



# Mecklenburg County Sheriff's Office

## FY 2020 Annual Report

July 01, 2019 – June 30, 2020



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# MCSO Department Listing & Contact Information

Mecklenburg County Sheriff's Office  
700 East Fourth Street  
Charlotte, NC 28208

980.314.5001 Main  
704.336.6118 Fax  
[www.mecksheriff.com](http://www.mecksheriff.com)

Detention Center Information  
Detention Resident Information – VINE System

704.366.8100  
800.247.9658

- Arrest Processing
- Asset Management
- Business Management
- Civil Judgements / Domestic Violence
- K9
- Classification
- Communications
- Community Engagement
- Court Security
- Deputy/Detention Officer Recruiting
- Facility Development
- Field Operations
- Funeral Escorts
- Gun Permits
- Human Resources
- Information Services Department
- Inmate Finance & Property
- Detention Center Central
- Detention Center North
- Resident Programs
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- Youthful Offenders/Juveniles
- Re-entry Programs
- Library Services
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- Office of Professional Compliance
- Research and Planning
- Training
- Transportation

## Special Note: COVID-19

Since March 2020, daily operations and related reporting data have been greatly impacted due to the onset of COVID-19. Numerous operations have been modified to meet COVID-19 requirements of State and local mandates, some of which include:

- Temporary shutdown of in-person detention resident visitations
- Reduced court schedules
- Limited adult and juvenile programming
- Loss of volunteers and contractors for resident programming and Chaplain services programming

These operational modifications have altered much of the reported data as it relates to the fourth quarter FY2020 as reflected throughout the Annual Report, month-over-month and fiscal year-over-fiscal year.

In addition, steps were taken to implement modified facility entrance screening protocols and other operational measures to ensure the health and safety of MCSO detention residents, officers, staff, and the general public who enter the detention centers and courts every day.

Interruption to detention and courtroom procedures is expected to continue for an indefinite period until such time as COVID-19 resolves in a manner that daily operations may return to normal.



# MCSO Administration

## Sheriff Garry L. McFadden

On May 8th, 2018 the voters of Mecklenburg County, North Carolina elected Garry L. McFadden as their next Sheriff, making him the first African American Sheriff in the history of the County. On December 4th, 2018 Sheriff McFadden was sworn in as the 45th Sheriff of Mecklenburg County.

Sheriff McFadden came to his new position as a thirty-six-year veteran of the Charlotte Mecklenburg Police Department (CMPD) and is one of the most decorated law enforcement officers in the history of CMPD. He spent thirty years as a detective, twenty years of which were in the homicide unit. After a stellar career, Sheriff McFadden retired from CMPD on July 31, 2011 and was immediately re-hired by the City of Charlotte and assigned to work in the Office of the Chief to the Community Relations Unit to help implement programs within the community.

In 2015 while working for CMPD, Sheriff McFadden and three local barbers created a community initiative called, "Cops & Barbers." The initiative captured the attention of "The President's Task Force on 21st Century Policing" and as a result, President Obama invited the group to the White House. President Obama considered this vision as one of the top-ten initiatives in creating meaningful relationships in local communities.

As a detective, Sheriff McFadden has been featured on American Most Wanted, The First 48 and The Justice Files, and as a contributor to People Magazine and other national media outlets.

On June 14, 2016, Investigative Discovery channel presented "I Am Homicide," a docuseries highlighting a few of Sheriff McFadden's most complex homicide cases as a homicide detective with CMPD that he worked over the span of three decades. The debut of this national and international television show allowed Sheriff McFadden to be the first African American Law Enforcement Officer to have his own television show.



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Working to Influence Change by  
Being "The Difference"  
Sheriff Garry L. McFadden

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## Chief Deputy Sheriff Rodney Collins



Chief Deputy Sheriff Rodney Collins joined the Mecklenburg County Sheriff's Office in January of 1994 and was promoted to his current rank in December of 2016. Chief Collins is currently responsible for the Public Information Division, Sheriff's Attorney's Office, Information Services Division, Business Management, and the Office of Professional Compliance (Internal Affairs).

The Mecklenburg County Sheriff's Office is involved in many community-based initiatives, of which Chief Deputy Collins serves on the Board of Directors for the *Right Moves for Youth*, the *Police Athletic League* and is an active member of the *National Sheriff's Association*.

Chief Collins holds a Bachelor of Science degree in Criminal Justice and a Master of Business Administration from Pfeiffer University. He is also a graduate of Northwestern University School of Police Staff and Command.

## Detention Chief Telisa White

Detention Chief Telisa White is a 25-year veteran of the Mecklenburg County Sheriff's Office and is currently the highest-ranking female within the agency. Chief White began her career with the Sheriff's Office in 1994. She was promoted to the rank of Sergeant in 1997 and served in the roles of Facility Training Coordinator, Administrative Sergeant and Reality Sergeant.

Chief White served as Direct-Action Response Team Sergeant (DART) Commander for 6 years and Training Commander for 3 years. She was the first Detention Officer to be promoted to the rank of Captain in 2003, serving 5 years at the Office of Professional Compliance. She was also the first Detention Captain to be promoted to the rank of Major in 2015 and the first Detention Major to be promoted to the rank of Chief of Detention in 2018. In this role, she is over both detention facilities, arrest processing, and resident programs,

Chief White graduated from Gardner-Webb University in 1992 with a Bachelor of Arts in Sociology.



## Chief Deputy Sheriff Jason Beebe



Chief Deputy Sheriff Beebe has spent over 27 years in law enforcement, 3 as a police officer and until 2020, as a Sheriff's Deputy when he was promoted to Chief Deputy Sheriff. Chief Beebe has experience in a wide variety of law enforcement specialties that have included assignments such as: Field Training Officer, General Investigator, General Instructor with the North Carolina Criminal Justice and Sheriff's Training Standards, Traffic Enforcement Deputy, and more. Chief Beebe also holds Crisis Intervention, Field Sobriety, and Radar certifications, to name a few.

In his current position, Chief Beebe is responsible for Court Security and the MCSO Field Operations Unit, which includes the Civil Process and Domestic Violence Units and K-9 Operations. He is also responsible for the MCSO Community Engagement Team, and Training and Recruiting Divisions.

# MCSO Executive Staff



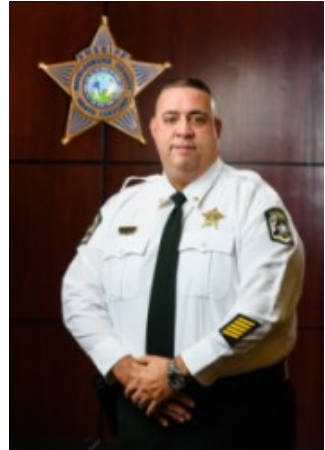
**Major D. Johnson**  
Office of Professional  
Compliance



