing Center processes hundreds of arrestee's every day and is located at Jail Central.

- During FY 10 44,143 arrestees were processed.





## Training and Recruiting



The Training Division is responsible for ensuring that Mecklenburg County Detention Officers and Deputy Sheriffs are fully qualified and capable of performing to the high standards and expectations of the Sheriff, the community, and accrediting agencies.

### Academy

The Academy staff operates the training facilities, which includes various classrooms, an indoor firing range, and a weight/physical training room. Intermittently, other agencies utilize training offered by the Academy, to include local county Sheriffs Offices and the MCSO Citizens Academy.

Initial Basic Training for each recruit consists of 170 hours of the Detention Officer Certification Course, as mandated by the N.C. Sheriffs' Education and Training Standards Commission, and 162 hours of MCSO-POST School, as mandated by the Mecklenburg County Sheriff's Office. Additionally, initial training for all new employees includes 40 hours of ACA courses, as mandated by the American Correctional Association. These courses are intensive and consist of training in rules and regulations, safety and security, health and fitness, and defensive weapons, including firearms.



## Training and Recruiting

### Recruiting

When a potential candidate submits their application for a detention officer or deputy sheriff position, the recruiter processes the application by conducting background checks, pre-employment fitness assessments, physical, psychological examinations and interview. After the candidate has been hired, recruiters are required to complete certification compliance reviews on currently employed staff members in order to ensure that all pertinent information requested by N.C. Sheriff's Training and Standards is in place to keep all certifications valid.

- FY 2010 the recruiting staff managed to process over 1,000 employment applications for detention officer and deputy sheriff positions, resulting in filling 181 vacant uniformed positions.

Recruiters continue to present incentives offered by our agency to assist in recruiting viable candidates. Those who qualify may participate in incentive programs following the completion of all mandatory training and become certified by the state of North Carolina. Some examples of incentives currently used are:

- ⇒ GI Bill Apprenticeship Program (Dept. of Labor).
- ⇒ Education Incentive (College Degree) maximum 10% on top of base pay.
- ⇒ Experience Incentive 1% per each certifiable year.
- ⇒ Prior Military Incentive 1% per each certifiable year of active service (DD-214).



For more information, please visit the Recruiting Division on-line at [www.join.mecksheriff.com](http://www.join.mecksheriff.com) .

## Training and Recruiting

### Fiscal Year 2010 Training Academy Highlights:

- Provided 24,607 total man-hours of Initial Basic Training, to include graduating 61 recruits
- Provided 54,880 man-hours of mandatory training and 9,025 man-hours of requested and specialized training for the 1,402 MCSO employees
- Provided 10,211 total man-hours of firearms training for 1,885 students
- Assisted in designing and building a replacement database that will be used to join all collected data pertinent to each employee and maintained in one centralized database. The new database will allow better communication of current and changing training needs to staff and their supervisors, allowing for better communication between the different MCSO divisions.



### C.I.T

The Crisis Intervention Team specializes in law enforcement response training for assisting people in serious mental health crisis. It teaches law enforcement officers how to recognize and assess signs of mentally ill persons in crisis while using proper practices and de-escalation techniques to address the crisis itself. Throughout FY 10 there were quarterly training classes lasting 5 days and consisting of 25 officers on average.





