

December 2017/January 2018

Published Monthly (or so)



NSO Times

Your Source for Norfolk Sheriff's Office News

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NSO and PortAlliance volunteers spreading holiday cheer

NSO teams up again with PortAlliance to provide some holiday cheer *

Continuing a tradition that goes back many years, the Norfolk Sheriff's Office has once again teamed up with **PortAlliance Federal Credit Union**, and joined this year by the Sheriff Joe Baron Foundation, to provide turkeys and goods for a holiday meal to Norfolk senior citizens, churches, and families with children in need.

Deliveries were made on the morning of December 19 by Sheriff Baron and members

of the NSO staff.

Afterwards, we sent this message (slightly edited) to Robin Engelhart with PortAlliance, who did a great job spearheading the effort on their behalf, and to whom we are most appreciative:

"Many thanks to you and the board of Port Alliance for partnering with us once again for the fifth year to provide turkeys for us to deliver to some of our most





Staff Birthdays for December

Michael Behrens
 Aaron Brooks
 Stephen Brown
 Emily Caraballo
 Larry Carter
 Pamela Castellanos
 Tetashera Cohen
 Rachel Conrad
 Shawn Dean
 Hans Demillo
 Shanika Dudley
 Heather Franklin
 Robert Freeman
 Avery Gaskins
 Little George
 Anne Giles
 Alicia Graves
 Derrick Hayes
 Alesia Holness
 Anthony Jackson
 Jedd Jewell
 Sharnika Johnson
 Xavier Kent
 Amanda Klutts
 Terrence Lee
 Jason Lindsey
 Michael Martin
 Chester Mckinney
 Andrew Mears
 Nega Muluneh
 Laura Niedholdt
 Michael O'Toole
 Lucia Parker
 Rafael Samboy
 Karen Shelton
 Dahlia Smith
 Angela Tardy
 Michael Tuominen
 Amanda Whitson
 Daryl Williams

NSO teams up again with PortAlliance to provide some holiday cheer (Cont.)

vulnerable citizens for the holidays. Your donation of the insulated logo bags and Christmas turkeys are appreciated more than you will ever know.

“After the deliveries, our Community Affairs division told us that a woman called and recorded a voice mail as she tearfully told us how grateful she was and how she wanted to thank everyone who was involved in the project. She didn’t leave her name or number on the message but as you know, that is the reason it makes this annual outreach so worthwhile, when you know there are people who truly need and appreciate it.

“We delivered 120 turkeys along with bags of stuffing mix, canned vegetables, macaroni and cheese, corn bread mix and gravy. Thirty of them were earmarked and delivered to families referred to us by ForKids, the local organization for homeless families and City of Norfolk Human Services. Turkeys and sides were delivered to 45 senior citizens on our Senior Watch program. In addition, local churches and youth organizations received the donations for their families in need.”

We are thankful to be part of this annual heartwarming experience.



But Wait! There's More!

All the stories in this publication are also posted on the **NSO Times** website, where you will often find additional photos, and occasionally videos associated with these stories that we can't fit in here.

When you see an asterix (*) after the story title, it means there's more great content online. Please go to the **NSO Times** online to see this extra content.

<http://norfolk-sheriff.com/index.php/news/nso-times>



NSO Times

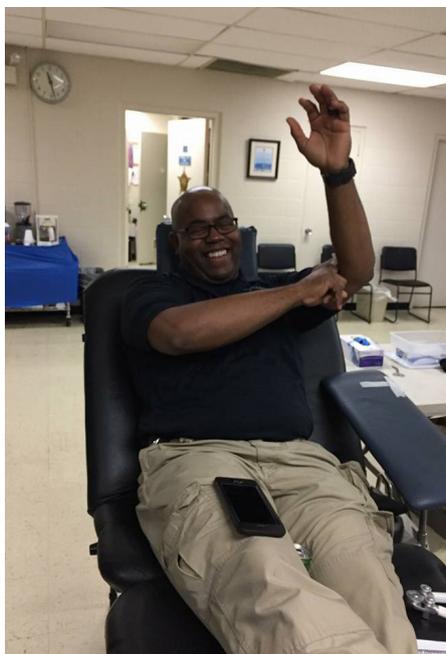
Our Holiday Blood Drive will help many with the Gift of Life *

Some holiday gifts are fun; some are sweet; some are extravagant. But none is more meaningful than the gift of life.