**Major Magwood**  
Arrest Processing



**Major Youngblood**  
Juvenile Detention  
Center



**Major Eason**  
Detention Center Central



**Major M. Henson**  
Field/Courts



**Marilyn Porter**  
Legal Counsel



**George Guise**  
Legal Counsel



**Rachel Vanhoy**  
Director of Business  
Management



**Dorian Johnson**  
Director of  
Adult Programs



**Keith Cradle**  
Director of  
Juvenile/Youth Programs



**Shelby Jones**  
Executive Assistant  
to the Sheriff



**Dejah Gilliam**  
Public Information  
Manager



## FY20 Highlights

- August 15, 2019—Sheriff McFadden opened the 28 bed, MCSO Detention Center Central Male Behavioral Health Unit. The goal of this specialized housing unit is to provide treatment to residents who have been diagnosed with a mental disorder and have difficulty functioning in a general housing unit.
- November 21, 2019—MCSO hosted a Men’s Summit entitled, “Taking the Mask Off the Pain.” This bold initiative brought current residents and community leaders face-to-face with former detention center residents. Former residents shared their personal stories of tragedy and triumph and explored the pain beneath the destructive behaviors that negatively impacts our community.
- December 17, 2019—Sheriff McFadden along with MCSO adult programs staff hosted the first Women’s Empowerment Summit, “Still I Rise.” In attendance were formerly incarcerated women who came back to Mecklenburg County Detention Center Central to speak words of encouragement to 31 current female residents. Female resident participants were dressed head to toe in professional attire by “Dress for Success” and enjoyed catered food to experience a real conference vibe within the detention center.
- January 15, 2020—Detention Center North officially became a Juvenile Detention Center and is fully functional in accordance with the “Raise the Age” legislative requirements in which the legal age to be charged as an adult for many crimes was raised to age 18 in North Carolina. Mecklenburg County Detention Center North will now be called the Mecklenburg County Juvenile Detention Center.
- Inspired by the PBS documentary, College Behind Bars, MCSO Adult Program female residents debated the very important topic: What is the purpose of incarceration? Rehabilitation or Punishment? The event was held live via Zoom video to showcase the women’s hard work and debate skills. The event included a unique video discussion with College Behind Bars producer, Lynn Novick and documentary participant, Dyjuan Tatro.
- Sheriff McFadden and the male residents of Adult Programs embarked on their book club journey reading and discussing the book, “Just Mercy,” by Brayan Stevenson. Juvenile residents at the Juvenile Detention Center also participated in a book club to read and discuss this book.
- Sheriff McFadden recently renegotiated the rate for housing federal residents for the United States Marshal Service (USMS). The rate was increased from \$153.38/day to \$160.00/day. The USMS also agreed to an increase in the hourly rate reimbursed for officers transporting federal residents from \$30/hr. to \$35/hr.
- Created MCSO’s first Traffic Unit that assisted NCSHP in a month-long campaign the cities over 4,000 violations in the first Month.
- Created MCSO’s first Criminal Investigative Unit.
- Received funding in the FY21 budget for an additional 5.35 medical and mental health positions that will improve our ability to treat our resident’s medical and mental health needs.
- COVID-19 Response:
  - Implemented a very progressive COVID- 19 Response Plan that reduced the number of exposures within the detention facilities.
  - MCSO helped prepare and distribute 47,342 meals during COVID- 19 by participating in numerous food pantry and food collection/distribution events.
  - Provided the local community with over 8,000 free masks.
  - Identified test site locations for Atrium Health.

# Accreditations

## American Correctional Association (ACA)

The Mecklenburg County Sheriff's Office proudly distinguished itself in 2003 as the first nationally accredited local detention system in North Carolina by the American Correctional Association (ACA). According to the ACA Standards and Accreditation Department, the standards "represent fundamental correctional practices that ensure staff and inmate safety and security; enhance staff morale; improve record maintenance and data management capabilities; assist in protecting the agency against litigation; and improve the function of the facility or agency at all levels."



To achieve accreditation, jails undergo a comprehensive audit of their operations to determine compliance. Accreditation is effective for a three-year period and during this timeframe, MCSO conducts annual internal audits to evaluate operations to maintain this 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 include:

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

## Prison Rape Elimination Act (PREA)



The Prison Rape Elimination Act (PREA) was passed into 2003, the purpose of which is to "provide for the analysis of the incidence and effects of prison rape in Federal, State, and local institutions and to provide information, resources, recommendations and funding to protect individuals from prison rape." In addition to creating a mandate for significant research from the Bureau of Justice Statistics

through the National Institute of Justice, funding through the Bureau of Justice Assistance and the National Institute of Corrections supported major efforts in many state correctional, juvenile detention, community corrections, and jail systems.

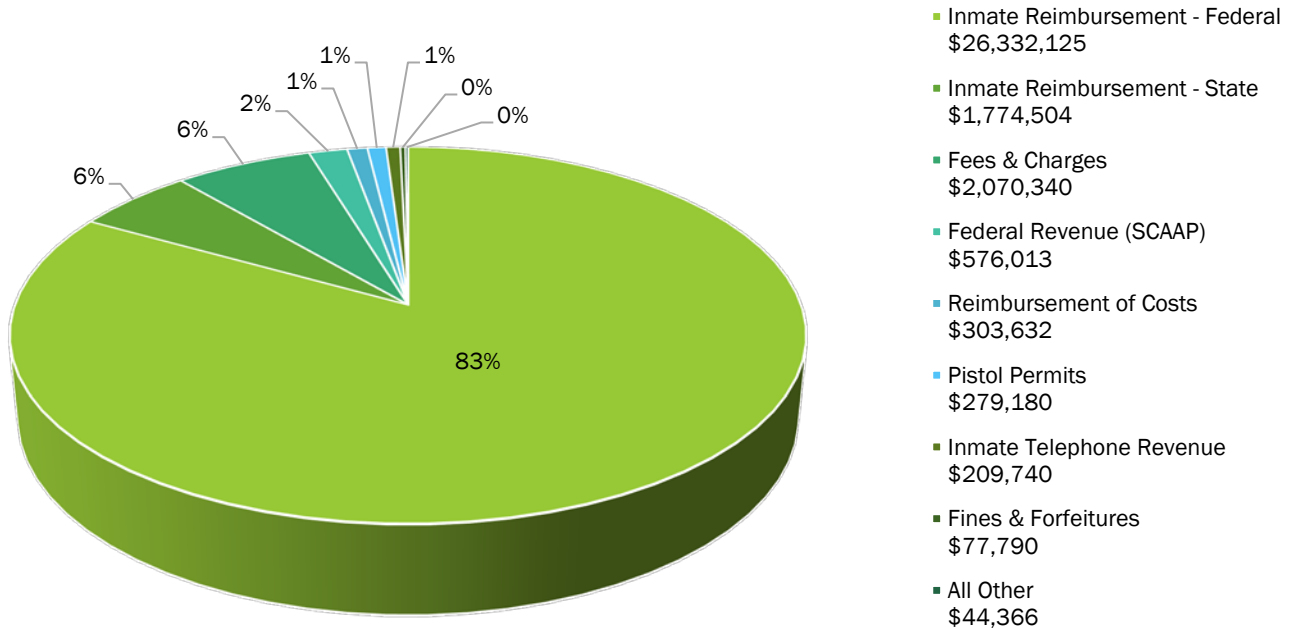
The Act also created the National Prison Rape Elimination Commission and charged it with developing standards for the elimination of prison rape. These standards were published in June 2009 and were turned over to the Department of Justice for review and passage as a final rule. That final rule became effective August 20, 2012.

The Mecklenburg County Sheriff's Office went through its first PREA audit in October of 2016 and was officially accredited March of 2017. Audits are conducted every 3 years and MCSO is required to maintain full compliance in all standards areas. There is zero tolerance pertaining to any form of sexual abuse, sexual harassment, and sexual assaults and covers resident/resident abuse and staff/resident abuse.