## 287(g)

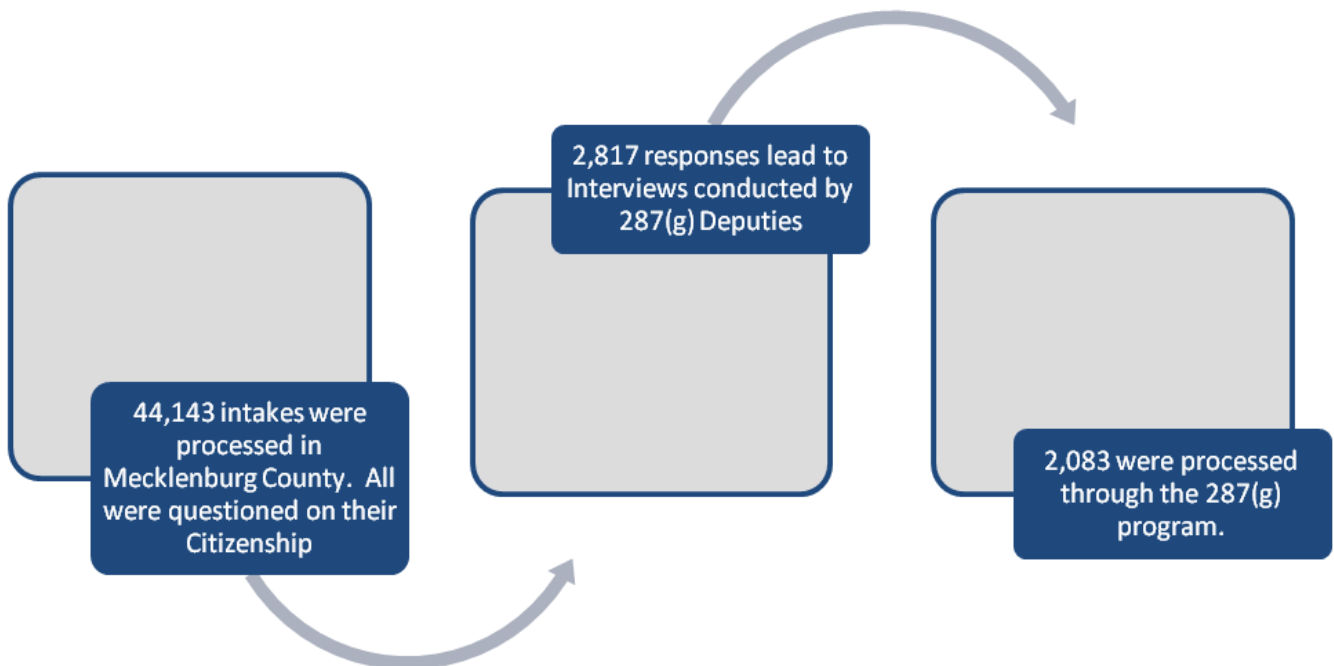
The Mecklenburg County Sheriff’s Office has been a participant of the 287(g) program since 2006. One sergeant and ten deputies are assigned to the 287(g) operation. All eleven employees are federally trained and certified by the U.S. Immigration and Customs Enforcement Agency. Participation in the 287(g) process starts in Arrest Processing after said person has been arrested for a crime. All arrestees that are brought in to arrest processing are asked the same two questions “Of what country are you a citizen or national?” and “Where were you born.” Our deputies may confirm immigration status with additional questioning and the use of Federal Ice fingerprint and photo database. Once the status of the arrestee has been decided, they are processed according to ICE regulations.

### MSCO 287(g) Deputies processed illegal and undocumented immigrants from countries including:

- |          |              |               |             |
|----------|--------------|---------------|-------------|
| Africa   | Saudi Arabia | China         | Colombia    |
| Barbados | Senegal      | Nigeria       | Jamaica     |
| Chile    | Spain        | Poland        | Liberia     |
| Cuba     | Togo         | Trinidad      | Brazil      |
| Guyana   | Vietnam      | Costa Rica    | Ecuador     |
| Iran     | Bolivia      | Dom. Republic | Guatemala   |
| Korea    | Canada       | Russia        | El Salvador |
| Lebanon  | Congo        | Uruguay       | Honduras    |
| Morocco  | Ghana        | Argentina     | Mexico      |
| Niger    | Mali         | Nicaragua     |             |
| Panama   | UK           | Peru          |             |

### Total Since Program Inception (2006)

<b>Inmates Received</b>	<b>14,141</b>
<b>Inmates Processed</b>	<b>8,824</b>
<b>Prior Deports (Re-Entries)</b>	<b>689</b>





## Jail Alternatives & Alternative Sentencing

### Work Release & Restitution Center (WRRC)

Inmates in Mecklenburg County have an opportunity to pay their debts to society literally as well as figuratively at The Mecklenburg County Sheriff's Office Work Release and Restitution Center (WRRC). Inmates who qualify for the program receive job search and job retention training, behavioral and substance abuse counseling, life skills assistance and the opportunity to build an effective support network before their release.