The Red Cross says blood supplies always run low during the holidays, so as we have in past years, the Norfolk Sheriff's Office organized a blood drive to help out. It was held on December 6 in the Training Center. We provided food, entertainment, and a raffle prize to participants.

We collected 19 units of blood during the drive, which the Red Cross said will impact 57 lives.

Great job, Team NSO!



Staff Birthdays for January

Anthony Bain
 James Burgess
 Hezekiah Caldwell
 Mario Crawford
 Marsha Davis
 William Doyle
 Michael Dudek
 Denevin Duke
 Kevin Fonseca
 Rashiem Franklin
 Janetta Grizzard
 Jennifer Innocent
 Efrem Little
 Edward Mccarthy III
 Rhiannon Mcferren
 Kayla Meacom
 Stephen Moon
 Zachary Morrison
 Russell Muncie
 Gabriel Ozzimo
 Yolanda Pratt
 Matthew Reeves
 Heather Richardson
 Edward Rockefeller
 Rudolph Skinner
 Jennifer Therrien
 Leporsche Thomas
 Clanetta Wells
 Erica Williams
 Matthew Wilson

Members of 59th Basic Academy Class graduate, join NSO family

The Norfolk Sheriff's Office is proud to congratulate and welcome the members of the 59th Basic Academy Class to our team.

The graduation ceremony for the 59th Basic Academy Class was held on Thursday, November 16, 2017 at the Norfolk Fire Rescue Training Center. The ceremony was Sheriff Baron's first since being elected to the office on November 7th. Deputy City Manager Michael Goldsmith (former Norfolk Police Chief) delivered the keynote speech during the ceremony.

These are the newest members of the NSO family:

Deputy Matthew Bellavia
Deputy Shanika Dudley
Deputy Ami Z. Edwards
Deputy Rashiem D. Franklin
Deputy Hunter Alyse Gallagher
Deputy Melissa L. Hernandez
Deputy Demetrius J. Hill
Deputy Dalvin J. Kinney
Deputy Amanda M. Klutts
Deputy Perry Lightfoot
Deputy Montreal D. Mebane
Deputy Andrew Minton
Deputy Zachary Morrison
Deputy Pablo Necochea
Deputy Joshua Newnam
Deputy Kennedi C. Quick
Deputy Quayshaun M. Wadley
Deputy Dijon T. Wilson
Deputy Raymond A. Windley

Squad Leaders

Squad 1: **Deputy Dijon T. Wilson**
 Squad 2: **Deputy Rashiem D. Franklin**
 Squad 3: **Deputy Zachary Morrison**
 Squad 4: **Deputy Shanika Dudley**

Class Leaders

President: **Deputy Joshua Newnam**
 Vice President: **Deputy Dalvin J. Kinney**
 Secretary: **Deputy Amanda M. Klutts**
 Treasurer: **Deputy Kennedi C. Quick**
 Master of Arms: **Deputy Perry Lightfoot**
 Chaplain: **Deputy Melissa L. Hernandez**

Several graduates were singled out during the ceremony as recipients of additional recognition for their performance while attending the academy:

Deputy Q. Wadley – Honor Graduate Award (person who achieves overall excellence in all components of the curriculum)

Deputy Z. Morrison – Academic Award

Deputy M. Bellavia – Firearms Award

Deputy J. Newnam – Fitness Award

Deputy R. Franklin - *Becky Weaver*

Award (This award is named in memory of Lieutenant Becky Weaver - a long-time NSO employee who succumbed to cancer about a decade ago. It is given to the person who demonstrates motivational excellence to his/her peers while attending the academy.)

(Cont. on page 5)

Members of 59th Basic Academy Class graduate, join NSO family (Cont.)

When you meet our new deputies, please take a minute to welcome them to the NSO family.