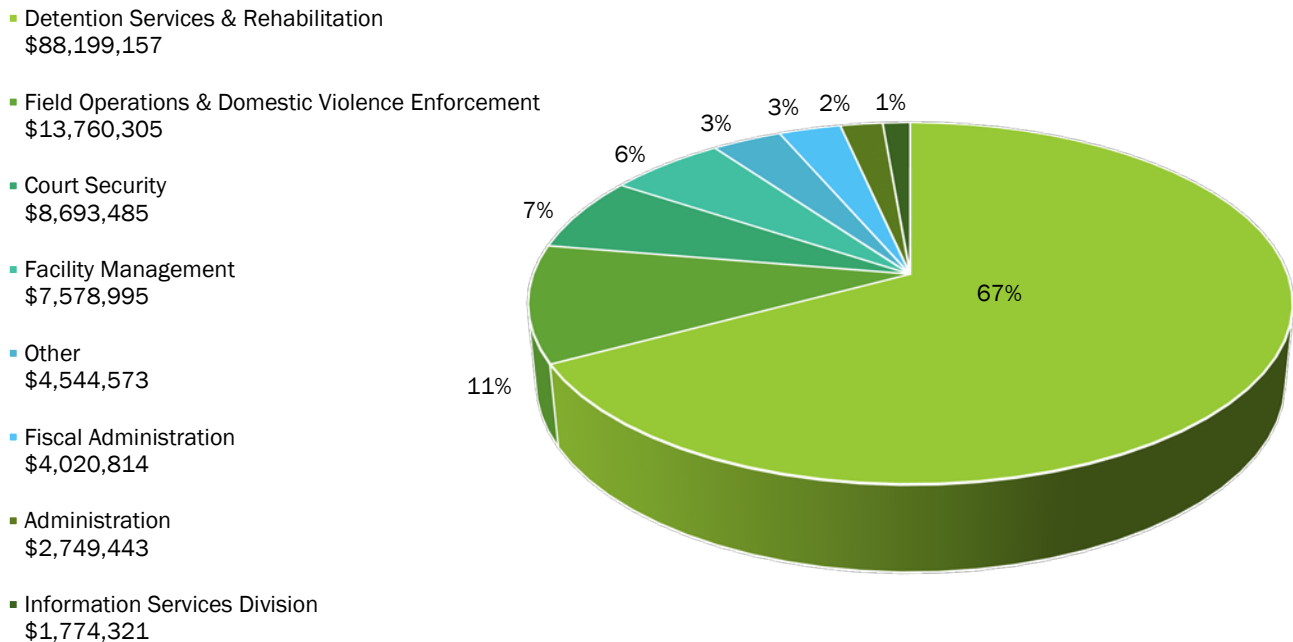


# Finance/Budget

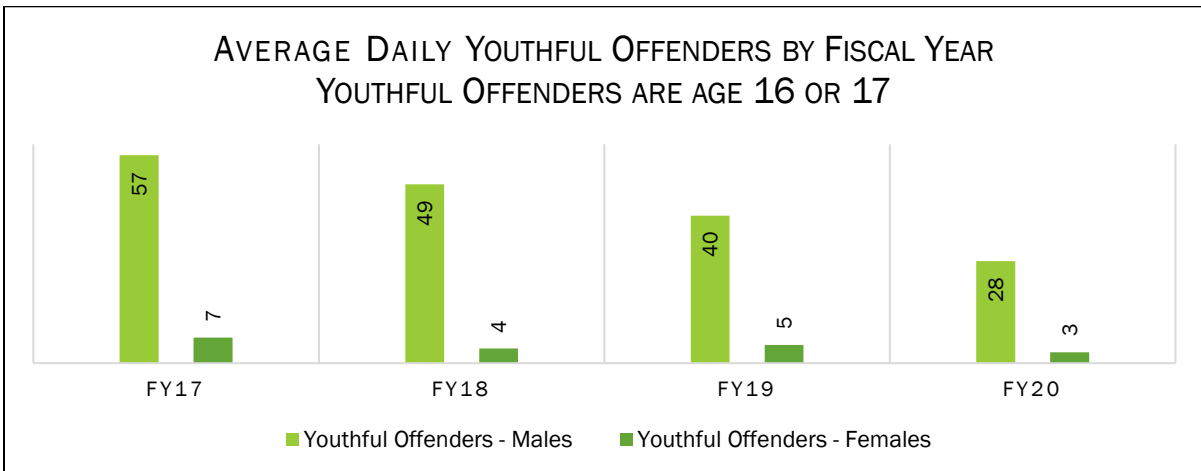
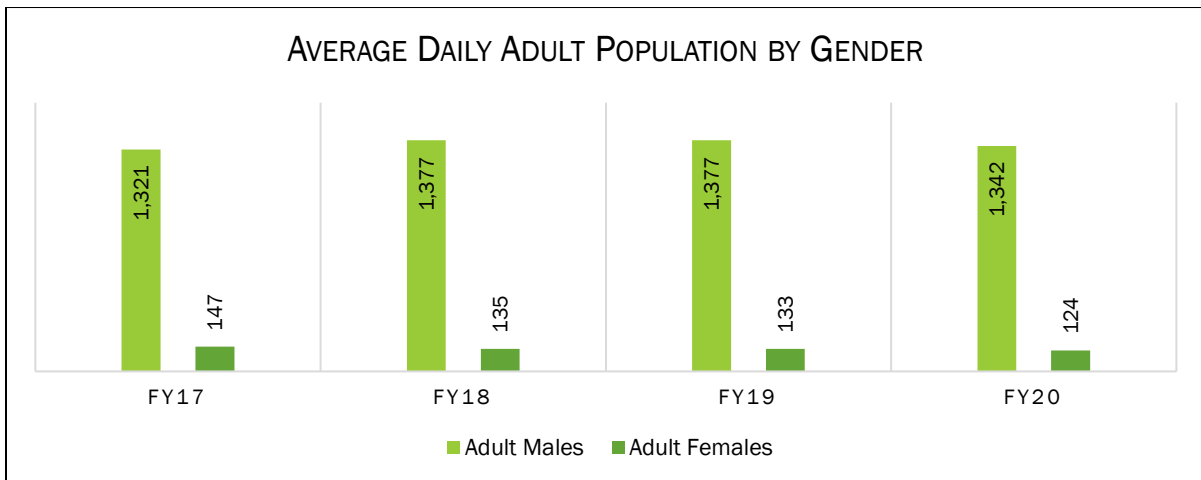
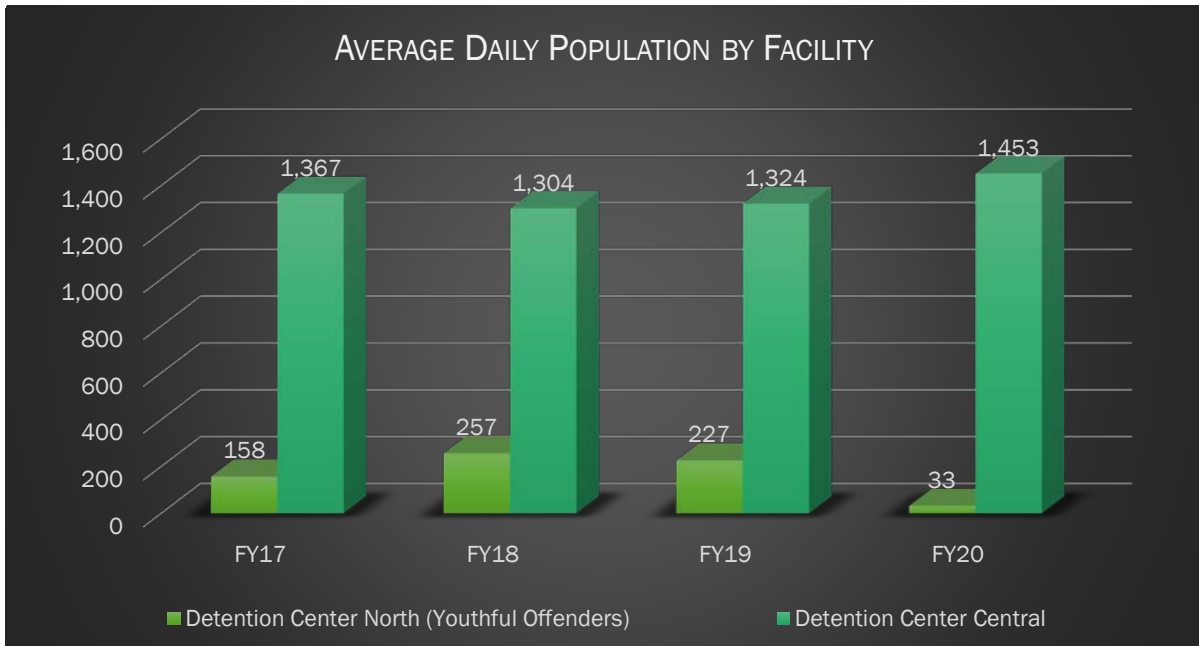
**FY2020 Total Revenue: \$31,668,390**