Successful Completion Rate	73%
Average Daily Population	80
Recidivism Rate	34%

Residents contribute 20 percent of their gross income to Mecklenburg County to help cover the cost of their room and board. They are required to pay for any outside counseling or payments ordered by the court such as child support, attorney's fees or victim restitution. Additionally, 10 percent of their gross income is placed in a savings account which is kept for the resident until their release.

Even during a difficult economy and high unemployment in FY10, WRRC residents made a community impact of \$378,558. This number includes: monies paid towards room and board, income tax withholdings, family support payments, child support, fines and restitution.



#### WRRC offers many programs to residents including:

- ⇒ Job Readiness and Retention
- ⇒ Commitment to Change
- ⇒ Family Counseling
- ⇒ Alcohol/Substance Abuse Counseling
- ⇒ Mental Health Counseling
- ⇒ GED through Central Piedmont Community College
- ⇒ Male Involvement

### Electronic Monitoring (EM)

The Electronic Monitoring program is for low-medium level, pre-trial offenders. It produces individual accountability while improving a participant's prospects for living a law-abiding and productive life in the community. Since the program's inception in 2007 there have been over 2,000 participants.

All Participants of the program maintain a 5:00pm-6:00am curfew and are monitored through a GPS tracking ankle bracelet 24 hours a day. In FY10 the number of participants was capped at 70 per month. In FY 10, 72% of all Electronic Monitoring participants successfully completed the program.

## Special Services

### Permits, Fingerprints and Registration

The Mecklenburg County Sheriff's Office has adopted the duty of fulfilling the State of North Carolina requirement to issue permits, fingerprinting, and sex offender registration services. North Carolina Statute requires citizens to obtain a permit prior to purchasing a handgun. Each citizen applying for a handgun permit must go through an application process that includes a background check before approval.

- During FY 2010 the Sheriff's Office issued 13,537 gun permits and 3,809 permits for conceal and carry were also issued.
- In addition to gun permits the Sheriff's Office also processed 13,791 fingerprinting requests for prospective public and private sector employees.

Sex offender registration is a large responsibility of the Registration Bureau. The Registration Bureau works with Field Operations to ensure sex offenders are registered and updated as quickly and accurately as possible.

- During FY 2010 there were 190 new Sex Offender Registrations.
- A total of 756 sex offenders were monitored by MSCO during FY 2010.

### Inmate Property and Finance

This unit is responsible for ensuring all monies and property entering the facility with an arrestee are accounted for, inventoried, stored properly and returned to the inmate upon release. This unit is also responsible for maintaining all funds deposited into an inmate account while they are incarcerated. These funds are available to the inmates for commissary purchases.

- During FY 10 there were over 97,000 commissary orders, averaging 55 per hour handled by the Inmate Property and Finance Unit.
- In over 42,281 inmate property releases, there was only one claim of lost property.

## Special Services

### Court Security

Mecklenburg County Sheriff's Office supplies the security for the entire courthouse, including the lock up area for inmates awaiting trial below ground level. Recently, sheriff's deputies adopted an Emergency Response Plan that instructs visitors and staff on what to do in an emergency situation. Emergency Response Plan Brochures are placed throughout the courthouse outlining policies and procedures for emergencies. The plan covers emergencies such as: illness or cardiac emergencies, fire alarms, bomb threats including a reporting form and what to do if there is an active shooter in the facility.



- During FY 10, the Mecklenburg County Courthouse had 1,144,823 visitors. Additionally, 26,037 contraband items were confiscated. This comes as a direct result of the tough security measures MCSO Court Security takes to guarantee safety.

While the courthouse remains secure on floors 1-9, the basement has a large set of holding cells for inmates awaiting their court appearances or trials. On an average day there are between 60 and 70 inmates held and successfully managed in basement cells .