We also want to recognize the people who do such a great job of preparing our recruits for their new careers:

Norfolk Sheriff's Office Training Academy Staff

Captain Brad Ward: Officer in Charge of Training

Sergeant Jacob Noggle: Executive Officer/K-9

Master Deputy Angela Tardy: Lead Instructor

Sergeant Xavier Kent: Instructor

Corporal Gregory Gill: Instructor

Corporal Rhiannon McFerren: Instructor

Jill H. Darden: Training Records Manager



Service Awards/Recognitions - December / January

December Service Anniversary Awards:

- Larry Carter** – 15 Years
- Dep. Mychal Edwards** – 10 Years
- Dep. Darryl Griebel** – 10 Years
- Randy Klear** – 5 Years

January Service Anniversary Awards:

- 5 Years
 - Duane Dockendorf**
 - Emory Dunston**
 - Michael Lewis**
 - Andrew Willoughby**

- 10 Years
 - Jeffrey Stewart**

- 15 Years
 - Paul Ballance**

- 20 Years
 - Reginald Thompson**

Completion of Larry Carter's Leadership Course:

- Corporal Michael Behrens**
- Corporal Latricia Cottrell**
- Deputy Jessica Freeman**
- Corporal Kayla Meacom**
- Corporal Marsha Moten**
- Sergeant Tracie Mitchell**
- Sergeant Jacob Noggle**
- Lieutenant Heather Richardson**
- Corporal Thomas Todd**

*Please offer these staff members you
congratulations when you see them!*

Sheriff Baron's message to the NSO staff following his election:

Thank You.

Thank you to the Norfolk Sheriff's Office staff and many others for the congratulatory messages received after the citizens of Norfolk elected me on November 7th, 2017 as your Sheriff in my first election by the people.

I was sworn in and officially took office on December 27. My journey as Sheriff continues.

I will continue to live by the NSO Mission Statement, Motto, and Core Values and I expect no less from my nearly 500 dedicated employees.

We are committed to public safety, public services, and public trust. This includes providing an environment of life, health, safety, and security. We serve in the spirit of the Golden Rule: Treat others the way you would like to be treated.

My resolution is to demonstrate integrity in all things, respect at all times, duty without prejudice, pride without ego and team before self.

I look forward to serving as YOUR SHERIFF for the next four years!

Sheriff Joe Baron

Sheriff Baron and NSO Deputies take the Oath of Office *

A ceremony to administer the oath of office to Sheriff Joseph Baron, as well as to approximately 100 NSO deputies, was held in the rotunda of the Norfolk Consolidated Courthouse on December 27, 2017 at 9 a.m.

Sheriff Baron was initially sworn in as Interim Sheriff on February 1, 2017 following the retirement of Sheriff Bob McCabe. He was duly elected Sheriff by the citizens of Norfolk on November 7, 2017.

First, Barbara Klear, Secretary of the Norfolk Electoral Board read this certification:

“This is to certify, that at a meeting of the Electoral Board of the City of Norfolk, held in the Circuit Court, and upon examination of the official records deposited therein, it was ascertained and determined that at the election held on November 7, 2017 Joseph

P. Baron was duly selected Sheriff in the City of Norfolk, Virginia for the term, prescribed by law. Witness the following official Signature and the Seal of the Electoral Board on this 13th Day of November 2017.”

Next, Sheriff Baron was first sworn in by The Honorable John R. Doyle III. Following this, the deputies were sworn in by Tom Larson, Chief Deputy of the Norfolk Circuit Court.

All remaining deputies will have mandatory reappointments accomplished before January 1.

A few deputies came in on their day off in civilian attire to get reappointed.

Many NSO deputies, civilian staff, and Sheriff Baron’s family members were there to witness the brief ceremony.



Sheriff Baron and NSO deputies gather in the Norfolk Combined Courthouse for the administration of the oath of office.

Team NSO makes us proud at the 2017 Hero Games *

The 2017 Hampton Roads Hero Games are in the books, and the Norfolk Sheriff's Office's team made us proud. After coming in first overall in the inaugural games last year, NSO placed a solid second this year.

First place for 2017 went to our brothers and sisters with the Norfolk Police Department. We offer our sincere congratulations to them.

In addition to those from Norfolk, first responders from Chesapeake, Hampton, Suffolk, Virginia Beach, and Newport News competed in the event.

