

2024 VARJ ANNUAL CONFERENCE



**VIRGINIA BEACH, VA
MARCH 25-28, 2024**

DCJS Approved Training

A MESSAGE FROM OUR PRESIDENT

Dear Attendees, Partners, Guests, and Colleagues

Welcome to the 2024 Spring VARJ Conference, in addition, welcome to Virginia Beach!! On behalf of the Virginia Association of Regional Jails, we are super excited to have you with us this week, we truly look forward to a great week together. Thank you for spending your valuable time with us as we share in this incredible opportunity to learn from some of our profession's superstars. Quickly, before I go too far in this message, I want to thank our Conference and Training Committee, along with our Executive Director and his team for coordinating this year's conference. They all have worked very hard putting this event together, and as you can see, they have outdone themselves! As president of our association, I extend my sincerest gratitude to this group for investing their energy and creativity to provide a top-notch event for us to enjoy. As you know, leadership is a challenging yet rewarding subject for anyone who takes on the task. I understand this concept on a very personal level. Our intention with this conference is to help those who are new to leadership positions navigate the winding road toward success. As rising leaders in your agencies, having a team you can depend on is a crucial aspect of the role we have taken on. Our hope is that by the end of our conference, you will consider those you have networked with a part of your team.

During this conference, I encourage each of you to make contacts and forge connections that will reinforce your relationships within your agencies and your sister agencies throughout the state. If I can be of any assistance in this endeavor, please feel free to reach out. Our training agenda features expert advice and cutting-edge research that helps us better understand the dynamics of our profession. Professional success comes in many forms and through various techniques, certain key features define and underlie our responsibilities. Our intention is for you to find this conference helpful in moving you forward in your duties and professional life. Please refer to the attached conference schedule and training syllabus for a listing of all events. I look forward to catching up with each of you throughout our time together. Lastly, I encourage each of you to be responsible professionals while having fun all at the same time. Blessings to each of you!

Warmest Regards,
Colonel Derek Almarode
Superintendent Rockbridge Regional Jail
2024 VARJ President





VARJ OFFICERS & CONFERENCE COORDINATORS

COLONEL DEREK ALMARODE
Association President
Rockbridge Regional Jail

COLONEL ERIC YOUNG
Association Vice President
Middle River Regional Jail

BETH HEALY
Association Treasurer
Rappahannock Regional Jail

ASHLEY KNOX
Association Secretary
Rockbridge Regional Jail

SUPERINTENDENT CLAY CORBIN
Conference Chair
Northwestern Regional Adult Detention Center

CAPTAIN JAMES GILES
Training Committee Chair
Rappahannock Regional Jail

BRANDON H. MONK
Executive Director
Virginia Association of Regional Jails

2024 CONFERENCE AGENDA

MONDAY, MARCH 25, 2024

- 12:00PM** **GOLF TOURNAMENT**
Cypress Point Country Club
- 12:00PM** **LUNCH (FOR GOLF ATTENDEES)**
- 4:00PM** **TRAINING COMMITTEE MEETING**
Spotswood Arms
- 9:00PM** **HOSPITALITY SUITE OPEN- INVITATION ONLY**
Courtney Terrace

TUESDAY, MARCH 26, 2024

- 10:00AM** **SUPERINTENDENT'S MEETING & BREAKFAST**
Albemarle Hall
- 10:00AM - 12:15PM** **CONFERENCE REGISTRATION**
- 11:30AM - 12:15PM** **LUNCH ON YOUR OWN**
- 12:15PM - 2:15PM** **BREAKOUT TRAININGS**
- ADA ACCOMMODATIONS IN A JAIL SETTING**
Peacock Salon Room A
- MAKING A CAREER IN AN AFTERTHOUGHT PROFESSION**
Peacock Salon Room B
- EVIDENCE COLLECTION/PRESERVATION AND CASE STUDIES**
Albemarle Hall
- STRATEGIES TO RECRUITING IN CORRECTIONS TODAY**
Princess Anne
- 12:30PM - 4:00PM** **VENDOR SETUP**
- 2:30PM - 4:30PM** **BREAKOUT TRAININGS**
- SUPERVISOR LIABILITY/LAWFUL RESTRAINT/USE OF FORCE**
Peacock Salon Room A
- AVOIDING PITFALLS: HOW TO KEEP YOUR CAREER**
Peacock Salon Room B
- INTRO TO HUMAN RESOURCES**
Albemarle Hall
- SUICIDE RISK ASSESSMENT IN THE JAIL/CORRECTIONAL SETTING**
Princess Anne

4:00PM - 5:00PM	SUPERINTENDENTS / VENDOR MEET & GREET Vendor Hall
5:00PM - 7:00PM	VENDOR RECEPTION Vendor Hall
8:15PM	CORNHOLE TOURNAMENT Peacock Salon Room B
9:00PM	HOSPITALITY SUITE OPEN- INVITATION ONLY Courtney Terrace

WEDNESDAY, MARCH 27, 2024

7:00AM - 8:00AM	BOXED BREAKFAST Foyer
7:00AM - 8:00AM	CONFERENCE REGISTRATION
8:00AM - 10:00AM	BREAKOUT TRAININGS PRISON RAPE ELIMINATION ACT (PREA) GUIDELINES RELATED TO TRANSGENDER INMATES AND HOUSING ISSUES Peacock Salon Room A AVOIDING BURNOUT: MANAGING THE STRESS OF A JAIL CAREER Peacock Salon Room B MOUD/MAT PROGRAM MEDICAL AND LEGAL REVIEW Albemarle Hall THE FUNDAMENTALS OF LEADERSHIP Princess Anne
10:00AM - 2:00PM	VENDOR HALL OPEN Vendor Hall
10:15AM - 12:15PM	BREAKOUT TRAININGS CIVIL LITIGATION MOCK TRIAL & VARISK PT.1 Peacock Salon Room A MAKING A CAREER IN AN AFTERTHOUGHT PROFESSION Peacock Salon Room B INTRO TO HUMAN RESOURCES Albemarle Hall SUICIDE RISK ASSESSMENT IN THE JAIL/CORRECTIONAL SETTING Princess Anne
12:15PM - 1:15PM	BOXED LUNCH Foyer
1:00PM - 1:15PM	VENDORS' RAFFLE PRESENTED Vendor Hall
1:00PM - 1:30PM	CONFERENCE REGISTRATION

1:15PM - 3:15PM

BREAKOUT TRAININGS

CIVIL LITIGATION MOCK TRIAL & VARISK PT.2

Peacock Salon Room A

USE OF FORCE CASE STUDY

Peacock Salon Room B

ADDRESSING ADDICTION SERVICES IN CORRECTIONS

Albemarle Hall

CORRECTIONAL OFFICER STRESS MANAGEMENT

Princess Anne

3:30PM - 5:30PM

BREAKOUT TRAININGS

WHAT IS VINE AND WHY DO I NEED TO KNOW ABOUT IT?