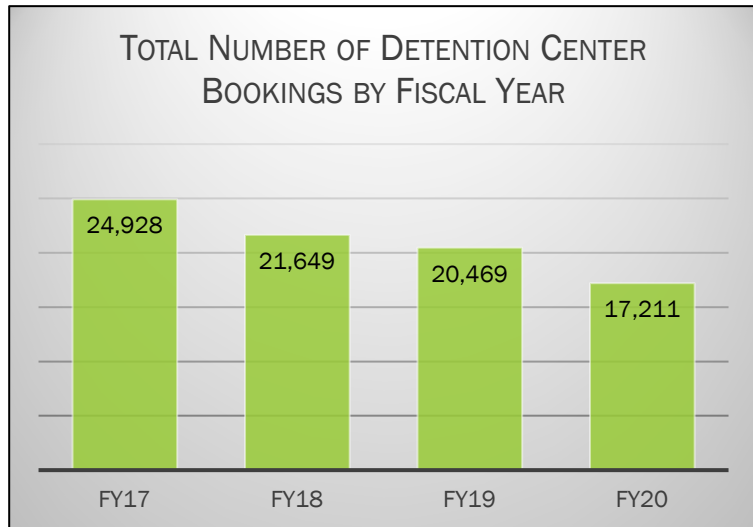
**FY2020 Total Expenses: \$131,321,092**



# Detention Statistics



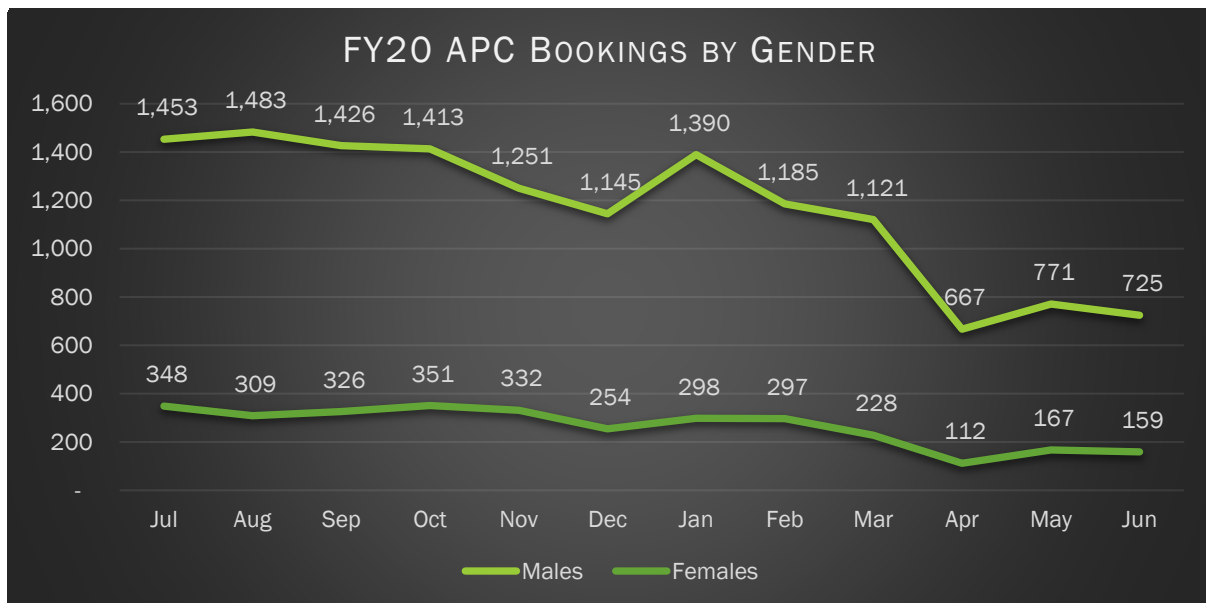
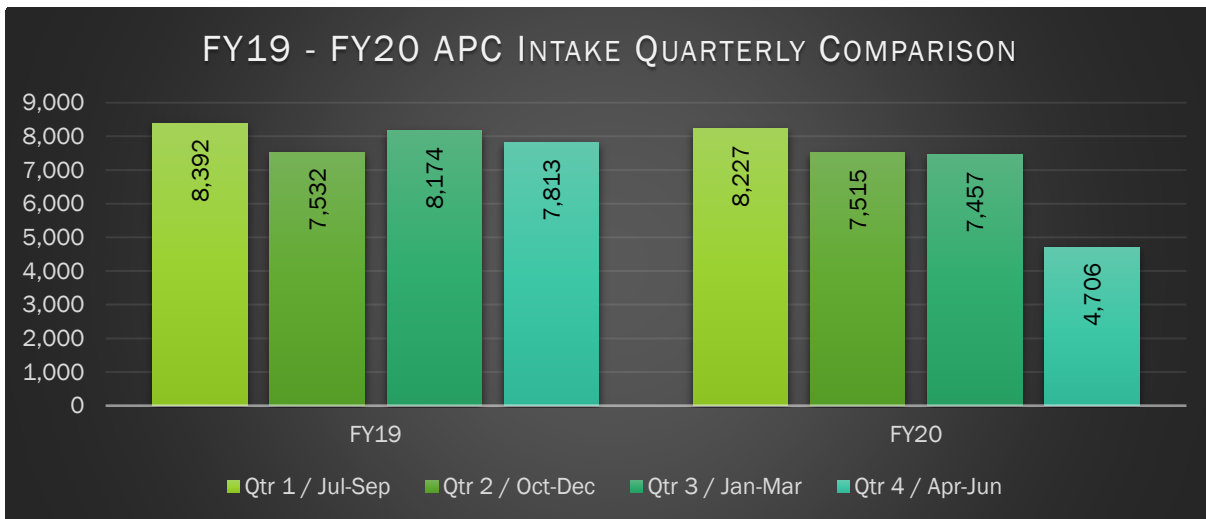
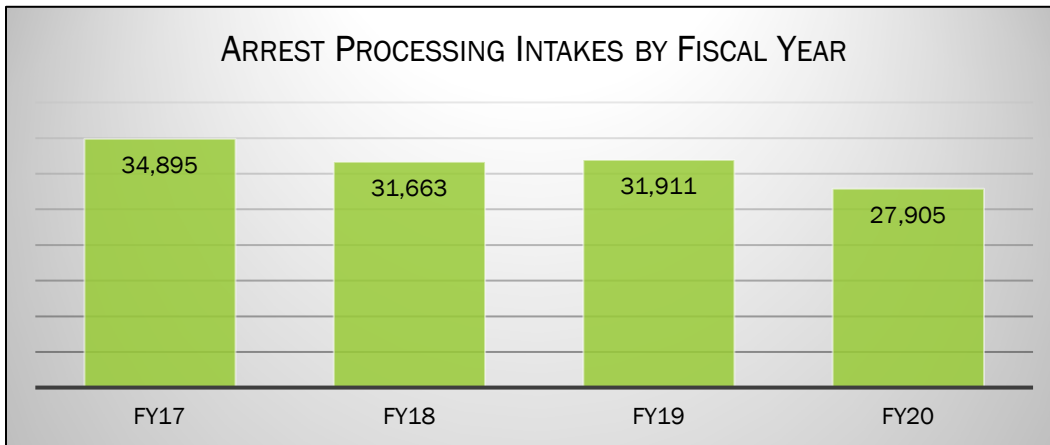
Average Daily Population Profile by Status	FY17	FY18	FY19	FY20
Federal	309	353	433	466
Pretrial	1,057	1,010	910	960
Sentenced to Sheriff	78	67	55	38
Probation Quick Dips	3	3	3	2
Number of Weekenders	17	15	14	8
State Misdemeanant Confinement Program	79	130	151	30