	FY 10	FY 09
Visitors	1,144,823	1,072,915
Contraband Recovered	26,037	20,803
Inmates Processed	47,795	33,502

### Inmate Work Crew

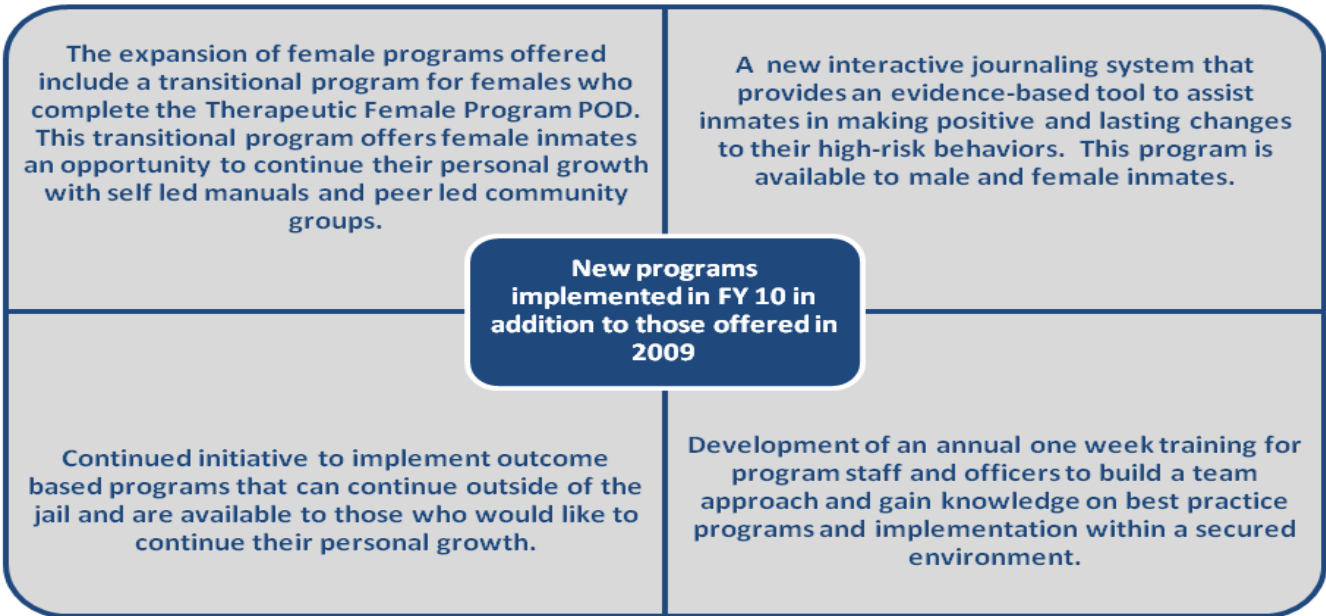
Established in March 1995, the Inmate Work Crew program puts low risk inmates to work cleaning the streets and public properties of Mecklenburg County. The crews are supervised by MCSO Detention Officers and work on roadside cleanup efforts and community projects.

- During FY 10 the Inmate Work Crew worked a total of 21,074 hours. Based on a minimum wage per hour, their efforts have saved taxpayers \$213,901.
- Inmate work crews have saved taxpayers over \$2.9 million dollars since 1999.

# Inmate Programs

## Adult Programs

Adult Programs continue to expand within The Mecklenburg County Sheriff's Office in FY 10. Our First one day Men's Conference was a huge success. This conference was provided by Foresight Leadership and focused on topics related to being a man of character, managing day to day conflicts, healthy relationships, fatherhood, goal development, reentry, and self evaluation. This was a powerful conference and a first of its kind for MCSO.



Our Inmate Programs are essential to the utilization of the best practices model known as the "Transition from Jail to Community Model" (TJC). This outcome based model has been proven through research to reduce recidivism within jails across the country and provide natural supports to individuals in their own communities.

### Inmate Programs offered the following adult programs during FY 10:





# Inmate Programs

## Inmate Library

Inmate Libraries provide a plethora of services to all offenders in custody. Libraries are located at Jail Central and Jail North. Jail North also serves Jail Annex. There is a complete Law Library with access available at all times. Library services also offer many different reading programs and book clubs for inmates who are avid readers. The *Ladies First Book Club* at Jail Central has been engaging women in meaningful discussions about quality literature since 1999.