In an online story posted after the conclusion, the Hampton Roads Sports Commission (which created and hosts the event) described it as "a multi-day, multi-sport competition for first responders, retirees, their families, and public supporters. The Games were created to support first responders and to show camaraderie with other first responder departments throughout Hampton Roads, while also allowing the business community and public to show their support and appreciation."

Over a two week period from October 20 to November 5, athletes representing the various

departments competed in five different sporting events - a pistol challenge, volleyball tournament, crossfit competition, firefighter challenge, and a softball tournament.

NSO was well represented in four of these competitions.

Our team captains were:

Softball – **Lt. Breeden & Cpl. Serrano** – 2nd place

Volleyball – **Cpl. Miller & M. Deputy Elliott-James** - 3rd place

Cross Fit – **M. Deputy Tardy**

Pistol Challenge – **Cpl. Gill**

On December 5th, Representatives of the Hampton Roads Sports Commission presented Sheriff Baron and his staff who participated in the October Heroes Games with trophies for their 2nd place finish in the softball competition and 3rd place in volleyball.

They also received a check for \$300 to be donated to their choice of charity and it was donated to the Sheriff Joe Baron Foundation.

GREAT JOB TEAM NSO!



Once you're elected to office, there's a lot more to learn *

You might think that after nine months on the job, Sheriff Joe Baron was ready to hit the ground running after winning election to the office in November. But when you're newly elected to a constitutional office in the Commonwealth of Virginia, as the person responsible for the administration of that agency, there's a whole lot of additional legal and administrative rules and procedures that you're expected to know.

Having continued furthering his education throughout his career, Sheriff Baron would also say there's always something else to learn, and fortunately, multiple opportunities are made available for those newly elected officers to acquire that knowledge. Not only can they absorb lessons from those who came before them, but also familiarize themselves with the expectations of elected officials and the rules and regulations that apply to their specific agencies.

"The two schools I attended as a new sheriff hosted by the Virginia Sheriffs' Institute (the training arm of the Virginia Sheriffs' Association) and the Virginia State Compensation Board were both great opportunities to reinforce information that I already had knowledge about and also highlighted resources available to me that I was unaware existed," said Sheriff Baron.

Sheriff Baron first attended 2 days of "New Sheriff" training presented by the Virginia Sheriffs' Association. There were 11 newly elected sheriffs that attended the training - Sheriff Baron, along with 3 others, were already serving as sheriffs through

circumstances similar to Baron's, but had also subsequently been elected to their office - and then 7 new sheriffs-elect in attendance. Sheriff Baron said it was extremely informative and helpful to him as a newly elected Sheriff.

The VSI training for new sheriffs, called the "New Sheriff Orientation School," was conducted in Richmond on November 28 to 30, and was first and foremost an opportunity to learn from long-term Sheriffs who were part of the program.

Some of the topics covered were: Sheriffs' Accounting Practices, "When you get sued," Virginia Law on Conflict of Interest, Legal and Lawful Employment, Issues Relating to Sheriffs Training Requirements, and Deputy Sheriffs' Training Records

This was followed by "New Officer Training 2017," conducted for all newly-elected constitutional officers including commonwealth's attorneys, treasurers, circuit court clerks, commissioners of the revenue, and of course, sheriffs. This training was sponsored by the State Compensation Board and The Division of Risk Management from December 13-15 also in the Richmond area.

This training was comprised of information geared to assist newly elected constitutional officers in their roles. Topics that applied to all constitutional officers included: Compensation Board Functions and Duties, Lawful Employment Practices,

Locality Pay Plans & Budget Process, and the Freedom of Information Act.

However, additional training sessions which applied to some of the specific types of offices were also conducted.

In the case of both of these training opportunities, newly-elected constitutional officers from across the state were able to come together to network and learn from individuals with a tremendous collective amount of expertise and experience. The



citizens of each of the localities served by these officers will benefit from the knowledge acquired by their recently-chosen public servants.

"Both schools were well worth the time and effort," Sheriff Baron said.

And he's not done. Sheriff Baron's next learning opportunity takes place on January 8 when he'll travel to Hanover County to attend a training session sponsored by the Constitutional Officers Training Network on how to use the state's Budget Request and Reimbursement software system.

The learning never ends.