Peacock Salon Room A

GENERATIONAL SUPERVISION

Peacock Salon Room B

IN-CUSTODY DEATH RESPONSE TRAINING FOR CORRECTIONS

Albemarle Hall

A PRAGMATIC APPROACH TO SUICIDE AND SELF-HARM PREVENTION

Princess Anne

7:30PM - 10:00PM

EMPLOYEE APPRECIATION EVENT & PRIZES - CASINO NIGHT

Peacock Salon Room B & C

9:00PM

HOSPITALITY SUITE OPEN- INVITATION ONLY

Courtney Terrace

THURSDAY, MARCH 28, 2024

7:30AM - 8:30AM

BOXED BREAKFAST

Foyer

7:30AM - 8:30AM

CONFERENCE REGISTRATION

8:30AM - 10:30AM

BREAKOUT TRAININGS

LEADING WHERE BADGES ARE WORN - EXTREME OWNERSHIP

Peacock Salon Room A

EFFECTIVE COMMUNICATION AND DE-ESCALATION

Peacock Salon Room B

PROFESSIONAL DEVELOPMENT FOR MID-LEVEL MANAGERS WITHIN CORRECTIONS

Albemarle Hall

SUICIDE RISK ASSESSMENT IN THE JAIL/CORRECTIONAL SETTING

Princess Anne

11:30AM - 1:00PM

PRESIDENT'S LUNCHEON - ALL ATTENDEES INVITED

Peacock Ballroom



CASINO

Night

Join us for an evening of games, delicious food and drinks, and great company. Try your luck at the poker table, roll the dice at the craps table, or spin the wheel at the roulette table for a chance to win some great prizes!

Wednesday, March 27

@ 7:30PM

Peacock Salon Room B & C

A special thank you to our sponsors of
this year's Casino Night!

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TECHNOLOGIES

SESSION DESCRIPTIONS

ADA ACCOMMODATIONS IN A JAIL SETTING

DATE: 03/26/2024

TIME: 1215HRS – 1415HRS

LOCATION: PEACOCK SALON ROOM A

HOURS: 2 LEGAL

SYNOPSIS OF COURSE: This course will focus on the practical application of ADA (Americans with Disabilities Act) in a correctional setting as well as basic and reasonable accommodation.

SPEAKER: 1st Sgt. Mark Taylor

1st Sgt. Mark Taylor has 14 years of experience as a correctional professional and is currently assigned to the Professional Standards Division at Rappahannock Regional Jail. He holds the ADA/PREA coordinator position. Prior to moving into the ADA/PREA coordinator role, he acted as the facility PREA investigator. Secondary roles at the facility include serving as a general instructor as well as internal affairs investigator.

MAKING A CAREER IN AN AFTERTHOUGHT PROFESSION

DATE: 03/26/2024

TIME: 1215HRS – 1415HRS

LOCATION: PEACOCK SALON ROOM B

HOURS: 2 CAREER

SYNOPSIS OF COURSE: Learning what it takes to make a career in corrections. The course will cover how to deal with all the negatives, stress, and outside perception of corrections officers to ensure corrections is producing and sustaining Correction Professionals in the Corrections Career field. This course will also provide how administrators can use their roles to help those trying to make this profession a career by creating a culture that makes employees want to stay.

SPEAKER: 1st Sgt. Adam Carter

1st Sgt. Adam Carter is currently the First Sergeant (director of operations) at Rockbridge Regional Jail. He began his Career at Augusta Correctional Center and is working on his tenth year in Corrections. He graduated from Dabney S. Lancaster Community College with two associate degrees (General Studies and Criminal Justice). He is a General and CIT instructor and also serves as the agencies TAC and LASO officer.

EVIDENCE COLLECTION/PRESERVATION AND CASE STUDIES

DATE: 03/26/2024

TIME: 1215HRS – 1415HRS

LOCATION: ALBEMARLE

HOURS: 2 CAREER

SYNOPSIS OF COURSE: This class will cover basic evidence collection and documentation, basic crime scene photography principles, chain of custody procedures and lastly death scene case studies.

SPEAKER: Lt. Kevin Pultz

Lt. Kevin Pultz started his career at the Staunton Police Department (SPD) as a reserve officer in 1992. He went full time with Staunton as a patrol officer in 1994 and spent twelve years there. During his time at SPD he graduated from the Virginia Forensic Science Academy, was the lead firearms instructor, was a corporal in Investigations, and was assistant commander of the Critical Incident Response Team. He also taught Death Scene Investigations as a guest instructor at Blue Ridge Community College and the Shenandoah Valley Governor's School.

Lt. Pultz worked for the Virginia Department of Health Professions as a Senior Investigator for twelve years. In that capacity, he investigated allegations against professionals who held licenses from one of the 13 health regulatory boards (Medical, Nursing, Dentistry, etc.) Lt. Pultz is currently the supervisor for the Office of Professional Review at Middle River Regional Jail.

STRATEGIES TO RECRUITING IN CORRECTIONS TODAY

DATE: 03/26/2024

TIME: 1215HRS – 1415HRS

LOCATION: PRINCESS ANNE

HOURS: 2 CAREER

SYNOPSIS OF COURSE: This course provides methods for creating more personalized contact with applicants to get them to engage in the hiring process. This is a very challenging environment in which agencies are working to hire the best employees while competing against each other. This presentation is aimed at providing best practice information in the field of recruiting while outlining effective approaches to attract new candidates.

SPEAKER: Capt. Sammy Kanda

Capt. S. Kanda has been with the Virginia Peninsula Regional Jail since 2008. He currently holds a Masters degree in Human Relations and is the Director of HR at VPRJ.

SUPERVISOR LIABILITY/LAWFUL RESTRAINT/USE OF FORCE

DATE: 03/26/2024

TIME: 1430HRS – 1630HRS

LOCATION: PEACOCK SALON ROOM A

HOURS: 2 LEGAL

SYNOPSIS OF COURSE: The course will provide a legal perspective on supervisory liability; lawful restraints; and use of force in jails. Example of real cases and outcomes will be provided. There will be time for questions.

SPEAKER: Alexander Francuzenko

Alexander Francuzenko is a graduate of the University of Richmond Law School. While in law school, he interned for the United States Magistrate Judge David G. Lowe of the Eastern District of Virginia, and subsequently clerked for the Circuit Court of Queen Anne's County, Maryland.

Alexander has been engaged in the practice of law for over 30 years, focusing mainly on litigation. He has successfully represented clients in the United States District Court for the Eastern District of Virginia, United States District Court for the Western District of Virginia, the United States Court of Appeals for the Fourth Circuit, and the state courts throughout Virginia, Maryland, and the District of Columbia. Alexander Francuzenko has also been representing Constitutional Officers and Regional Jails in the Commonwealth of Virginia for over 27 years. In addition to his Constitutional law practice, Alexander represents several companies in various matters including liability cases, employment matters, and commercial disputes. Alexander Francuzenko also represents various individual and institutional clients in litigation matters involving auto torts, medical malpractice, employment issues, premises liability, products liability, insurance coverage, and commercial matters.