### FY 10 Library Services Statistics

Completed Loans	9,350
Customers Served	9,488
Borrowers Per 1,000 Inmates	404
Borrowers per Staff	234

### FY 10 Law Library Statistics

Total Number of Requests	3,045
Number of Appointments	1,372
Document Deliveries	727
Requests Per Staff	1523

In addition to classes and programs that have been in place for years, Inmate Library Services has collaborated with the Charlotte Mecklenburg Library to produce many important programs for our Youthful Offender Populations.

### Youthful Offender Programs:

- ⇒ Teen Tech week
- ⇒ Dream it do it @ your library
- ⇒ uCreate-The edge project
- ⇒ Bistrips Comics
- ⇒ Resume writing Skills

### Included with these particular programs the Inmate Library also offers:

- ⇒ Current events such as tracking the oil spill throughout the summer and watching Inaugural Addresses.
- ⇒ Websites for authors of their current book selection
- ⇒ Create stop-motion animation films
- ⇒ Phone conferences with young adult authors



## Inmate Programs

### Youthful Offender Programs

In February of 2010 the new Youthful Offender Wing was opened at Jail North. The Youthful Offender Wing began housing youth enrolled in our CMS and GED classes. The new wing represents a continuation of our commitment to working with youthful offenders and ensuring that they continue their education; better preparing them to return to the community.



### FY 10 Highlights

- MCSO and Communities in Schools began its partnership in October 2009 by hiring the first Re-entry Site Coordinator. This is a first for all jail/detention facilities in North Carolina. The Site Coordinator is responsible for academic assistance/monitoring behavior interventions, college/career preparation and successful return from the jail to the home and academic environment.
- The first Youth Jail Conference took place in FY 10 in partnership with: The Men's Empowerment Coalition, Foresight Leadership Training and Mecklenburg Community Relations Committee. Fifty-Two youthful offenders took part in the all day development conference inside of Jail North. Topics included: Healthy Definitions of Manhood, Healthy Definitions of Fatherhood and Managing Day to Day Conflict.
- A two day training program and officer orientation on behavior modification and youth interventions was conducted by the Adolescent Program staff.
- During FY 10 two students graduated from CMS, one from Harding and the other from Mallard Creek High School.
- 65% of our students were on the A/B Honor Roll and Jail North/Jail Central had a 70% EOC pass rate.
- A total of 291 students participated in our CMS/Right Choices Program.

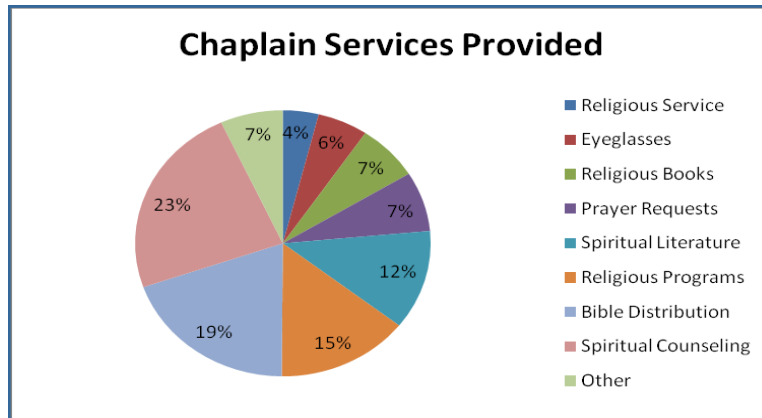
# Inmate Programs

## Chaplain Services

In MCSO Jails, demand for Chaplain Services remain high. Dedicated staff and volunteers work hard offering a variety of religious and spiritual programs to inmates of many different faiths.



- 22,077 approved requests from inmates were processed in FY 2010 ranging from religious services, spiritual counseling, and death notifications.
- During FY 2010 359 new volunteers were trained to assist chaplains, insuring inmates spiritual and religious needs are met.



## Substance Abuse

Substance Abuse treatment programs are offered through program collaboration between MCSO and the Mecklenburg County Provided Services Organization. Certificates are awarded to inmates upon completions of programs offered.

- 1,185 inmates participated in substance abuse programs and there were 850 successful completions with a 72% completion rate for FY 10.
- Substance abuse program participants had a recidivism rate of 51% in FY 10.