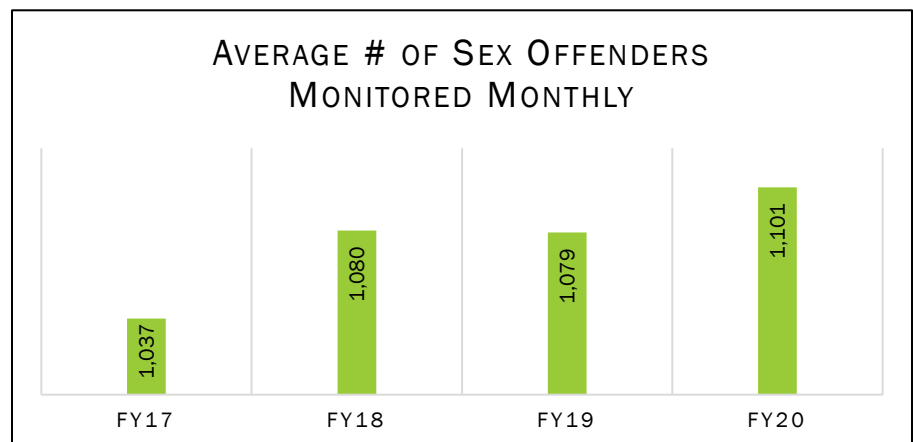
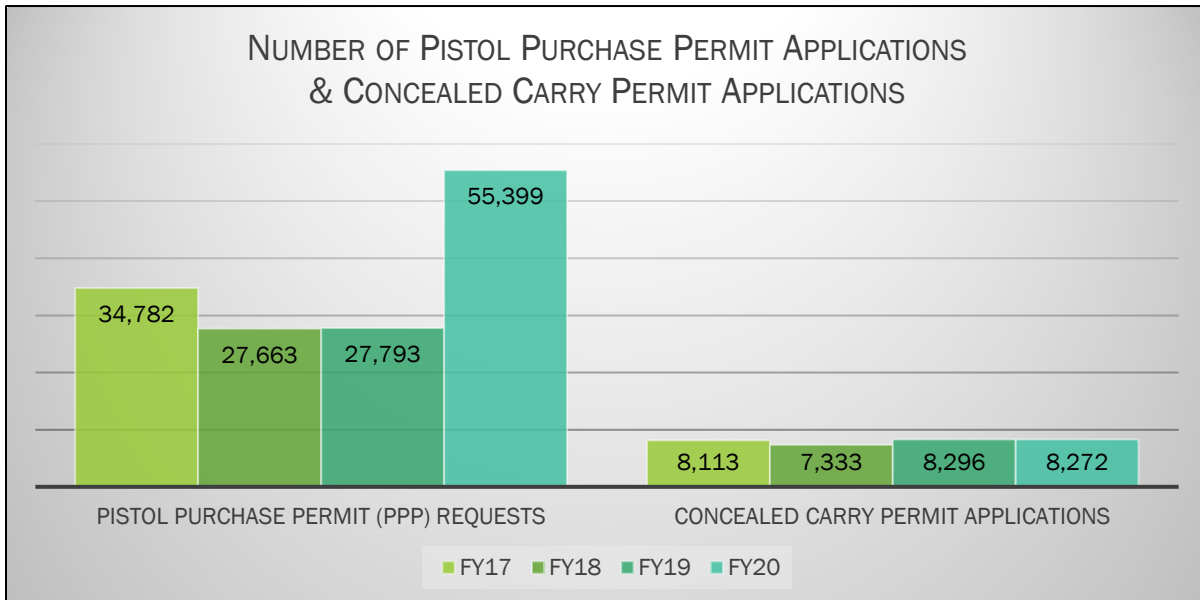
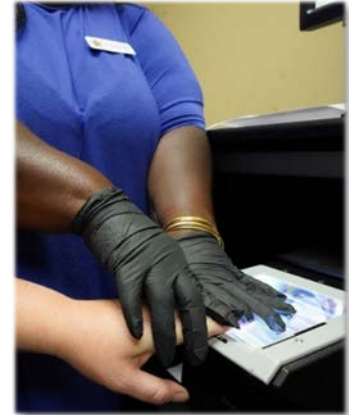
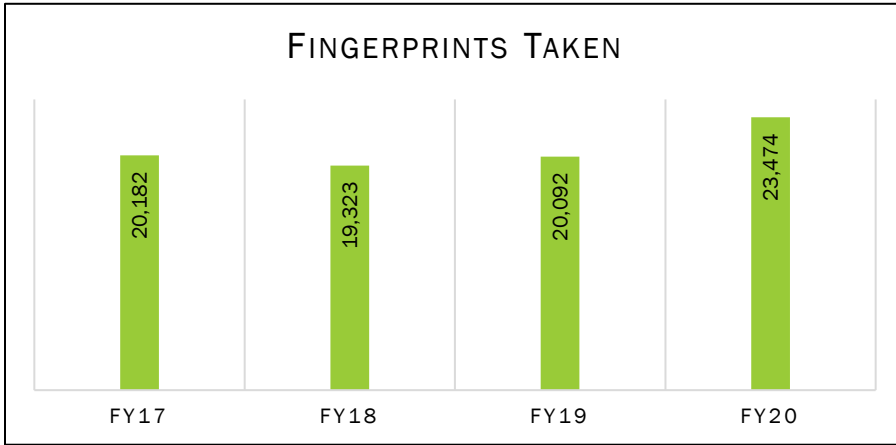
Detention Center Releases by Type	FY17	FY18	FY19	FY20
Signed Bond (Bondsman, Property, Cash, etc.)	8,621	6,928	6,146	5,926
Compliance	232	235	241	309
Probation/Parole	460	405	375	333
Release Per Court	230	170	206	170
Unsecured (Co-signer, WPA, Custody)	6,204	4,617	5,012	4,167
Pretrial Services	1,180	1,285	1,785	2,208
Dismissal	1,192	1,414	1,139	815
Time Served	3,394	3,404	2,789	1,480
Other Jurisdiction	3,537	3,519	2,936	1,870
Federal	1,368	1,482	1,193	861
Other not captured above	240	235	216	108
<b>Totals</b>	<b>26,658</b>	<b>23,694</b>	<b>22,038</b>	<b>18,247</b>