AVOIDING PITFALLS: HOW TO KEEP YOUR CAREER

DATE: 03/26/2024

TIME: 1430HRS – 1630HRS

LOCATION: PEACOCK SALON ROOM B

HOURS: 2 CAREER

SYNOPSIS OF COURSE: In the normal course of daily operations, the jail staff is faced with potential pitfalls and perils that can easily blemish or destroy a jail officer's career. An issue or situation in jail, improperly managed or overlooked, can result in job termination, civil action, and even criminal prosecution. Jail officers can damage their careers, the well-being of inmates and violate the public trust if they make mistakes in three key areas. These areas are critical: misusing power, not dealing with pressure and the stress of jail work, and not meeting responsibilities to staff, the offenders, and the public. These are the pitfalls to avoid. Effective staff training, supervision and mentoring can prevent staff from sliding down the 'slippery slope.' This class reviews several recent court decisions and subsequent case laws that have impacted jail operations. Examples such as sexual misconduct, violating department code of conduct, using excessive force on inmates and deliberate indifference towards inmates' needs are mistakes that have ruined careers, prompted inmate lawsuits, and resulted in criminal prosecution. This class will educate staff on how to think, avoid, and prevent these pitfalls.

SPEAKER: Lt. Gary F. Cornelius

First Lt. Gary F. Cornelius retired in 2005 from the Fairfax County (VA) Office of the Sheriff, after serving from 1978-2005, in confinement, work release, programs, administrative services and classification. Gary taught four corrections courses for George Mason University from 1986-2018. He also teaches corrections academy in service sessions throughout Virginia and presents training and consulting for Lexipol and Justice Clearinghouse. His books include *The Correctional Officer: A Practical Guide: Third Edition* (2017) by Carolina Academic Press. He has authored several other books in corrections, including *The Art of the Con: Avoiding Offender Manipulation, Second Edition*, (2009) from the American Correctional Association, *The American Jail: Cornerstone of Modern Corrections*, (2008) from Pearson Prentice Hall, and *The High-Performance Correctional Facility: Lessons on Correctional Work, Leadership and Effectiveness* from the Civic Research Institute (2023). He has two books in development: *Stressed Out: Strategies for Living and Working in Corrections, Third Edition* (2024) from Carolina Academic Press, and *The Art of the Con: Avoiding Offender Manipulation, Third Edition*, (2024), from the American Correctional Association. Gary is a board member for the International Association of Correctional Training Personnel (IACTP). Gary has appeared on CNN, MSNBC, and Tier Talk, discussing corrections security, training, and staff issues. He resides in Williamsburg, Virginia.

INTRO TO HUMAN RESOURCES

DATE: 03/26/2024

TIME: 1430HRS – 1630HRS

LOCATION: ALBEMARLE

HOURS: 2 CAREER

SYNOPSIS OF COURSE: This course will examine the basic concepts in Human Resources. The course enables participants to review fundamental roles in HR such as staffing, orientation, training, and records management. The course is intended to be an interactive introduction to Human Resources and foster discussion around key issues such as retention and employee relations.

SPEAKERS: 1st Sgt. Normajeane Harris and HR Analyst James McCallister

1st Sergeant Normajeane Harris has been with the Prince William-Manassas Regional Adult Detention Center for 20 years. Currently is assigned as the First Sergeant over Human Resources and Training Department. Has worked in various specialized positions within her 20 years of employment with the Adult Detention Center.

James McCallister has been with The Prince William-Manassas Regional Adult Detention Center since 2022 where he currently serves as the Human Resources Analyst. Mr. McCallister has over 25 years of experience in operations management, human resource management and administrative support serving in previous roles for Verizon Inc. and Fairfax County Government.

SUICIDE RISK ASSESSMENT IN THE JAIL/CORRECTIONAL SETTING

DATE: 03/26/2024

TIME: 1430HRS – 1630HRS

LOCATION: PRINCESS ANNE

HOURS: 2 CAREER

SYNOPSIS OF COURSE: This block of instruction will talk about What is a Suicide Risk Assessment and why do we use it in Correctional settings. What tools do we use for an assessment, what are some of the risk factors to look for? Discuss different strategies to prevent, control or even mitigate these risk factors. How do correctional settings out policies in place for inmates at risk of suicide? What is the role of Mental Health staff and the facility Psychiatrist?

SPEAKER: Dr. Amenra Tuason

Dr. Amenra Tuason has been working with the jail and prison systems since 1993. He worked with the Richmond City Jail for 14 years from 1993-2006, the Henrico County Jail for 5 years from 2005-2010, and currently works for Riverside Regional Jail since 2011.

PREA GUIDELINES RELATED TO TRANSGENDER INMATES AND HOUSING ISSUES

DATE: 03/27/2024

TIME: 0800HRS – 1000HRS

LOCATION: PEACOCK SALON ROOM A

HOURS: 2 CAREER

SYNOPSIS OF COURSE: The primary objective of this training program is to educate jail staff on the Prison Rape Elimination Act (PREA) guidelines related to transgender inmates and housing issues. By the end of this class, participants should have a comprehensive understanding of the legal requirements, best practices, and sensitivity needed to ensure the safety and well-being of transgender individuals within the correctional system.

SPEAKER: 1st Sergeant Mark Taylor

I have 14 years of experience as a correctional professional. Currently assigned to the professional standards division. I hold the ADA/PREA coordinator position for Rappahannock Regional Jail. Prior to moving into the ADA/PREA coordinator role, I acted as the facility PREA investigator. A few of my secondary roles at the facility are general instructor as well as internal affairs investigator.

AVOIDING BURNOUT:MANAGING THE STRESS OF A JAIL CAREER

DATE: 03/27/2024

TIME: 0800HRS – 1000HRS

LOCATION: PEACOCK SALON ROOM B

HOURS: 2 CAREER

SYNOPSIS OF COURSE: Corrections is a demanding field. Jail correctional officers are keeping in custody inmates who are resistant to authority and do not want to be confined. These, when combined with COVID, shift work, dangers from working among unpredictable and violent inmates, and pressures resulting from short staffing, can create an incredibly stressful work environment for officers, inmates, civilian staff, and supervisors. The frustrations and anger that may build inside the officer can affect both the officer's personal life and professional life. To survive a lengthy career in corrections, staff must maintain good mental and physical health. This seminar will discuss ways that jail correctional officers and staff can maintain a healthy lifestyle where the negative effects of stress can be managed both on and off the job.