### Treatment programs that are offered:

- ⇒ Men's Primary Care
- ⇒ Men's After Care
- ⇒ Men's Relapse Prevention
- ⇒ Woman's Primary Care
- ⇒ Woman's Relapse Prevention
- ⇒ Spanish Men's Primary Care

# Inmate Programs

## Vocational/Re-entry

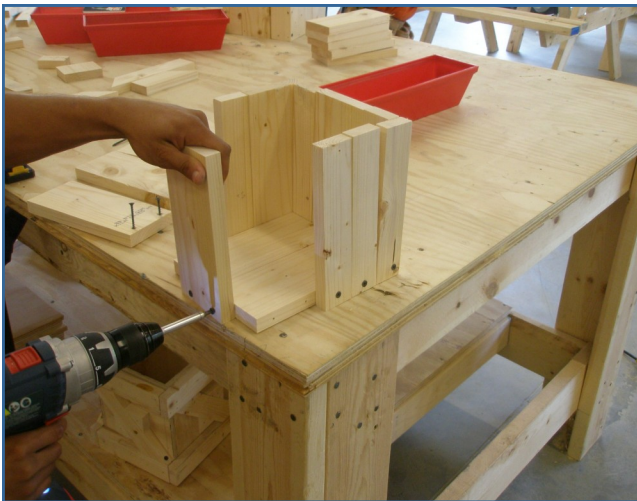
The Inmate Programs Division is proud to show off the New Vocational Center located at Jail North. The center opened April 5<sup>th</sup>, 2010 and is available for the adult population of all facilities. The first set of classes offered were Horticulture and Landscaping, followed by Carpentry in May. Classes are on a four week curriculum and allows inmates to gain the skills needed to improve employability upon release.

In addition to the vocational center classes, male inmates have the opportunity to enroll in OMITT (Onsite/Offsite Mechanical Industrial Technical Training).

### OMITT provides training in basic:

- ⇒ Electric
- ⇒ Math
- ⇒ Machinery
- ⇒ Blueprint reading.

This program consists of a total of 144 hours of technical training, and provides participants with the opportunity to continue in advanced training with OMITT, post-release.



Inmates apply for participation in vocational programs through completing an inmate request form.



They are screened based on charges, classification level, medical status and behavior while incarcerated.  
•70 inmates were enrolled in classes at the vocational center from 04/01/10 to 07/01/2010



Once approved they attend class for 4 weeks Mon-Friday 8am to 4pm.  
• 50 inmates completed the vocational program from 04/01/2010 to 07/01/2010



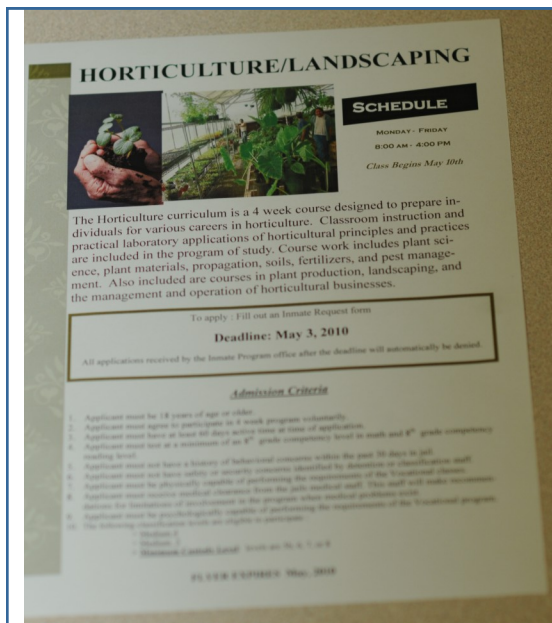
# Inmate Programs

## Vocational Training Graduation

During FY 10 the first two graduations from The MSCO Vocational Training Center occurred on April 29, 2010 and June 16, 2010. MCSO staff found it extremely rewarding to present the participants with their certificates of completion. The ceremony was well planned and motivational with many speeches including Sheriff Chipp Bailey. All products made by participants are donated to our community for proper distribution.