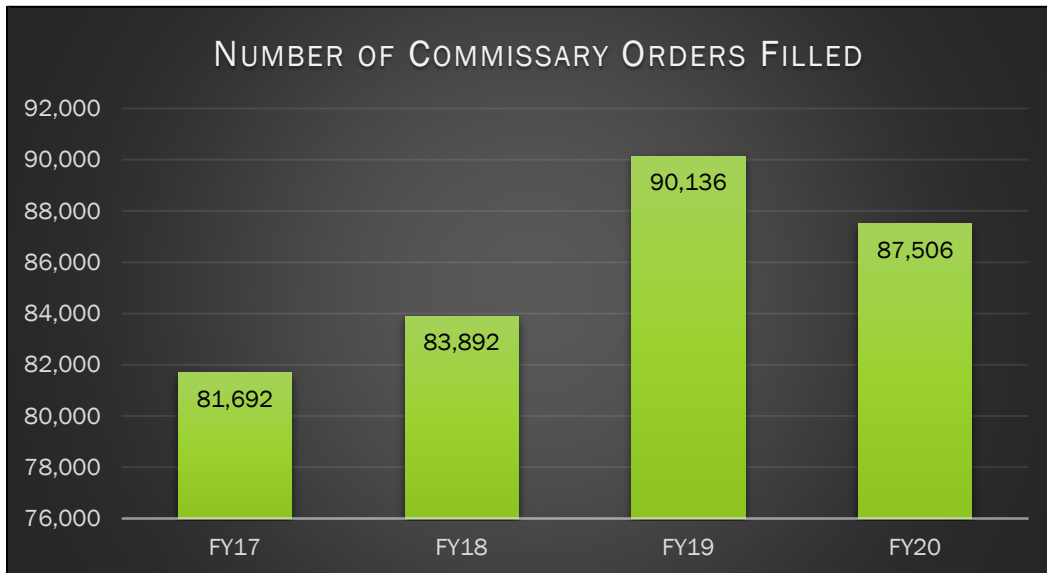
# Arrest Processing Center (APC)



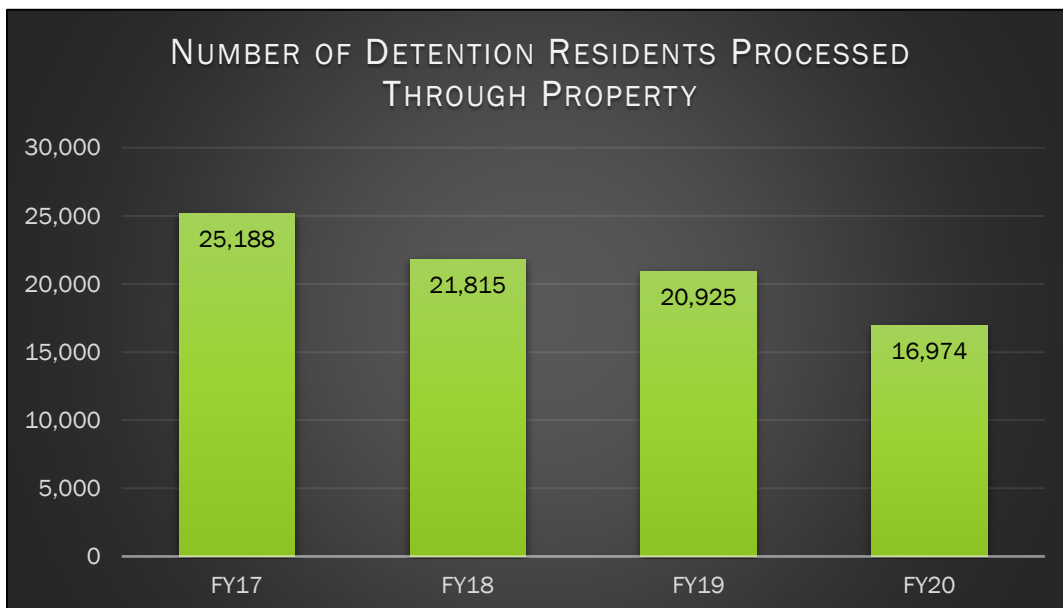
# Permits & Registration Division



# Detention Center Resident Property & Finance



Between FY17 and FY20, approximately 84,902 individuals were processed through property with hundreds of thousands of pieces of property. Thanks to the hard work of those in Property & Finance, only 3 claims for missing property were paid during this period.



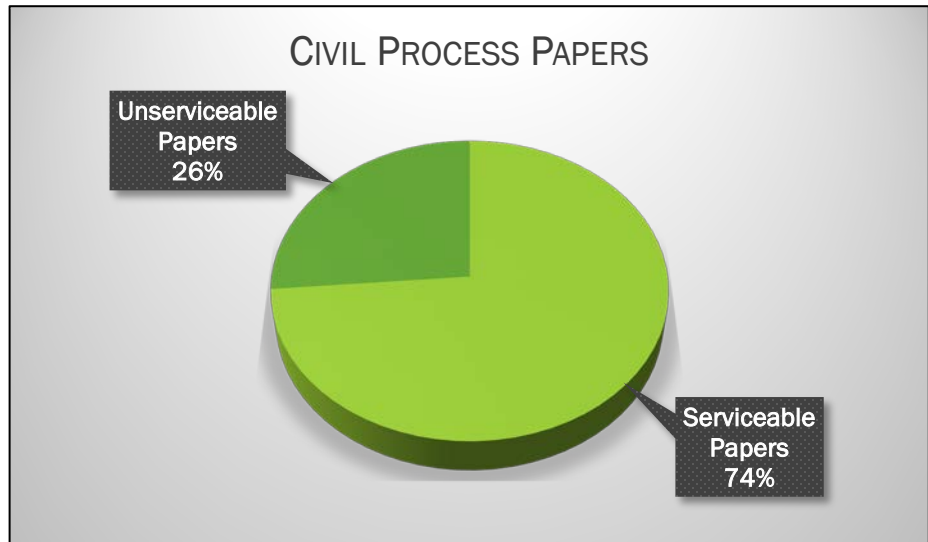


# Field Operations

## Civil Process

Civil Processes	FY17	FY18	FY19	FY20
Number of Papers Received	98,429	94,707	92,515	78,694
Number Served	81,299	68,208	67,759	57,974
Attempts	124,453	133,741	127,732	111,284