SPEAKERS: Lt. Gary F. Cornelius

First Lt. Gary F. Cornelius retired in 2005 from the Fairfax County (VA) Office of the Sheriff, after serving from 1978-2005, in confinement, work release, programs, administrative services and classification. Gary taught four corrections courses for George Mason University from 1986-2018. He also teaches corrections academy in service sessions throughout Virginia and presents training and consulting for Lexipol and Justice Clearinghouse. His books include *The Correctional Officer: A Practical Guide: Third Edition* (2017) by Carolina Academic Press. He has authored several other books in corrections, including *The Art of the Con: Avoiding Offender Manipulation, Second Edition*, (2009) from the American Correctional Association, *The American Jail: Cornerstone of Modern Corrections*, (2008) from Pearson Prentice Hall, and *The High-Performance Correctional Facility: Lessons on Correctional Work, Leadership and Effectiveness* from the Civic Research Institute (2023). He has two books in development: *Stressed Out: Strategies for Living and Working in Corrections, Third Edition* (2024) from Carolina Academic Press, and *The Art of the Con: Avoiding Offender Manipulation, Third Edition*, (2024), from the American Correctional Association. Gary is a board member for the International Association of Correctional Training Personnel (IACTP). Gary has appeared on CNN, MSNBC, and Tier Talk, discussing corrections security, training, and staff issues. He resides in Williamsburg, Virginia.

MOUD/MAT PROGRAM MEDICAL AND LEGAL REVIEW

DATE: 03/27/2024

TIME: 0800HRS – 1000HRS

LOCATION: ALBEMARLE

HOURS: 2 LEGAL

SYNOPSIS OF COURSE: The opioid epidemic continues to pose an extraordinary challenge to society, and it is acutely evident in the correctional setting, where a disproportionately high percentage of the population has opioid use disorder. Correctional facilities face many obstacles to implementing successful MOUD programs, including hiring and training additional staff, budget constraints, and coordinating discharge. This session presents ways to overcome these challenges and covers recent litigation regarding the amendment of the ADA to treat OUD in corrections. Educational Objectives include:

- Discuss implementation of an MOUD program that complies with DOJ, NCCCHC, and SAMHSA Guidelines
- Review challenges to a successful MOUD program
- Examine recent lawsuits and legal ramifications of inadequate implementation of an MOUD program

SPEAKER: Dr. Kaveh Ofogh and Attorney Taylor Brewer

Dr. Kaveh Ofogh began his medical career as an emergency room attending physician and assistant professor at the Virginia Commonwealth University, the busiest emergency department in the state. In 1996 he discovered his professional life's mission in the field of correctional medicine and established his company, MEDIKO to provide standard, quality, and timely health care services to the incarcerated patient population. Dr. Ofogh has a passion for the unique challenges and issues facing correctional medical departments and has committed 100% of his clinical practice to correctional medicine for 27 years. Dr. Ofogh has provided expert witness services in the Commonwealth and also out of state for lawsuits filed by inmate populations against correctional facilities, both individual and class action cases. In nearly each instance, the findings were in favor of the side he represented. Additionally, he has published numerous articles in Correctional Healthcare Report, American Jail Magazine and National Sheriff Magazine. He has delivered management and clinical presentations at multiple regional, state, national and as well as the International Corrections and Prisons Association, providing insight and solutions to correctional staff to improve medical services, address specific issues and/or find savings opportunities. Through direct experience in multiple correctional settings, Dr. Ofogh has developed a keen sense for developing strategies that successfully integrate security concerns while addressing medical needs. His understanding of the administrative and economic issues faced by security leaders today has resulted in developing programs that produce both improved access to care and cost savings. This will be the 19th consecutive year he has presented at the Virginia Association of Regional Jails conferences which makes him the longest speaker in the conference history.

Taylor Brewer is an attorney at Moran Reeves Conn in Richmond, Virginia, where she concentrates her practice on defending claims against constitutional officers and health care providers. Taylor represents all kinds of correctional staff and licensed health care providers, as well as corporate entities such as jails, hospitals, and private companies and practice groups. She routinely advises jail and hospital administration on risk management matters. She has authored and is a national speaker on legal issues in correctional health care.

Taylor is the Chair of the pro bono program at her firm and enjoys representing pro bono victims of domestic and spousal abuse in obtaining protective orders. Outside the office, Taylor enjoys running and spending time with her husband and three young children.

THE FUNDAMENTALS OF LEADERSHIP

DATE: 03/27/2024

TIME: 0800HRS – 1000HRS

LOCATION: PRINCE ANNE

HOURS: 2 CAREER

SYNOPSIS OF COURSE: This is an engaging class on the fundamentals of leadership. We will be referencing the following books: "The Leadership Challenge", "Good to Great", "Fish", "That's not how we do it here", "the five dysfunctions of a team", and "Six thinking hats". We will talk to the class about management versus leadership. We will be exploring leadership styles and techniques.

SPEAKER: Major Royal Eanes and Major Lanay Walker

Major Royal J. Eanes has over 18 years of experience at Piedmont Regional Jail. He has held the rank of Corporal, Sergeant, Investigator, Lieutenant of Transportation, and Lieutenant of Security, Captain, Chief of Security and now Major as the Director of Security and Operations. Major Eanes has an associate degree in Electronics Technology from Southside Virginia Community College and is a Microsoft Certified Professional. Certified Jail Manager since June of 2019 as a proud member of the American Jail Association.

Major Lanay S. Walker has over 21 years of experience at Piedmont Regional Jail. She has served in several capacities as a Lieutenant, Captain, and now Major as the Director of Jail Administration and Support Services. Major Walker oversees Food Service, Transportation, Medical and Mental Health Services, Records and is the Jail's Procurement Officer. Major Walker has a Bachelor's Degree in Criminal Justice from Ferrum College and a Master's Degree in Human Services with a concentration in Business from Liberty University. Major Walker is a Certified Contracting Associate with the Commonwealth of Virginia and a Certified Jail Manager through American Jail Association.

JOIN US FOR THE PRESIDENT'S LUNCHEON!

Thursday, March 28th
11:30am - 1:00PM
Peacock Ballroom



Guest Speaker:

ATTORNEY GENERAL JASON MIYARES

Attorney General Jason Miyares' story doesn't start in Virginia, but in Havana, Cuba when his mother, Miriam Miyares, fled communist Cuba, penniless and homeless. She immigrated to Virginia and raised Jason to appreciate freedom, fairness, and justice for all. A product of Virginia public schools, Jason graduated with a Bachelor's in Business Administration from James Madison University and a Juris Doctorate from the College of William and Mary School of Law.

He previously served as a prosecutor in the Virginia Beach Commonwealth's Attorney Office, where he worked alongside law enforcement to keep the community safe.

In 2015, almost fifty years to the day that she fled Cuba, Miriam was able to vote for her son Jason Miyares to represent her in the Virginia House of Delegates. After serving for three terms in the state legislature, he ran and was elected the 48th Attorney General of Virginia in November 2021.

Jason Miyares is the first Hispanic American to be elected to a statewide office in Virginia, and the first child of an immigrant to be Attorney General. Since his inauguration in January 2022, Miyares has been focused on fighting violent crime and improving public safety, strengthening economic growth, combatting the deadly impact of opioids and fentanyl, and protecting Virginians from corporate misconduct. His office has secured over \$1 billion in opioid settlements for drug addiction and recovery from pharmaceutical manufacturers and distributors, holding them accountable for their role in the opioid epidemic. He kept his promise to Virginians by investigating the 2020 Parole Board, discovering that they broke the law and jeopardized public safety by releasing violent, repeat offenders early with life sentences. Miyares also launched Operation Ceasefire, a comprehensive approach to fighting violent crime by focusing on intervention and aggressive prosecution of gun crimes. Following his investigation into Loudoun County Public Schools, Attorney General Miyares successfully prosecuted the former Loudoun Superintendent for retaliatory firing of a school teacher.