*“You have now learned job skills to assist you in your success when you re-enter the community. In these classes you have learned the importance of teamwork to be successful”*



## Inmate Programs

### Reentry Services

The Reentry Team is a collaborative initiative comprised of the Mecklenburg County Sheriff's Office and our community partners. The primary purpose of the initiative is to link incarcerated men, women and youth with community partners while they are in custody to begin developing and implementing comprehensive person-centered plans to facilitate a seamless transition into post-release services.

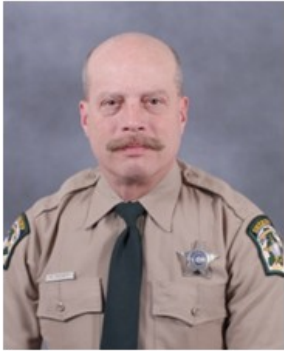
#### Working with our community partners, the re-entry team is responsible for the following:

- ⇒ Facilitating the consumers release to the community
- ⇒ Enhancing and expanding our institutional services
- ⇒ Enhancing and expanding community based services
- ⇒ Provide our community partners with information about MCSO detention operations so they can operate in the facilities in a safe and secure manner.
- ⇒ Refer incarcerated adults and youth to our community partners based upon the consumer's needs and the community partner's eligibility requirements.
- ⇒ Provide our community partners with access to the consumers to screen and assess them and to develop a service plan for them.
- ⇒ Provide our community partners with access to the consumers on an ongoing basis for case review and follow up.
- ⇒ Provide ongoing communication regarding detention operations, programs and opportunities to expand/enhance services

Inmates housed at Jail North and inmates who are eligible to transfer to Jail North from Jail Central are able to participate in the reentry program pod. The reentry pod is a structured program pod in which inmates participate in reentry programs to include job readiness, anger management, parenting, domestic violence, health education, and substance abuse education. Inmates housed in the reentry program participate in programs beginning at 8 am and ending at 3 pm, Monday through Friday.

MCSO is a collaborative partner with the Center for Community Transitions, and Hope Haven, through the NC Governor's Crime Commission's Reentry Project. The project is funded by the NC Governors Crime Commission, making available 6 beds at Hope Haven primarily for inmates who are in need of residential substance abuse treatment once released from jail. Through this project, the Center for Community Transitions also provides vocational transitional services to inmates within MCSO facilities.

## Retirees



Randy Puckett  
Deputy Sheriff



Roy J. Rivers  
Sheriff's Major - Sworn



Robert Thurman  
Detention Officer



Carleen Hess  
Detention Officer



Brenda Wyatt  
AP Analyst/IG



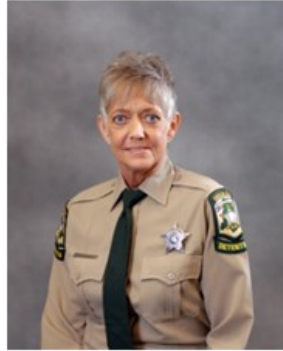
Robert G. Miller  
Inmate Programs Manager