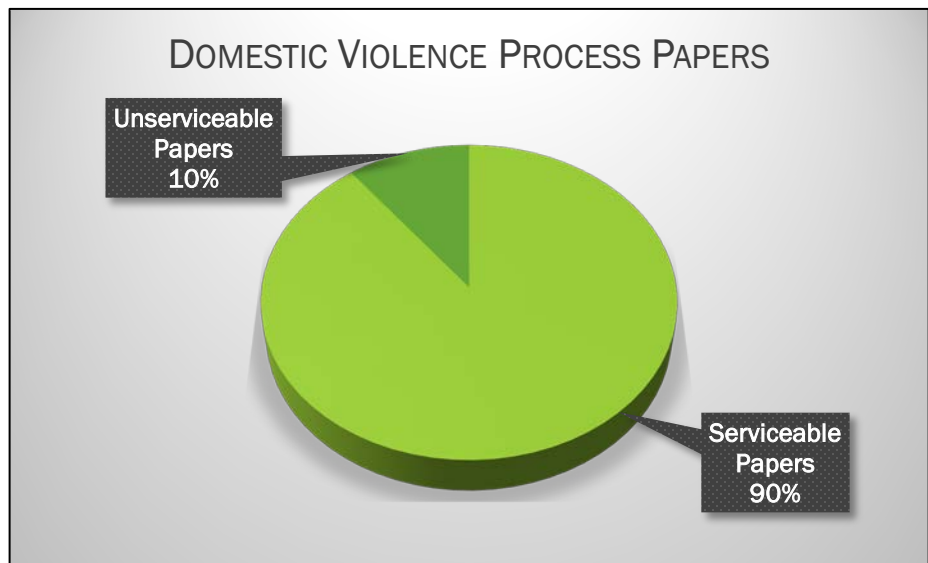
26% of all Civil processes received were deemed Unserviceable.



## Domestic Violence

Domestic Violence Processes	FY17	FY18	FY19	FY20
Number of Papers Received	4,746	5,261	5,535	5,552
Number Served	3,421	3,507	3,635	3,383
Attempts	7,218	8,867	8,363	8,265

10% of all Domestic Violence processes received were deemed Unserviceable.

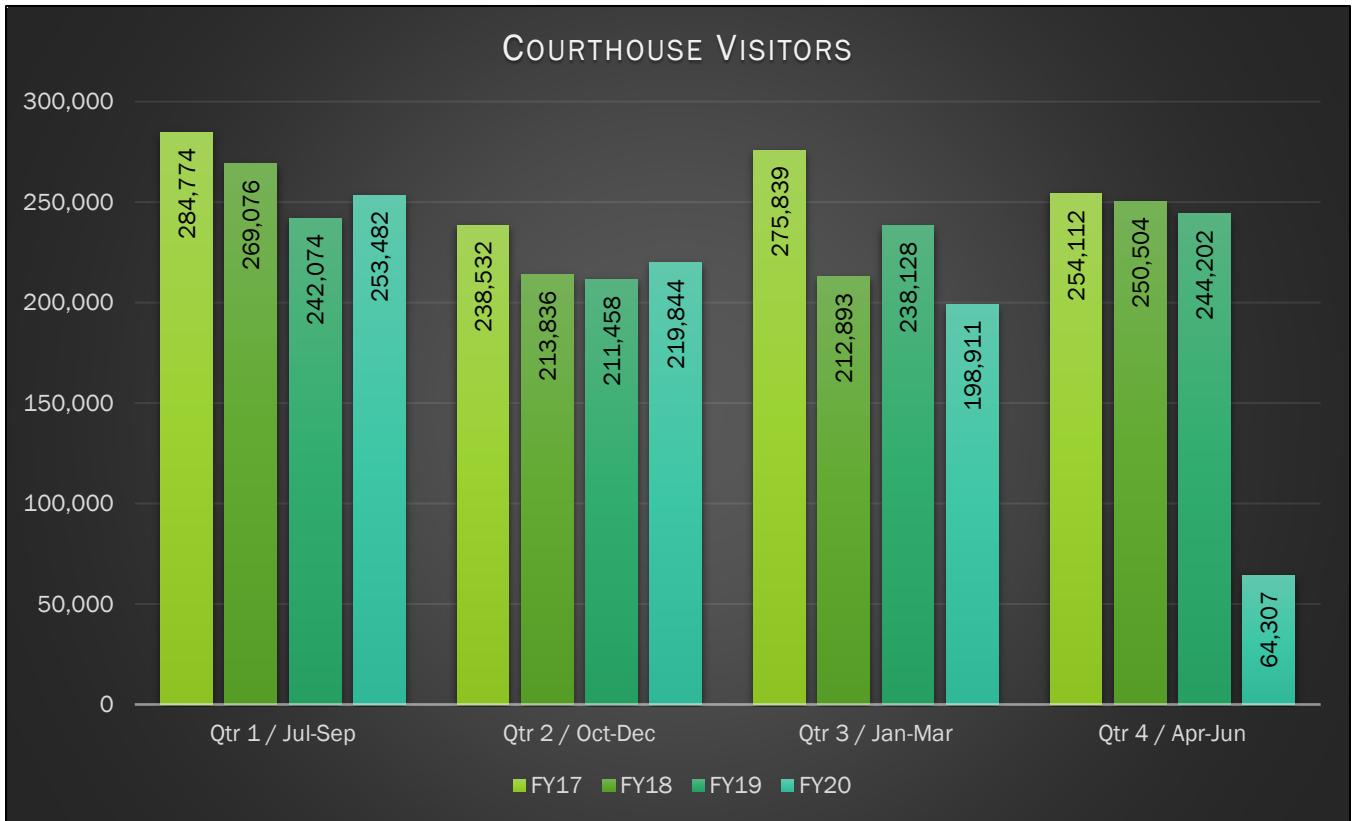


# Court Security



Turned Back & Confiscated Items	FY20 Totals
Sharps/Edged Weapons	4,201
Cameras/Recording Equipment	1
Firearms	1
Bullets	183
Stun Gun	54
OC Spray	659
Laser Lights	36
Handcuff Keys	39
Glass Items	1,958
Tools	802
Toy Guns	27
Miscellaneous	465
<b>Total</b>	<b>8,426</b>

Court deputies successfully screened 736,544 visitors through courthouse checkpoints in FY20.



# Detention Center Resident Programs

## Adult & Reentry Programs

Re-entry therapeutic pods are provided to male and female residents. The pods operate on a structured daily schedule. These voluntary programs prepare individuals for re-entry to their community through vocational services, education, life skills training and cognitive skills development. Participation in these programs during incarceration is a critical step for residents' successful reintegration. Each re-entry resident receives:

- Risk/Needs Assessment
- Rehabilitative Programming
- Case Management
- Transition Planning



Adult Programming (Vocational, Re-entry & Spanish)	Q1	Q2	Q3	Q4	YTD
# of Participations	1,552	948	1,326	1,771	5,597
# of Completions	1,276	803	1,065	1,607	4,751
# of Classes in Session	119	97	120	100	436
Completion Rate %	82%	85%	80%	91%	85%

### Examples of Certification Classes Offered & Completions for FY20



FY20 Certification Completions	
Digital Literacy	8
Employee Readiness	31
Horticulture	5
NCCER	5
Serve SAFE	2
Working Smart	47
WRAP	104

### Digital Literacy

The computer workshop introduces the basic skills needed for participants to become comfortable with accessing and using computer programs and the internet. Participants are taught the essential components of a computer, internet search engines, internet security and a host of other critical skills. Participants of this program receive a free laptop upon successful completion.