Thank you to the sponsors of this year's President's Luncheon!

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TECHNOLOGIES

CIVIL LITIGATION MOCK TRIAL & VARISK PT.1 (4 HOUR CLASS)

DATE: 03/27/2024

TIME: 1015HRS – 1215HRS

LOCATION: PEACOCK SALON ROOM A

HOURS: 4 LEGAL

SYNOPSIS OF COURSE: Part 1 of the four hour course. Demonstration of a civil trial & a brief overview of the Virginia Constitutional Officer and Regional Jail Risk Management Plan (VaRISK).

SPEAKER: Annika B. Melton

Annika Melton is the Senior Claims Manager for the Commonwealth of Virginia Division of Risk Management (“DRM”) where she is responsible for the administration of the Constitutional Officer and Regional Jail Risk Management Plan (VaRISK), and the Virginia Liability Risk Management Plan (VaRISK 2). In addition to supervising a team of claims professionals, Annika handles moderate to complex liability claims and lawsuits against various Plan members. She has been with DRM since 2013.

Annika's previous work experience includes litigation support at Philip Morris USA, Altria Client Services, as well as extensive customer service, social work, and private investigation experiences in the private and public sectors. Annika holds a Bachelor's of Science in Criminal Justice from Elizabeth City State University. She is a mother of two daughters that attend Norfolk State University and has been married for 23 years. In her spare time, Annika serves the community and her church.

MAKING A CAREER IN AN AFTERTHOUGHT PROFESSION

DATE: 03/27/2024

TIME: 1015HRS – 1215HRS

LOCATION: PEACOCK SALON ROOM B

HOURS: 2 CAREER

SYNOPSIS OF COURSE: Learning what it takes to make a career in corrections. The course will cover how to deal with all the negatives, stress, and outside perception of corrections officers to ensure corrections is producing and sustaining Correction Professionals in the Corrections Career field. This course will also provide how administrators can use their roles to help those trying to make this profession a career by creating a culture that makes employees want to stay.

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INTRO TO HUMAN RESOURCES

DATE: 03/27/2024

TIME: 1015HRS - 1215

LOCATION: ALBEMARLE

HOURS: 2 CAREER

SYNOPSIS OF COURSE: This course will examine the basic concepts in Human Resources. The course enables participants to review fundamental roles in HR such as staffing, orientation, training, and records management. The course is intended to be an interactive introduction to Human Resources and foster discussion around key issues such as retention and employee relations.

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SUICIDE RISK ASSESSMENT IN THE JAIL/CORRECTIONAL SETTING

DATE: 03/27/2024

TIME: 1015HRS – 1215HRS

LOCATION: PRINCESS ANNE

HOURS: 2 CAREER

SYNOPSIS OF COURSE: This block of instruction will talk about What is a Suicide Risk Assessment and why do we use it in Correctional settings. What tools do we use for an assessment, what are some of the risk factors to look for? Discuss different strategies to prevent, control or even mitigate these risk factors. How do correctional settings out policies in place for inmates at risk of suicide? What is the role of Mental Health staff and the facility Psychiatrist?

SPEAKER: Dr. Amenra Tuason

Dr. Amenra Tuason has been working with the jail and prison systems since 1993. He worked with the Richmond City Jail for 14 years from 1993-2006, the Henrico County Jail for 5 years from 2005-2010, and currently works for Riverside Regional Jail since 2011.

CIVIL LITIGATION MOCK TRIAL & VARISK PT.2 (4 HOUR CLASS)

DATE: 03/27/2024

TIME: 1315HRS – 1515HRS

LOCATION: PEACOCK SALON ROOM A

HOURS: 4 LEGAL

SYNOPSIS OF COURSE: Part 2 of the 4 hour course. Demonstration of a civil trial & a brief overview of the Virginia Constitutional Officer and Regional Jail Risk Management Plan (VaRISK).

SPEAKER: Annika B. Melton

Annika Melton is the Senior Claims Manager for the Commonwealth of Virginia Division of Risk Management (“DRM”) where she is responsible for the administration of the Constitutional Officer and Regional Jail Risk Management Plan (VaRISK), and the Virginia Liability Risk Management Plan (VaRISK 2). In addition to supervising a team of claims professionals, Annika handles moderate to complex liability claims and lawsuits against various Plan members. She has been with DRM since 2013.

Annika's previous work experience includes litigation support at Philip Morris USA, Altria Client Services, as well as extensive customer service, social work, and private investigation experiences in the private and public sectors. Annika holds a Bachelor's of Science in Criminal Justice from Elizabeth City State University. She is a mother of two daughters that attend Norfolk State University and has been married for 23 years. In her spare time, Annika serves the community and her church.

USE OF FORCE CASE STUDY

DATE: 03/27/2024

TIME: 1315HRS – 1515HRS

LOCATION: PEACOCK SALON ROOM B

HOURS: 2 LEGAL

SYNOPSIS OF COURSE: This course reviews basic Use of Force and will review the footage of the Irvo Otenio death in custody as a case study.

SPEAKER: Lt. Craig Boyle

Lt. Craig Boyle has 26 years of experience in the public sector as being a training director, mid-level manager and first line supervisor, jail officer, and a volunteer firefighter. He has 24 years of service with the Pamunkey Regional jail, in which he has held several supervisory/ management positions. Lt. Boyle teaches as an adjunct instructor at Crater Criminal Justice academy.

ADDRESSING ADDICTION SERVICES IN CORRECTIONS

DATE: 03/27/2024

TIME: 1315HRS – 1515HRS

LOCATION: ALBEMARLE

HOURS: 2 CAREER

SYNOPSIS OF COURSE: This course is designed to equip correctional professionals with the knowledge and skills necessary to address addiction services within a correctional setting. Acknowledging the complex interplay between substance abuse and incarceration, the program provides a comprehensive overview of evidence-based practices, current legislative trends and direction, provisions for MAT and other treatment modalities and methods to decrease diversion and contraband.

SPEAKER: Dr. Amanda K. Trent

Dr. Amanda Trent has served as a contractor and grant services monitor for DCJS & BJA since 2020. In this role she is responsible for the administration, implementation, and operations of state and federal funded substance abuse treatment programs. She also worked at the Western Virginia Regional Jail as Major, services Division Commander, and Certified Jail Manager. Dr. Trent holds a Doctorate of Philosophy in Criminal Justice.

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TUESDAY, MARCH 26
8:15PM

SIGN UP AT CONFERENCE
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\$50 GIFT CARDS TO WINNING TEAM!