Robert H. Hayes  
WRRC Unit Manager



Nancy McDaniel  
Admin. Supp II



Carole Stanley  
Detention Officer



Bobby G. Allman  
Deputy Sheriff



Bill Blackwelder Jr.  
HR Specialist



Barbara A. Bell  
HR Consultant



Robert L. Willis  
Deputy Sheriff



## Employees of the Month

**July**



Deborah  
Washington

**August**



Reginald  
Mitchell

**September**



Demi  
Smith-Wright

**October**



Lewis  
Small III

**November**



Ronald  
Stevenson

**December**



Norman  
Maddox

**January**



David  
Kromah

**February**



Robert  
Watson

**March**



Michael  
Carlson

**April**



Roy  
Rivers

**May**



Marsha  
Williams

**June**



Susan  
Binnie



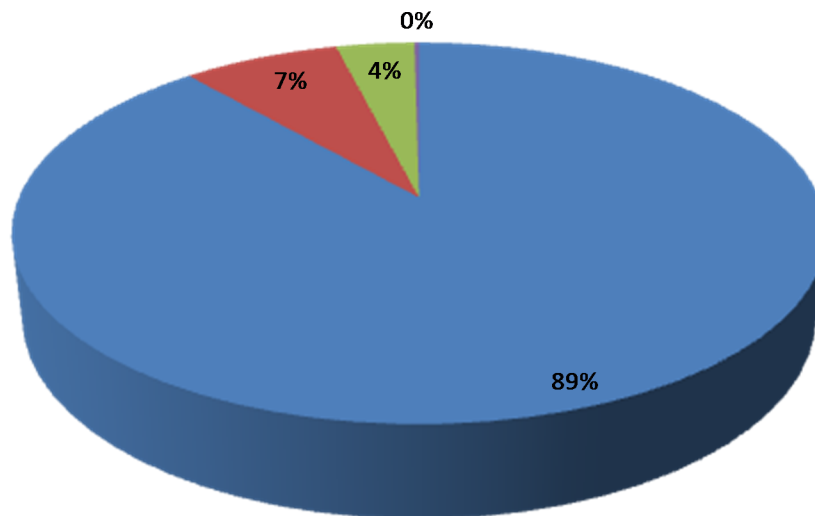
## Detention Statistics

### Inmate Population Profile (Average)

Column1	Q1	Q2	Q3	Q4	FY 10	FY 09
Adult Males Inmates	2,109	2,081	1,922	1,967	<b>2,020</b>	2,206
Adult Female Inmates	175	167	162	175	<b>170</b>	199
Male Youthful Offenders (Y.O)	91	89	74	83	<b>85</b>	91
Female Youthful Offenders (Y.O)	7	8	8	10	<b>8</b>	5
Number of Weekenders	46	35	38	73	<b>48</b>	46
Federal Inmates Sentenced to the Sheriff - Total	462	471	457	462	<b>463</b>	501
	236	212	227	259	<b>233</b>	279

### Inmate Population Gender (Average)

■ Adult Males   
 ■ Adult Females   
 ■ Youthful Offender Males   
 ■ Youthful Offender Females



## Detention Statistics

### Jail Data

	Q1	Q2	Q3	Q4	FY 10	FY 09
New Arrest Processed	10,781	9,675	9,969	10,577	<b>41,002</b>	45,471
Average Daily Population - Jail Central	1,598	1,550	1,475	1,498	<b>1,530</b>	1,756
Average Daily Population - Jail North	607	524	469	504	<b>526</b>	646
Average Daily Population - Jail Annex	89	181	143	141	<b>139</b>	0
Average Daily Population - WRRC	83	82	71	82	<b>79</b>	94
Average Length of Stay Male Inmates	25.81	28.53	24.65	24.64	<b>26</b>	28.43
Average Length of Stay Female Inmates	9.69	9.30	9.06	8.61	<b>9.17</b>	11.82
Average Length of Stay All Inmates (includes federal, state and sentenced)	18.28	20.28	18.37	18.09	<b>18.76</b>	23.05
Escapes	0	0	0	0	<b>0</b>	0

### Releases

	Q1	Q2	Q3	Q4	FY 10	FY 09
Signed Bond (i.e., bondsman, property, Cash)	3,921	3,981	4,225	4,422	<b>16,549</b>	15,836
Compliance	72	108	97	88	<b>365</b>	316
Probation/Parole	212	213	165	142	<b>732</b>	914
PJC	18	10	23	31	<b>82</b>	96
Release by Court	139	86	111	100	<b>436</b>	481
Electronic Monitoring	66	43	54	15	<b>178</b>	309
Unsecured (co-signer, custody)	1,909	1,499	1,603	1,641	<b>6,652</b>	4,849
Pretrial Release Services	74	54	62	50	<b>240</b>	321
Dismissal	346	291	273	279	<b>1,189</b>	1,367
Time Served	1,926	1,631	1,575	1,704	<b>6,836</b>	7,728
Other Jurisdiction (transferred)	770	743	799	755	<b>3,067</b>	3,266
Federal & ICE	1,322	1,317	1,009	1,028	<b>4,676</b>	7,193
Other not captured above	49	56	79	78	<b>262</b>	285
<b>Release Totals</b>	<b>10,824</b>	<b>10,032</b>	<b>10,075</b>	<b>10,333</b>	<b>41,264</b>	<b>42,961</b>