NSO staff holiday party abounds with camaraderie and fellowship *

The NSO staff holiday party, held December 20, was a great reminder of just how much our organization is like a big family. We share our successes, mourn our losses, and come together to take care of each other when things get bumpy.

From the food, abundant raffle prizes, full billiards tables, and good company in a relaxed environment, it was a great evening, full of camaraderie and optimism about the coming year.

Sheriff Baron addressed the crowd of nearly 250 employees and guests and spoke from the heart as he thanked his employees, the staff who helped organize the party, and Baxter's in downtown Norfolk for hosting the 4-hour private party. He also thanked

the family members who support employees, many who work 12-hour shifts in an environment that can be stressful and tiring.

Participants were touched when he asked for a moment of silence in memory of the NSO staff members we lost in 2017. They also appreciated that he stressed that it wasn't "his" party, but a party for our organization's leaders to give thanks for the staff's dedication and hard work every day, and for them to remember to treat each other in the spirit of the Golden Rule.

The photos represent the smiles and laughter that was shared by all who attended.

Best wishes for a Happy New Year!



My Christmas gift from the Sheriff is both personal and practical

By *Dee Minor*

When secretaries receive Christmas gifts from their bosses, it's usually a gift card to a restaurant or a retail store or something hand-picked for the person. Not expecting any gift at all, I was a bit surprised when Sheriff Baron presented me with a large, heavy, gift-wrapped box this year with a grin on his face from ear to ear. I'm not sure who was more excited for me to open it – me or him.

Once I opened it, we both had a good laugh. Many of the staff – both guys and ladies – know that in my storage closet there is a tool box. It's not just any tool box, but a pink "Lady Mate" tool box with pink handles on the screwdrivers, pliers, and other pieces. Nonetheless, when someone needed a simple tool, whether it was Special Projects, Technology, Training, or Administrative staff (even Sheriff Baron when he was a Captain and Colonel), they would help themselves to my toolbox.

I never had to worry that something would turn up missing because – let's get real – none of the guys would want to walk off with my pink tools. When my mother passed away 10 years ago, it had been in her apartment so she could fix little things herself, so I brought it into the office because every once in a while, we needed a screwdriver or something. It has gotten a great deal of use over the years.

So, much to my surprise – and Sheriff Baron's delight – he bought me a "real" toolbox! His explanation was that my little pink toolbox was missing some vital tools that might be needed. Now, if you don't already know, Sheriff Baron is a real handy man. He has been renovating rooms in his home, helped construct things at the NSO, and assisted others with projects over the years. I'm sure he is pleased to know that when something needs to be fixed in the office, he can resort to "my" new toolbox instead of making a call to Jason Raynor and his Maintenance staff.

Thank you Sheriff Baron for my awesome Christmas gift (even though I have no idea what many of the tools are for); I'm sure we will enjoy it for many years to come!



John "Woody" Woodward rides off into retirement

John "Woody" Woodward is retiring in January after serving the citizens of Norfolk for 48.5 years - 27 at NPD and 21.5 at the NSO. Sheriff Baron worked with him at NPD for over 30 years.

John has worked in different divisions during his tenure at the NSO (as a sworn staff member and later as a civilian) and has mastered each task he was assigned.

As a Virginia Law Enforcement Professional Standards Assessor, John was recognized with the 2014 VLEPSC commissioners' award, given annually to someone who is distinguished in the field of accreditation.

John has been dedicated to all forms of accreditation at the NSO and goes the extra mile to ensure we have all proper paperwork needed during accreditation surveys.

Sheriff Baron and his co-workers joined him at the Surf Rider for lunch on December 12 in celebration of his retirement.

Best wishes for a wonderful retirement!

In Memoriam 2017



Captain Chuck Moore

March 25, 2017

Years of Service: 2005–2017

Retired: January 1, 2017



Ms. Shelly Pierce

June 12, 2017

Years of Service: 2004–2017

Mr. Danny Hall

July 12, 2017

Years of Service: 2000–2017

(31 years of service NPD)



Corporal Gibran Barclift

August 16, 2017

Years of Service: 2002–2017

Major Ronald McInnis

August 31, 2017

Years of Service: 1984–1993

& 2003–2017



*“So take your place of honor among those who have gone before
And know you will be remembered for now and evermore”*