CORRECTIONAL OFFICER STRESS MANAGEMENT

DATE: 03/27/2024

TIME: 1315HRS – 1515HRS

LOCATION: PRINCESS ANNE

HOURS: 2 CAREER

SYNOPSIS OF COURSE: The purpose of this presentation is to raise awareness about the impact of secondary trauma on all correctional staff (security, medical, mental health) and to facilitate dialogue about how supervisors can support staff. The initial focus of the presentation will be defining relevant terms related to secondary trauma. The presentation will explore the correlation between correctional staff and first responders, including the experience of secondary trauma and the limited emotional and professional space to process these experiences. There will be a significant focus on learning to differentiate and identify signs and symptoms of compassion fatigue, secondary/vicarious trauma, and burnout. Attendees can expect to share and gain insight about the negative effects of secondary trauma on themselves or the staff they supervise. In addition, attendees will explore how secondary trauma and compassion fatigue can impact team effectiveness and inmate-patient care. Finally, the conclusion will be on developing interventions for individuals and their teams for developing stress management coping skills.

SPEAKERS: Dr. Aashia Bade and Mandi Hixenbaugh – Wexford Health Sources

Dr. Aashia M. Bade is a licensed clinical psychologist and certified correctional health professional practicing in Indianapolis, Indiana. She earned her undergraduate degree at Northwestern University. Dr. Bade obtained both her Master's and Doctorate degrees in Clinical Psychology from Indiana State University. She has worked in various clinical settings including a pediatric inpatient psychiatric hospital, community mental health centers, and both juvenile and adult correctional facilities. Dr. Bade previously served as the Regional Director of Mental Health for Wexford of Indiana, overseeing the mental health services for Indiana Department of Corrections. Currently, she is the Associate Director of Mental Health for Wexford Health Sources, Inc, providing clinical and administrative supervision and support to various jail and prison contracts all over the country. Dr. Bade is also the owner of a private practice, AMB Psychological Health.

Mandi Smith Hixenbaugh is a mental health and addiction specialist with over twenty years of experience treating criminal offenders. Mandi obtained a Bachelor's Degree in Psychology from the University of Tennessee in Knoxville and a Master's Degree in Counseling from East Tennessee State University. She is a licensed professional counselor and certified addiction professional. She has presented at numerous correctional conferences in Virginia with training topics focused on the diagnosis and treatment of mental health and behavior disorders in a correctional setting. Mandi has worked in various clinical settings including community mental health centers, psychiatric hospitals, drug rehabilitation centers and jails. She is certified as a licensure supervisor which authorizes her to train and supervise license eligible counselors during their residency. Mandi currently serves as a Regional Manager with Wexford Health Sources for the Southwest Virginia Regional Jail Authority.

WHAT IS VINE AND WHY DO I NEED TO KNOW ABOUT IT?

DATE: 03/27/2024

TIME: 1530HRS – 1730HRS

LOCATION: PEACOCK SALON ROOM A

HOURS: 2 CAREER

SYNOPSIS OF COURSE: VINE stands for Victim Information and Notification Everyday, and provides free, confidential custody status information on offenders as well as agencies and services that can assist victims in their recovery. VINE has been in all of Virginia's local and regional jails since 2006, sending out 30,000 notifications each month, and providing more than 2 million offender searches annually. VINE can be a critical part of a victim's recovery and safety plan, but it's only as good as the data in the system.

In this course, we will go over what VINE is and how it connects with jail booking systems, including the VINE workflow; notifications; trouble-shooting; and what to do when your agency goes offline. Both VINELink (the public portal) and VINEWatch (the jail administrative portal) will be demonstrated, along with the Virginia VINE website, vavine.org. We'll also cover how to direct the public to VINE and the free resources and training opportunities available to your facility. We will also cover new enhancements coming to Virginia VINE: VINE VPO, which will provide Protective Order information and notifications to Virginians starting in 2023.

Jail administrators and booking staff are encouraged to attend, along with anyone who has access to VINEWatch or works with the public to provide custody information. Participants are encouraged to bring a laptop or mobile device to search VINELink during the course.

SPEAKERS: Amy Sheets

Amy Sheets is the state program manager for Virginia VINE, a centralized portal for victim notification and information about federal, state and local victim services. She also provides communications and social media support to VCPI and its programs. Amy was elected to serve on the national VINE Advisory Council in 2018 and works with Appriss on VINE product issues and best practices for states.

Prior to coming to VCPI, Amy was the director of communications for the Virginia Commonwealth University Department of Music, and spent seven years as a public affairs officer for Chesterfield County, VA. She is experienced in crisis communications, marketing, social media, and writing/editing. Amy received her bachelor's degree in English from Mount Holyoke College, and attended graduate school at Wake Forest University.

GENERATIONAL SUPERVISION

DATE: 03/27/2024

TIME: 1530HRS – 1730HRS

LOCATION: PEACOCK SALON ROOM B

HOURS: 2 CAREER

SYNOPSIS OF COURSE: This course looks at the three generations of employees that work in our segment. It will provide additional tools by illuminating the different needs of each generational representation.

SPEAKERS: Lt. Craig Boyle

Lt. Craig Boyle has 26 years of experience in the public sector as being a training director, mid-level manager and first line supervisor, jail officer, and a volunteer firefighter. He has 24 years of service with the Pamunkey Regional jail, in which he has held several supervisory/ management positions. Lt. Boyle teaches as an adjunct instructor at Crater Criminal Justice academy.

IN-CUSTODY DEATH RESPONSE TRAINING FOR CORRECTIONS

DATE: 03/27/2024

TIME: 1530HRS – 1730HRS

LOCATION: ALBEMARLE

HOURS: 2 CAREER

SYNOPSIS OF COURSE: This course is a comprehensive program designed to equip correctional officers and administrators with the knowledge and skills necessary to prevent and effectively respond to in-custody deaths within correctional facilities. There is an increased expectation from state agencies & stakeholders regarding “best practices” when reporting serious incidents/in-custody deaths and what constitutes effective management. Participants will get insight into those expectations as well as how to foster a culture of accountability and proactive intervention to ensure the well-being of offenders and staff within the facility as well as risk mitigation.

SPEAKERS: Dr. Amanda K. Trent

Dr. Amanda Trent has served as a contractor and grant services monitor for DCJS & BJA since 2020. In this role she is responsible for the administration, implementation, and operations of state and federal funded substance abuse treatment programs. She also worked at the Western Virginia Regional Jail as Major, services Division Commander, and Certified Jail Manager. Dr. Trent holds a Doctorate of Philosophy in Criminal Justice.

A PRAGMATIC APPROACH TO SUICIDE AND SELF-HARM PREVENTION

DATE: 03/27/2024

TIME: 1530HRS – 1730HRS

LOCATION: PRINCESS ANNE

HOURS: 2 CAREER

SYNOPSIS OF COURSE: Incarcerated individuals with known or suspected mental illness often struggle with the jail environment and frequently require interventions that are geared toward protection of harm to self and/or others. The focus of this presentation is to identify practical methods to address concerns of suicide, self-harm and manipulative behaviors in an effort to safely maintain an individual with mental illness in the correctional setting. We will identify and discuss screening instruments, innovative programming for medical and mental health staff, and effective de-escalation techniques for security officers.