## General Education Degree (GED)



In FY20, 15 adult residents earned a GED during their stay within the Mecklenburg County Sheriff's Office. For those that graduated, it took an average of 176 days to complete their GED and graduation ceremonies were held for the graduates and their family members as a show of support.

GED Graduates	#
Number of Graduates	15
Average Days to Earn GED	176
Average Age	32.8

## Employment Readiness

The employment readiness program helps re-entry participants understand the process of planning for a career and career advancement. Participants prepare for the job application and interview process by understanding their areas of interest and evaluating their skill sets.

## Horticulture

This program prepares participants for various careers in horticulture. Participants learn skills related to horticulture, greenhouse operations, and use of hardscape products for landscapes and gardens.

## National Center for Construction Education and Research (NCCER) Certification

This industry-recognized certification provides participants with a variety of skills and competencies in the construction trades to become a valuable resource upon reentry. Participants receive core curriculum training through an accredited trainer.

## Serv Safe Certification

A food and beverage safety training and certificate program is administered by the National Restaurant Association and provides participants optimal skills to entering the workforce. The program is accredited by the American National Standards Institute (ANSI) and the Conference for Food Protection.

## Working Smart

A 16-lesson soft skills curriculum in which participants receive certificates after they demonstrate competency using self-awareness, self-management, communication, and problem-solving skills. They must also demonstrate aptitude related to their work ethic.

## Wellness Recovery Action Plan (WRAP)

A self-designed prevention and wellness plan that anyone can use to get well, stay well and make their life the way they want it to be. This program is used extensively by people in all kinds of circumstances, by health care and mental health systems, and at MCSO to address all kinds of physical, mental health and life issues.

## Empowerment Through Employment Career Fair

On July 22, 2020, the 2<sup>nd</sup> MCSO Empowerment Through Employment Career Fair took place at Detention Center Central. The fair was hosted by Sheriff McFadden and the MCSO Adult Programs Division. This event brought together prospective employers with MCSO Reentry Program residents. The career fair was attended by nine employers and nineteen reentry residents, two of which had already been released into the community. During the event, forty-eight job offers were extended to residents, pending completion of the employment process and several individuals received multiple job offers. The MCSO is excited to begin sharing this career fair model with other agencies and will be presenting at a North Carolina Workforce Development Partners conference in Greensboro, NC in October.

## Chaplain Services

Chaplain Services provides support and comfort to both detention residents, MCSO officers and administrative staff. There is a significant volunteer presence to assist with these services throughout the year, although temporarily stopped due to COVID-19. In addition to the regular spiritual and reading requests, Chaplain Services conducted more wellness checks on detention residents' family members.

To help manage the stress of a demanding detention career, Chaplain Services also tend to the spiritual needs of detention professionals and administrative staff. A system of support services offered to staff is referred to as "Code Purple," created to ensure intentional staff contact and follow up.

In FY20, MCSO Chaplains and volunteers responded to over 33,000 resident requests. Chaplain's volunteers provided over 5,000 hours of service to the detention residents through leading various classes and spiritual services. Chaplain Services also continued the tradition of providing gifts to the residents for Christmas.

Chaplain Services	Q1	Q2	Q3	Q4	YTD
# of Requests	9,834	9,597	9,277	4,758	33,466
# of Participations in Programs	165	145	156	0	466
# of Completions in Programs	146	136	155	0	437
# of Classes in Session	21	21	21	0	63
Completion Rate %	88%	94%	99%	0%	94%
Average # of Volunteers per Month	110	120	110	0	85
# of Volunteer Hours	1,560	1,706	1,352	0	5,079

## Library Programming & Services

The MCSO Library provides a service that exposes the detention resident population to reading, programming and legal information to promote literacy and ease tension. In FY20, the library provided books and reading materials to 11,406 borrowers and processed over 20,000 library loans.

The library offers a 20-hour Library Assistant Vocational Training Class. Detention residents interested in the program may submit applications and are then interviewed. If accepted, they receive the training necessary to become a library assistant. They are given a final exam and a final interview. Some graduates have an opportunity to work in the library with a regular work schedule and handle the circulation of leisure reading materials. The skills learned through the program can reach far beyond the library environment when seeking employment after incarceration. In FY20, 10 individuals completed this program and served as library assistants.

Library Services	Q1	Q2	Q3	Q4	YTD
# of Library Patrons (Borrowers)	3,212	2,819	2,883	2,492	11,406
# of Loans (Transactions)	5,365	4,774	5,054	4,975	20,168
Borrow Rate per 1,000 Detention Residents			615		
Transaction Rate per 1,000 Detention Residents			1,101		

### Law Library Statistics

Law Library	Q1	Q2	Q3	Q4	YTD
# of Requests	1,321	1,424	1,592	1,261	5,598
# of Appointments	172	173	168	0	513
# of Document Deliveries	639	852	935	941	3,367

## Juvenile Resident Programs

In 2017, lawmakers raised the age of juvenile jurisdiction for nonviolent crimes to age 18, following years of research, study, and education on this topic.

Effective December 1, 2019, through the Juvenile Justice Reinvestment Act, 16 and 17-year old individuals who commit crimes in North Carolina will no longer automatically be charged in the adult criminal justice system. To comply with this new ruling, MCSO Detention Center North now solely houses juvenile residents, formerly referred to as youthful offenders.

During FY20, the Juvenile Program team hired its first Recreational/Reentry Coordinator, offered its first horticulture program classes, and partnered with E2D to offer laptops to juveniles upon their release.



### Youthful Offender/Juvenile Resident Class Completions

Juvenile Residents	Q1	Q2	Q3	Q4	YTD
# of Participations	249	299	75	15	638
# of Completions	123	170	32	12	337
# of Classes in Session	32	43	16	4	95
Completion Rate %	49%	57%	43%	80%	53%

### Communities In Schools



In 1986, Communities In Schools (CIS)-Charlotte-Mecklenburg formed a partnership with the Charlotte-Mecklenburg Schools (CMS) and provides additional educational support and other services to over 30,000 students annually.

In 2009, the MCSO joined in a collaborative program with CIS and CMS to better support those students who are incarcerated at the County’s Detention Center North.

The program provides these students with continued education and counseling to keep up with their current grade curriculum and help connects them with resources that help support a successful transition back into their educational setting. During the school year, students receive services ranging from academic assistance, life/social skills, case management, college and career preparation, and professional mental health/physical health services.

During the 2019-2020 school year, there were approximately 59 students in attendance. Over the course of the school year, CMS was able to show a 25% - 50% average grade improvement. During the summer school sessions, CMS was committed to recovering credit from failed courses that students did not complete when they were at their home school. CMS/MCSO is committed to see students grow academically and gain confidence in their ability to complete school, even though they are dealing with the issues of incarceration.