SPEAKERS: Dr. Aashia Bade and Mandi Hixenbaugh – Wexford Health Sources

Dr. Aashia M. Bade is a licensed clinical psychologist and certified correctional health professional practicing in Indianapolis, Indiana. She earned her undergraduate degree at Northwestern University. Dr. Bade obtained both her Master's and Doctorate degrees in Clinical Psychology from Indiana State University. She has worked in various clinical settings including a pediatric inpatient psychiatric hospital, community mental health centers, and both juvenile and adult correctional facilities. Dr. Bade previously served as the Regional Director of Mental Health for Wexford of Indiana, overseeing the mental health services for Indiana Department of Corrections. Currently, she is the Associate Director of Mental Health for Wexford Health Sources, Inc, providing clinical and administrative supervision and support to various jail and prison contracts all over the country. Dr. Bade is also the owner of a private practice, AMB Psychological Health.

Mandi Smith Hixenbaugh is a mental health and addiction specialist with over twenty years of experience treating criminal offenders. Mandi obtained a Bachelor's Degree in Psychology from the University of Tennessee in Knoxville and a Master's Degree in Counseling from East Tennessee State University. She is a licensed professional counselor and certified addictions professional. She has presented at numerous correctional conferences in Virginia with training topics focused on the diagnosis and treatment of mental health and behavior disorders in a correctional setting. Mandi has worked in various clinical settings including community mental health centers, psychiatric hospitals, drug rehabilitation centers and jails. She is certified as a licensure supervisor which authorizes her to train and supervise license eligible counselors during their residency. Mandi currently serves as a Regional Manager with Wexford Health Sources for the Southwest Virginia Regional Jail Authority.

LEADING WHERE BADGES ARE WORN- EXTREME OWNERSHIP

DATE: 03/28/2024

TIME: 0830HRS – 1030HRS

LOCATION: PEACOCK SALON ROOM A

HOURS: 2 CAREER

SYNOPSIS OF COURSE: Ever leave a leadership class frustrated, not because the information wasn't good, innovative, or interesting, but because it seemed useful or effective somewhere other than where you work? Ever wish you lived in the world of theory instead of the reality of Law Enforcement/Corrections? You know those personality test that validate what we already know about ourselves and our subordinates or bosses? Or the simplified steps to make a dysfunctional team functional? Or steps to dealing with a difficult supervisor that left you less than satisfied with that relationship?

Dare to hear from US Navy Seals, and NNRI Management Staff about how to take principles of combat and leadership among those who wear a badge and accomplish extraordinary results and meet or exceed the mission! Be prepared to consider how the journey one jail took, allowing it to be singular in the nation, can impact your agency's goal to realize its greatest potential. Application of this training will require comprehensive change and strategic planning, but we will show you how to achieve that with actionable takeaways and stories of how it has already been done with a team of ordinary correctional professionals who wanted a safer, better place to work and truly serve their community.

SPEAKERS: Mark Hodges/Jessica Middlebrook

Mark Hodges - Six years in the corrections field. I started as a jail officer at Northern Neck Regional Jail, ensuring security and order. Afterward, I spent nearly two years in the classification department, becoming proficient in offender management. For the past three years, I've been serving in the training department. It's been a rewarding experience contributing to the development of our team. I pursued my Bachelor's degree in Criminal Justice at Liberty University, providing a solid foundation for my work. My focus is on maintaining a secure environment and ensuring our staff is well-prepared.

Jessica Middlebrook- I have been in corrections for 5 years. I began as a Records Clerk in 2019, promoted to Records Supervisor in 2021 and recently promoted to the Records/Programs Coordinator. I was exposed to Extreme Ownership not long after I came to the jail and it didn't take long to realize that I wanted to be a part of a culture that consisted of EO. My goal is to use this to help the jail meet our missions.

EFFECTIVE COMMUNICATION AND DE-ESCALATION

DATE: 03/28/2024

TIME: 0830HRS – 1030HRS

LOCATION: PEACOCK SALON ROOM B

HOURS: 2 CAREER

SYNOPSIS OF COURSE: Effective Communication and De-Escalation techniques continue to be a vital need in the correctional and jail setting nationwide. Use of Force incidents are inevitable in our line of work, however, the necessity to assess a situation and its severity is crucial to making the correct decisions—often in moments of pressure and adrenaline. This course will cover multiple techniques that are beneficial to any personnel working inside of an institutional setting, from entry level jail officers to those leading in managerial positions.

SPEAKER: Master Jail Officer Victoria Umanzor

Victoria Umanzor is a Master Jail Officer at the Prince William-Manassas Regional Adult Detention Center in Manassas, VA. MJO Umanzor began her career in Law Enforcement in 2012 with the VA Dept. of Corrections, working as a re-entry officer at Coffeewood Correctional Center in Mitchells, VA. In 2014, she started her career with Prince William. MJO Umanzor was assigned to the agency's Training Department in 2017. During this time, she has obtained the following active instructorships through VA DCJS: General, EVOC, Control Tactics, and Firearms. In addition, she is also a skilled TASER instructor with AXON. MJO Umanzor has served as the Liaison Officer between her agency and the Prince William County Criminal Justice Academy since 2021, where she is responsible for coordinating and instructing a variety of trainings for multiple agencies several times per month. MJO Umanzor also serves as an Assistant Team Leader for her agency's Peer Support Team.

PROFESSIONAL DEVELOPMENT FOR MID-LEVEL MANAGERS WITHIN CORRECTIONS

DATE: 03/28/2024

TIME: 0830HRS – 1030HRS

LOCATION: ALBEMARLE

HOURS: 2 CULTURAL

SYNOPSIS OF COURSE: This course is a specialized program tailored for mid-level managers within correctional facilities or those with a training need for recently promoted supervisors. This comprehensive training is designed to augment leadership capabilities, deepen understanding of correctional dynamics, and equip managers with the tools necessary to excel in their roles while maintaining a safe and secure environment. Focus will be placed on the following topics: correctional leadership principles, strategic planning for corrections, communication and conflict resolution, adapting to change, project management, self-development and officer wellness.

SPEAKER: Dr. Amanda K. Trent

Dr. Amanda Trent has served as a contractor and grant services monitor for DCJS & BJA since 2020. In this role she is responsible for the administration, implementation, and operations of state and federal funded substance abuse treatment programs. She also worked at the Western Virginia Regional Jail as Major, services Division Commander, and Certified Jail Manager. Dr. Trent holds a Doctorate of Philosophy in Criminal Justice.

SUICIDE RISK ASSESSMENT IN THE JAIL/CORRECTIONAL SETTING

DATE: 03/28/2024

TIME: 0830HRS – 1030HRS

LOCATION: PRINCESS ANNE

HOURS: 2 CAREER

SYNOPSIS OF COURSE: This block of instruction will talk about What is a Suicide Risk Assessment and why do we use it in Correctional settings. What tools do we use for an assessment, what are some of the risk factors to look for? Discuss different strategies to prevent, control or even mitigate these risk factors. How do correctional settings out policies in place for inmates at risk of suicide? What is the role of Mental Health staff and the facility Psychiatrist?

SPEAKERS: Dr. Amenra Tuason

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Northern Neck Regional Jail	Superintendent Michelle Lewis
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*Above list reflects VARJ Silver through Diamond Partners

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Middle Peninsula Regional Security Center

2021-2022

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2016-2018

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Middle Peninsula Regional Jail

2012- 2014

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Riverside Regional Jail

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2008 - 2010

Lance Forsythe, Superintendent
Southside Regional Jail

2006 - 2008

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2004 - 2006

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Virginia Peninsula Regional Jail

2003 - 2004

Roy W. Cherry, Superintendent
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2002 - 2003

Christopher R. Webb, Administrator
Blue Ridge Regional Jail Authority

2001 - 2002

Lewis Barlow, Superintendent
Piedmont Regional Jail

2000 - 2001

Sandra Thacker, Superintendent
Peumansend Creek Regional Jail

1999 - 2000

Reece E. Robbins, Superintendent
Southside Regional Jail

1998 - 1999

Jeffrey W. Frazier, Superintendent
Northern Neck Regional Jail

1997 - 1998

Fred Hildebrand, Superintendent
Northwestern Regional Adult Detention Center

1996 - 1997

Darnley Hodge, Sr., Superintendent
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1995 - 1996

David L. Harmon, Superintendent
Middle Peninsula Regional Security Center

1994 - 1995

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Rockbridge Regional Jail

1993 - 1994

Jack Dewan, Superintendent
Western Tidewater Regional Jail

1999 - 2000

Reece E. Robbins, Superintendent
Southside Regional Jail

1998 - 1999

Jeffrey W. Frazier, Superintendent
Northern Neck Regional Jail



2024 TRAINING COMMITTEE MEMBERS

The Virginia Association of Regional Jails would like to recognize the 2024 Conference Training Committee for the time and effort they put forth to provide such an exceptional training program and to the Conference Committee for their hard work on this year's conference.

ALBEMARLE-CHARLOTTESVILLE REG. JAIL
BLUE RIDGE REGIONAL JAIL AUTHORITY
BLUE RIDGE REGIONAL JAIL AUTHORITY
CAROLINE DETENTION FACILITY
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PAMUNKEY REGIONAL JAIL
PAMUNKEY REGIONAL JAIL
PIEDMONT REGIONAL JAIL AUTHORITY
PRINCE WILLIAM-MANASSAS ADC
PRINCE WILLIAM-MANASSAS ADC
PRINCE WILLIAM-MANASSAS ADC
PRINCE WILLIAM-MANASSAS ADC
RAPPAHANNOCK REGIONAL JAIL
RAPPAHANNOCK REGIONAL JAIL
RAPPAHANNOCK REGIONAL JAIL
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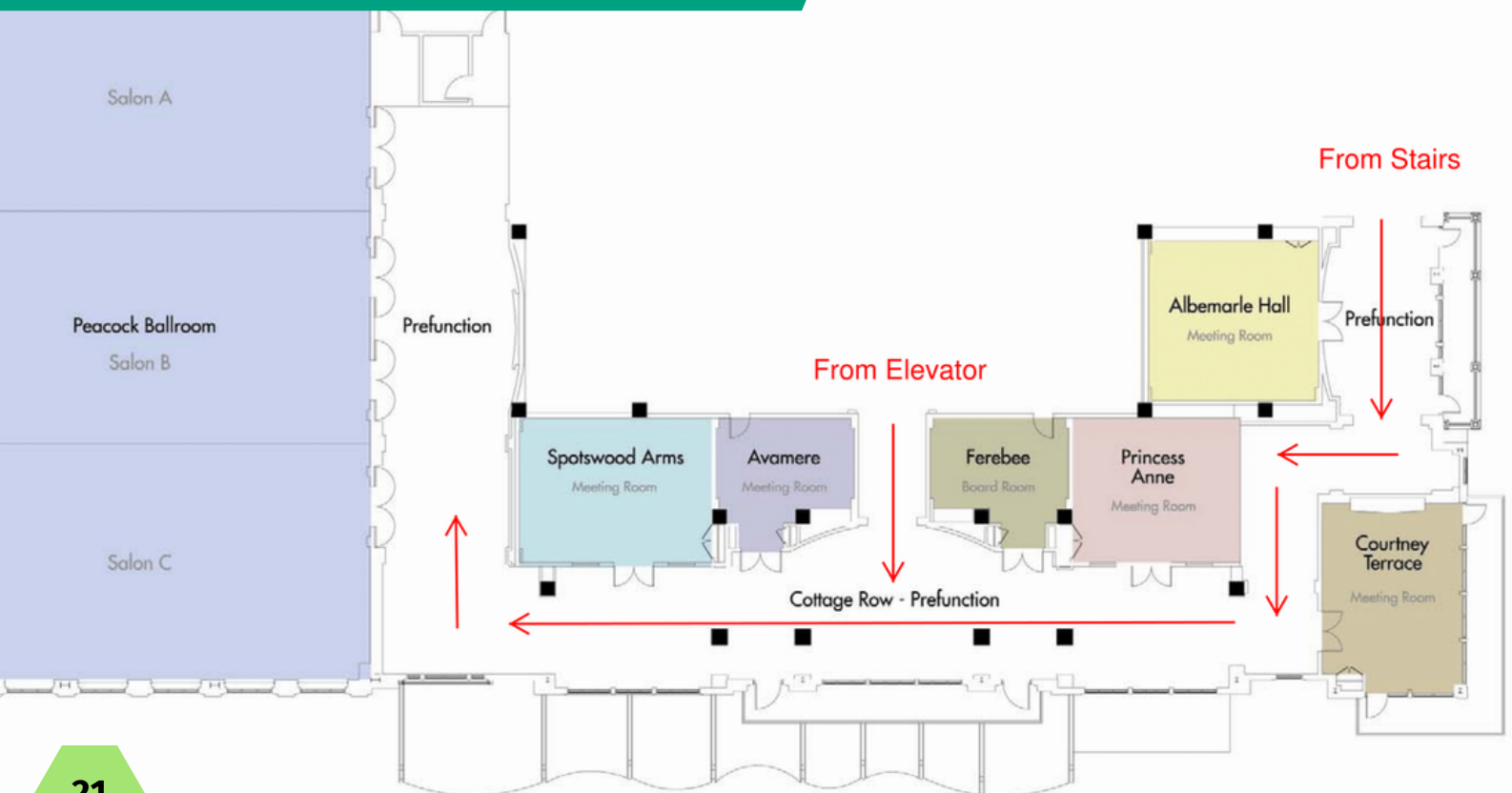
Join us in the Superintendent's Lounge for snacks and beverages. Open at 9PM daily in the Courtney Terrace.

****Open to Superintendents and their invited guests as well as Diamond, Platinum, and Gold partners**

Thank you to the sponsors of this year's Superintendent's Lounge!



HOTEL MAP





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